

Council

You are hereby summoned to attend a Meeting of the **Council of the City and County of Swansea** to be held in the Multi-Location Meeting - Council Chamber, Guildhall / MS Teams on Thursday, 30 March 2023 at 5.00 pm.

Watch Online: <http://bit.ly/421izrE>

The following business is proposed to be transacted:

1. **Apologies for Absence.**
2. **Disclosures of Personal and Prejudicial Interests.**
www.swansea.gov.uk/disclosuresofinterests
3. **Minutes.** 1 - 13
To approve & sign the Minutes of the previous meeting(s) as a correct record.
4. **Written Responses to Questions asked at the Last Ordinary Meeting of Council.** 14 - 15
5. **Announcements of the Presiding Member.**
6. **Announcements of the Leader of the Council.**
7. **Public Questions.**
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.
8. **Corporate Plan 2023/28.** 16 - 156
9. **Report of Audit Wales - Audit of Accounts Report - City & County of Swansea.** 157 - 174
10. **Statement of Accounts 2021/22.** 175 - 384
11. **School Admission Arrangements 2024-2025.** 385 - 417
12. **Swansea Public Services Board Local Well-being Plan.** 418 - 469

13. Appointment of a Lay Member to the Governance & Audit Committee.	470 - 475
14. Nomination of Lord Mayor and Deputy Lord Mayor Elect 2023-2024.	476 - 487
15. Timing of Council Meetings - Survey & Council Bodies Diary 2023-2024.	488 - 506
16. Amendments to the Council Constitution - Constitution Working Group Terms of Reference & Membership.	507 - 510
17. Review of Communities.	511 - 515
18. Councillors' Questions.	516 - 524
19. Notice of Motion - The Brexit Risk to our Rights - The Retained EU Law Bill.	525
20. Notice of Motion - Illegal Immigration Bill.	526

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.

Next Meeting: Thursday, 4 May 2023 at 5.00 pm



Huw Evans
Head of Democratic Services
Guildhall,
Swansea.

Wednesday, 22 March 2023

To: All Members of the Council

Agenda Item 3.



City and County of Swansea

Minutes of the **Council**

Multi-Location Meeting - Council Chamber, Guildhall / MS

Teams

Thursday, 2 March 2023 at 5.00 pm

Present: Councillor J P Curtice (Chair) Presided

Councillor(s)

C Anderson
P M Black
P Downing
C R Doyle
M Durke
C R Evans
V M Evans
E W Fitzgerald
R Francis-Davies
L S Gibbard
F M Gordon
K M Griffiths
J A Hale
T J Hennegan
C A Holley
P R Hood-Williams
D H Hopkins
L James
O G James
Y V Jardine
J W Jones
L R Jones
M H Jones

Councillor(s)

M Jones
E J King
E T Kirchner
H Lawson
A S Lewis
M B Lewis
R D Lewis
W G Lewis
P Lloyd
P M Matthews
P N May
D Phillips
C L Philpott
S Pritchard
A Pugh
K M Roberts
B J Rowlands
R V Smith
A H Stevens
R C Stewart
L G Thomas
W G Thomas
L V Walton

Councillor(s)

T M White
R Fogarty
S Bennett
P N Bentu
A Davis
C M J Evans
M Bailey
N Furlong
H J Gwilliam
V A Holland
D H Jenkins
S Joy
S E Keeton
M W Locke
N L Matthews
J D McGettrick
F D O'Brien
A J O'Connor
J E Pritchard
S J Rice
M S Tribe
R A Williams
A J Jeffery

Officer(s)

Jeffrey Dong

Deputy Chief Finance Officer / Deputy Section 151 Officer.

Huw Evans

Head of Democratic Services

Tracey Meredith

Chief Legal Officer / Monitoring Officer

Ben Smith

Director of Finance / Section 151 Officer

Gareth Borsden

Democratic Services Officer

Martin Nicholls

Chief Executive

Tom Evans

Strategic Planning Team Leader

Apologies for Absence

Councillor(s): A M Day, B Hopkins, S M Jones and H M Morris

119. Disclosures of Personal and Prejudicial Interests.

The Chief Legal Officer gave advice regarding the potential personal and prejudicial interests that Councillors and / Officers may have on the agenda.

The Head of Democratic Services reminded Councillors and Officers that the "Disclosures of Personal and Prejudicial Interests" sheet should only be completed if the Councillor / Officer had an interest to declare. Nil returns were not required. Councillors and Officers were also informed that any declarable interest must be made orally and in writing on the sheet.

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

- 1) Councillors S Bennett, P N Bentu, J P Curtice, C M J Evans, C A Holley, E J King, J W Jones, L R Jones, M H Jones, H Lawson, P Lloyd, N L Matthews, K M Roberts, M S Tribe and T M White declared a Personal Interest in Minute 126 "Medium Term Financial Plan 2024/25 - 2026/27".
- 2) Councillors P N Bentu, J P Curtice, P Downing, M Durke, C M J Evans, C R Evans, V M Evans, E W Fitzgerald, L S Gibbard, K M Griffiths, J A Hale, C A Holley, D H Jenkins, J W Jones, L R Jones, M Jones, M H Jones, E J King, H Lawson, M B Lewis, R D Lewis, N L Matthews, P N May, F D O'Brien, A Pugh, S J Rice, K M Roberts, R V Smith, A H Stevens, M S Tribe and T M White declared a Personal Interest in Minute 128 "Revenue Budget 2023/24".
- 3) Councillors C Anderson, P M Black, J P Curtice, M Durke, C M J Evans, V M Evans, L S Gibbard, F M Gordon, H J Gwilliam, C A Holley, L James, J W Jones, M Jones, L R Jones, M H Jones, S A Joy, H Lawson, P M Matthews, A S Lewis, W G Lewis, N L Matthews, P N May, A Pugh, K M Roberts, R V Smith, A H Stevens, L V Walton and T M White declared a Personal Interest in Minute 130 "Capital Budget & Programme 2022/23- 2027/28".
- 4) Councillor T J Hennegan declared a Personal Interest in Minute 129 "Housing Revenue Account (HRA) - Revenue Budget 2023/24".
- 5) Councillor T J Hennegan declared a Personal Interest in Minute 131 "Housing Revenue Account - Capital Budget and Programme 2022/23 - 2026/27".
- 6) Councillors S Bennett declared a Personal Interest in Minute 132 "Statutory Resolution - Resolutions to be Made in Accordance with the Regulations in the Setting of Council Tax 2023/24".

120. Minutes.

Resolved that the following Minutes be approved and signed as a correct record:

- 1) Ordinary Meeting of Council held on 2 February 2023 subject to Minute 108 "Disclosures of Personal and Prejudicial Interests" being amended to include Councillors R D Lewis and F D O'Brien as having declared a Personal Interest in Minute 115 "Pay Policy Statement 2023/24".

121. Written Responses to Questions asked at the Last Ordinary Meeting of Council.

The Chief Legal Officer submitted an information report setting out the written responses to questions asked at the last Ordinary Meeting of Council.

122. Announcements of the Presiding Member.

a) Gower College Swansea - Apprenticeship Awards 2023

The Presiding Member congratulated five Swansea Council employees and the Council itself for success at the recent Gower College Swansea - Apprenticeship Awards 2023.

The Awards are held annually to celebrate the many successful apprenticeship schemes run by Gower College Swansea. The awards recognise the achievements over the year of Apprentices, Employers and College staff. Congratulations to:

- Cieron Redden – Bricklaying Apprentice of the Year.
- Louise Rigby – Digital Application Support Apprentice of the Year.
- Christopher Davies – Leadership and Management Apprentice of the Year.
- Jemma Davies – Social Services Practitioner Apprentice of the Year.
- Iestyn Thomas – Supporting Teaching and Learning Apprentice of the Year.
- Swansea Council – Apprentice Employer of the Year (250+ employees).

123. Announcements of the Leader of the Council.

There were no announcements.

124. Public Questions.

Four members of the public asked questions. The questions related to Item 19 “Councillors’ Questions – Questions 3 & 5 and Item 9 “Revenue Budget 2023/24”.

The Cabinet Member for Investment, Regeneration & Tourism and Leader of the Council responded.

125. Budget Reports - Presentation Overview.

The Section 151 Officer gave a broad technical presentation in relation to the budget reports. Councillors asked broad technical questions.

The Leader of the Council gave a broad budget presentation.

The Presiding Member advised that specific questions related to individual reports should be asked and debated when that report was being discussed.

126. Medium Term Financial Planning 2024/25 – 2026/27.

The Section 151 Officer submitted a report that set out the rationale and purpose of the Medium Term Financial Plan, detailing the major funding assumptions for the period and proposes a strategy to maintain a balanced budget.

Resolved that the Medium Term Financial Plan 2024/25 to 2026/27 be approved as the basis for future service financial planning.

127. Council Procedure Rule 4 "Smoking / Refreshments / Mobile Phones / Comfort Break.

In accordance with Council Procedure Rule 4 the Presiding Member adjourned the meeting in order to facilitate a 10-minute comfort break.

128. Revenue Budget 2023/24.

The Presiding Member set out the process that he would be followed for this item.

The Section 151 Officer presented the report including a minor update on the final local government grant settlement figure. Councillors asked a series of technical questions of the Section 151 Officer. The Section 151 Officer responded.

Original report proposed by Councillor R C Stewart. Seconded by Councillor D H Hopkins.

The Presiding Member stated that three budget amendments had been received. One from the Uplands Group, one from the Conservative Group and one from the Liberal Democrats / Independent Opposition Group.

Uplands Group Amendment

Proposed by Councillor S J Rice. Seconded by Councillor S A Joy.

The amendment being:

- i) Reduce Energy Inflation Provision for 2023/24 from £15m to £12.658m (Saving £2.342m).*
- ii) Increase Council Tax by 4.95% rather than 5.95% (Costing £1.342m).*
- iii) Remove increase Social Services - Adult Services Increase client contribution and review of all fees and charges with a view to incorporating inflationary increases estimated at 10% in line with spending restrictions (Costing £1m)*
Page 84.

Following debate and a vote, the amendment fell.

Conservative Group Amendment

Proposed by Councillor W G Thomas. Seconded by Councillor L R Jones.

The amendment being:

We (The Conservative Group) are proposing removing the remuneration for CDC Chairs. This would save roughly £60k PA. We propose that these funds be then diverted to keep the current vacancy in scrutiny open and the remainder to go into reducing the proposed cuts to the audit department.

Following debate and a vote, the amendment fell.

Liberal Democrats / Independent Opposition Group Amendment

Proposed by Councillor P M Black. Seconded by Councillor S Bennett.

The amendment being:

This budget has seen a great deal of increases in many areas of the Council both in fees and charges.

We would like to put forward that the city centre car parks have no increases in their charges to encourage the use of our city centre which is a main plank in the council's regeneration agenda.

To assist the use of the city centre and other venues we also propose that the new Swansea App which will give Swansea residents reduced parking charges be used to also give a reduction in bus fares of 25% on targeted routes to be discussed with the bus companies and that this pilot scheme to be run for a year along with the freezing of car parking charges in the city centre.

The finance for these one off for a year to be taken from the economic recovery fund, reserves which would cost £500,000.

Following debate and a vote, the amendment fell.

Substantive Motion

Discussion took place on the substantive motion.

In accordance with Council Procedure Rule 30 "Voting" a recorded vote was requested. The voting on the amendment was recorded as follows:

For (42 Councillors)		
Councillor(s)	Councillor(s)	Councillor(s)
C Anderson	J A Hale	P Lloyd
P N Bentu	T J Hennegan	N L Matthews
J P Curtice	V A Holland	P M Matthews
A Davis	D H Hopkins	D Phillips
P Downing	Y V Jardine	J E Pritchard
C R Doyle	D H Jenkins	S Pritchard
M Durke	M Jones	A Pugh
C R Evans	S E Keeton	K M Roberts
V M Evans	E J King	R V Smith
R A Fogarty	E T Kirchner	A H Stevens
R Francis-Davies	H Lawson	R C Stewart

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L S Gibbard	A S Lewis	L V Walton
F M Gordon	M B Lewis	T M White
H J Gwilliam	W G Lewis	R A Williams

Against (6 Councillor(s))		
Councillor(s)	Councillor(s)	Councillor(s)
P R Hood-Williams	R D Lewis	A J O'Connor
L R Jones	F D O'Brien	W G Thomas

Abstain (19 Councillors)		
Councillor(s)	Councillor(s)	Councillor(s)
M Bailey	L James	J D McGettrick
S Bennett	A J Jeffery	C L Philpott
P B Black	J W Jones	S J Rice
C M J Evans	M H Jones	B J Rowlands
N Furlong	S A Joy	L G Thomas
K M Griffiths	M W Locke	M S Tribe
C A Holley	-	-

Withdrawn from meeting due to declarable interest (0 Councillors)		
Councillor	Councillor	Councillor
-	-	-

Resolved that:

- 1) The Revenue Budget for 2023/24 as detailed in Appendix A of the report be approved.
- 2) The Budget Requirement and Council Tax Levy for 2023/24 as detailed in Section 9 of the report be approved.

129. Housing Revenue Account (HRA) – Revenue Budget 2023/24.

The Section 151 Officer submitted a report that proposed a Revenue Budget for 2023/24 for the Housing Revenue Account.

Resolved that the revenue budget proposals as detailed in section 4 of the report be approved.

130. Capital Budget & Programme 2022/23- 2027/28.

The Section 151 Officer submitted a report that proposed a revised capital budget for 2022/23 and a capital budget for 2023/24 - 2027/28.

Uplands Group Amendment

Proposed by Councillor S J Rice. Seconded by Councillor S A Joy.

The amendment being:

- i) *Remove City Centre Acquisition and replace with School Energy Efficiency & Air Quality Improvement Programme (£2.825m) Page 140.*

Following debate and a vote, the amendment fell.

Substantive Motion

Discussion took place on the substantive motion.

Resolved that the revised capital budget for 2022/23 and the capital budget for 2023/24 - 2027/28 as detailed in appendices A, B C, D, E, F and G to the report be approved.

Note: Councillor S J Rice asked, "How much will be spent on the repair and renewals of Schools in the forthcoming year?"

The Section 151 Officer stated that a written response would be provided.

131. Housing Revenue Account – Capital Budget and Programme 2022/23 – 2026/27.

The Section 151 Officer submitted a report that proposed a revised capital budget for 2022/23 and a capital budget for 2023/24 - 2026/27.

Resolved that:

- 1) The transfers between schemes and the revised budgets for schemes in 2022/23 be approved.
- 2) The budget proposals for 2023/24 - 2026/27 be approved.
- 3) Those individual schemes in Appendix B of the report which are programmed over the 4 year period as outlined and described in the report, be committed and that their financial implications for funding over 4 years be approved.

132. Statutory Resolution – Resolutions to be Made in Accordance with the Regulations in the Setting of Council Tax 2023/24.

The Section 151 Officer submitted a report that outlined several statutory resolutions to be made in accordance with the Regulations in the setting of the Council Tax 2023-2024.

As a result of the amendments made to the Revenue Budget 2023-2024 and also a change to the settlement from the Welsh Government, the figures within the Statutory Resolution were amended.

Resolved that:

- 1) The statutory resolutions as set out below be noted and adopted.
- 2) It be noted that at its meeting on 1 December 2022 the Council calculated the following amounts for the year 2023/2024 in accordance with Regulations made under Section 33(5) of the Local Government Finance Act 1992 (as amended):

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a) 91,454 being the amount calculated by the Council, in accordance with Regulation 3 of the Local Authorities (Calculation of Council Tax Base) (Wales) Regulations 1995, as amended, as its Council Tax base for the year.

b) Parts of the Council's Area:

Bishopston	2,006
Clydach	2,561
Gorseinon	3,232
Gowerton	1,966
Grovesend & Waungron	447
Ilston	343
Killay	2,131
Llangennith, Llanmadoc and Cheriton	517
Llangyfelach	943
Llanrhidian Higher	1,539
Llanrhidian Lower	339
Llwchwr	3,411
Mawr	755
Mumbles	9,909
Penllergaer	1,418
Pennard	1,539
Penrice	483
Pontarddulais	2,299
Pontlliw and Tircoed	1,006
Port Eynon	467
Reynoldston	317
Rhossili	207
Three Crosses	698
Upper Killay	598

being the amounts calculated by the Council, in accordance with Regulation 6 of the Regulations, as the amounts of its Council Tax base for dwellings in those parts of its area to which special items relate.

- 3) The following amounts be now calculated by the Council for the year 2023/2024 in accordance with Section 32 to 36 of the Local Government Finance Act 1992:
- (a) £876,287,922 being the aggregate of the amounts which the Council estimates for the items set out in Sections 32(2)(a) to (d) of the Act.
 - (b) £314,924,933 being the aggregate of the amounts which the Council estimates for the items set out in Sections 32(3)(a), 32(3)(c) and 32(3a) of the Act.
 - (c) £561,362,989 being the amount by which the aggregate at (3)(a) above exceeds the aggregate at 3(b) above, calculated by the Council, in accordance with Section 32(4) of the Act, as its budget requirement for the year.

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- (d) £417,864,475 being the aggregate of the sums which the Council estimates will be payable for the year into its Council Fund in respect of redistributed non-domestic rates, and revenue support grant less discretionary Non Domestic Rate relief.
- (e) £1,549.08 being the amount at (3)(c) above less the amount at (3)(d) above, all divided by the amount at (2)(a) above, calculated by the Council, in accordance with Section 33(1) of the Act, as the basic amount of its Council Tax for the year.
- (f) £1,829,076 being the aggregate amount of all special items referred to in Section 34(1) of the Act.
- (g) £1,549.08 being the amount at (3)(e) above less the result given by dividing the amount at (3)(f) above by the amount at (2)(a) above, calculated by the Council, in accordance with Section 34(2) of the Act, as the basic amount of its Council Tax for the year for dwellings in those parts of its area to which no special items relate.
- (h) Parts of the Council's Area:

Bishopston	1,588.96
Clydach	1,607.90
Gorseinon	1,591.08
Gowerton	1,566.31
Grovesend & Waungron	1,575.93
Ilston	1,568.58
Killay	1,560.58
Llangennith, Llanmadoc and Cheriton	1,564.36
Llangyfelach	1,580.89
Llanrhidian Higher	1,654.55
Llanrhidian Lower	1,568.25
Llwchwr	1,588.99
Mawr	1,641.80
Mumbles	1,609.97
Penllergaer	1,556.84
Pennard	1,608.33
Penrice	1,575.98
Pontarddulais	1,608.91
Pontlliw and Tircoed	1,588.85
Port Eynon	1,566.21
Reynoldston	1,588.51
Rhossili	1,573.23
Three Crosses	1,592.17
Upper Killay	1,580.85

being the amounts given by adding to the amount at (3)(g) above the amounts of the special items relating to dwellings in those parts of the Council's area mentioned above divided in each case by the amount at (2)(b) above, calculated by the Council, in accordance with Section 34(3)

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of the Act, as the basic amounts of its Council Tax for the year for dwellings in those parts of its area to which one or more special items relate.

(i) Parts of the Council's Area:

	Band	Band	Band	Band	Band	Band	Band	Band	Band
	A	B	C	D	E	F	G	H	I
	£	£	£	£	£	£	£	£	£
Bishopston	1,059.31	1,235.86	1,412.41	1,588.96	1,942.06	2,295.16	2,648.27	3,177.92	3,707.57
Clydach	1,071.93	1,250.59	1,429.24	1,607.90	1,965.21	2,322.52	2,679.83	3,215.80	3,751.77
Gorseinon	1,060.72	1,237.51	1,414.29	1,591.08	1,944.65	2,298.23	2,651.80	3,182.16	3,712.52
Gowerton	1,044.21	1,218.24	1,392.28	1,566.31	1,914.38	2,262.45	2,610.52	3,132.62	3,654.72
Grovesend & Waungron	1,050.62	1,225.72	1,400.83	1,575.93	1,926.14	2,276.34	2,626.55	3,151.86	3,677.17
Ilston	1,045.72	1,220.01	1,394.29	1,568.58	1,917.15	2,265.73	2,614.30	3,137.16	3,660.02
Killay	1,040.39	1,213.78	1,387.18	1,560.58	1,907.38	2,254.17	2,600.97	3,121.16	3,641.35
Llangennith, Llanmadoc & Cheriton	1,042.91	1,216.72	1,390.54	1,564.36	1,912.00	2,259.63	2,607.27	3,128.72	3,650.17
Llangyfelach	1,053.93	1,229.58	1,405.24	1,580.89	1,932.20	2,283.51	2,634.82	3,161.78	3,688.74
Llanrhidian Higher	1,103.03	1,286.87	1,470.71	1,654.55	2,022.23	2,389.91	2,757.58	3,309.10	3,860.62
Llanrhidian Lower	1,045.50	1,219.75	1,394.00	1,568.25	1,916.75	2,265.25	2,613.75	3,136.50	3,659.25
Llchwyr	1,059.33	1,235.88	1,412.44	1,588.99	1,942.10	2,295.21	2,648.32	3,177.98	3,707.64
Mawr	1,094.53	1,276.96	1,459.38	1,641.80	2,006.64	2,371.49	2,736.33	3,283.60	3,830.87
Mumbles	1,073.31	1,252.20	1,431.08	1,609.97	1,967.74	2,325.51	2,683.28	3,219.94	3,756.60
Penllergaer	1,037.89	1,210.88	1,383.86	1,556.84	1,902.80	2,248.77	2,594.73	3,113.68	3,632.63
Pennard	1,072.22	1,250.92	1,429.63	1,608.33	1,965.74	2,323.14	2,680.55	3,216.66	3,752.77
Penrice	1,050.65	1,225.76	1,400.87	1,575.98	1,926.20	2,276.42	2,626.63	3,151.96	3,677.29
Pontarddulais	1,072.61	1,251.37	1,430.14	1,608.91	1,966.45	2,323.98	2,681.52	3,217.82	3,754.12
Pontlliw and Tircoed	1,059.23	1,235.77	1,412.31	1,588.85	1,941.93	2,295.01	2,648.08	3,177.70	3,707.32
Port Eynon	1,044.14	1,218.16	1,392.19	1,566.21	1,914.26	2,262.30	2,610.35	3,132.42	3,654.49
Reynoldston	1,059.01	1,235.51	1,412.01	1,588.51	1,941.51	2,294.51	2,647.52	3,177.02	3,706.52
Rhossili	1,048.82	1,223.62	1,398.43	1,573.23	1,922.84	2,272.44	2,622.05	3,146.46	3,670.87
Three Crosses	1,061.45	1,238.35	1,415.26	1,592.17	1,945.99	2,299.80	2,653.62	3,184.34	3,715.06
Upper Killay	1,053.90	1,229.55	1,405.20	1,580.85	1,932.15	2,283.45	2,634.75	3,161.70	3,688.65
All other parts of the Council area	1,032.72	1,204.84	1,376.96	1,549.08	1,893.32	2,237.56	2,581.80	3,098.16	3,614.52

being the amounts given by multiplying the amounts at (3)(g) and (3)(h) above by the number which, in the population set out in Section 5(1) of the Act, is applicable to dwellings listed in a particular valuation band divided by the number which in that proportion is applicable to dwellings listed in valuation band D, calculated by the Council, in accordance with Section 36(1) of the Act, as the amounts to be taken into account for the year in respect of the categories of dwellings listed in the different valuation bands;

- 4) It be noted that for the year 2023/2024 the Police and Crime Commissioner for South Wales have stated the following amounts in precepts issued to the

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Council, in accordance with Section 40 of the Local Government Finance Act 1992, for each of the categories of dwelling shown below:

	Band	Band	Band	Band	Band	Band	Band	Band	Band
	A	B	C	D	E	F	G	H	I
	£	£	£	£	£	£	£	£	£
The Police and Crime Commissioner for South Wales	216.31	252.37	288.42	324.47	396.57	468.68	540.78	648.94	757.10

- 5) Having calculated the aggregate in each case of the amounts at (3)(1) and (4) above, the Council, in accordance with Section 30(2) of the Local Government Finance Act 1992, hereby sets the following amounts as the amounts of Council Tax for the year 2023/24 for each of the categories of dwelling shown below:

	Band	Band	Band	Band	Band	Band	Band	Band	Band
	A	B	C	D	E	F	G	H	I
	£	£	£	£	£	£	£	£	£
Bishopston	1,275.62	1,488.23	1,700.83	1,913.43	2,338.63	2,763.84	3,189.05	3,826.86	4,464.67
Clydach	1,288.24	1,502.96	1,717.66	1,932.37	2,361.78	2,791.20	3,220.61	3,864.74	4,508.87
Gorseinon	1,277.03	1,489.88	1,702.71	1,915.55	2,341.22	2,766.91	3,192.58	3,831.10	4,469.62
Gowerton	1,260.52	1,470.61	1,680.70	1,890.78	2,310.95	2,731.13	3,151.30	3,781.56	4,411.82
Grovesend & Waungron	1,266.93	1,478.09	1,689.25	1,900.40	2,322.71	2,745.02	3,167.33	3,800.80	4,434.27
Ilston	1,262.03	1,472.38	1,682.71	1,893.05	2,313.72	2,734.41	3,155.08	3,786.10	4,417.12
Killay	1,256.70	1,466.15	1,675.60	1,885.05	2,303.95	2,722.85	3,141.75	3,770.10	4,398.45
Llangennith, Llanmadoc & Cheriton	1,259.22	1,469.09	1,678.96	1,888.83	2,308.57	2,728.31	3,148.05	3,777.66	4,407.27
Llangyfelach	1,270.24	1,481.95	1,693.66	1,905.36	2,328.77	2,752.19	3,175.60	3,810.72	4,445.84
Llanrhidian Higher	1,319.34	1,539.24	1,759.13	1,979.02	2,418.80	2,858.59	3,298.36	3,958.04	4,617.72
Llanrhidian Lower	1,261.81	1,472.12	1,682.42	1,892.72	2,313.32	2,733.93	3,154.53	3,785.44	4,416.35
Llwchwr	1,275.64	1,488.25	1,700.86	1,913.46	2,338.67	2,763.89	3,189.10	3,826.92	4,464.74
Mawr	1,310.84	1,529.33	1,747.80	1,966.27	2,403.21	2,840.17	3,277.11	3,932.54	4,587.97
Mumbles	1,289.62	1,504.57	1,719.50	1,934.44	2,364.31	2,794.19	3,224.06	3,868.88	4,513.70
Penllergaer	1,254.20	1,463.25	1,672.28	1,881.31	2,299.37	2,717.45	3,135.51	3,762.62	4,389.73
Pennard	1,288.53	1,503.29	1,718.05	1,932.80	2,362.31	2,791.82	3,221.33	3,865.60	4,509.87
Penrice	1,266.96	1,478.13	1,689.29	1,900.45	2,322.77	2,745.10	3,167.41	3,800.90	4,434.39
Pontarddulais	1,288.92	1,503.74	1,718.56	1,933.38	2,363.02	2,792.66	3,222.30	3,866.76	4,511.22
Pontlliw and Tircoed	1,275.54	1,488.14	1,700.73	1,913.32	2,338.50	2,763.69	3,188.86	3,826.64	4,464.42
Port Eynon	1,260.45	1,470.53	1,680.61	1,890.68	2,310.83	2,730.98	3,151.13	3,781.36	4,411.59
Reynoldston	1,275.32	1,487.88	1,700.43	1,912.98	2,338.08	2,763.19	3,188.30	3,825.96	4,463.62
Rhossili	1,265.13	1,475.99	1,686.85	1,897.70	2,319.41	2,741.12	3,162.83	3,795.40	4,427.97
Three Crosses	1,277.76	1,490.72	1,703.68	1,916.64	2,342.56	2,768.48	3,194.40	3,833.28	4,472.16
Upper Killay	1,270.21	1,481.92	1,693.62	1,905.32	2,328.72	2,752.13	3,175.53	3,810.64	4,445.75
All other parts of the Council area	1,249.03	1,457.21	1,665.38	1,873.55	2,289.89	2,706.24	3,122.58	3,747.10	4,371.62

133. Treasury Management Strategy, Investment Strategy and Minimum Revenue Provision Policy Statement 2023/24, Interim Year Report 22/23, Annual Report 2021/22.

The Section 151 Officer submitted a report that sought to approve the Treasury Management Strategy Statement, Prudential Indicators, Investment Strategy and Minimum Revenue Provision Policy Statement for 2023/24 and note the Interim Year Treasury Management Review 2022/23.

Resolved that

- 1) The Treasury Management Strategy and Prudential Indicators (Sections 2-7 of the report) be approved.
- 2) The Investment Strategy (Section 8 of the report) be approved.
- 3) The Minimum Revenue Provision (MRP) Statement (Section 9 of the report) be approved.
- 4) The Interim Year Treasury Management Review 2022/23 (Appendix H of the report) be noted.
- 5) The Annual Treasury Management Report 2021/22 (Appendix I of the report) be noted.

134. Capital Strategy 2022/23 – 2027/28

The Section 151 Officer submitted a report that sought to approve the Capital Strategy which informs and shapes the six year capital programme.

Resolved that the Capital Strategy 2022/23 - 2027/28 be approved.

135. Annual Review of Performance 2021/22.

The Cabinet Member for Corporate Service & Performance submitted a report that presented a draft of the Council's Annual Review of Performance 2021/22, which meets the statutory requirements to publish an annual self assessment report and annual well-being report under Part 6 of the Local Government & Elections Act (Wales) 2021 and Well-being of Future Generations (Wales) Act 2015 respectively.

Resolved that the draft Annual Review of Performance 2021/22 ("the Review") be approved for publication.

136. Swansea Local Development Plan (LDP) Review and Replacement.

The Cabinet Member for Corporate Service & Performance submitted a report that outlined the findings of the 3rd Swansea LDP Annual Monitoring Report (AMR) and sought approval for a consultation exercise to be undertaken on the draft Swansea LDP Review Report and Swansea Replacement LDP Delivery Agreement.

Resolved that

- 1) The findings of the 3rd Swansea LDP AMR (attached at Appendix A to the report) are noted and the document submitted to Welsh Government.
- 2) The findings of the draft Swansea LDP Review Report (attached at Appendix B to the report) are noted and the document approved for public and stakeholder consultation.
- 3) The draft Swansea Replacement LDP Delivery Agreement (attached at Appendix C to the report) be approved for public and stakeholder consultation.
- 4) The Head of Planning and City Regeneration, or appropriate delegated Officer, be authorised to make any outstanding typographical, grammatical, presentational, or factual amendments to the 3rd AMR, draft LDP Review Report and draft Replacement LDP Delivery Agreement.

137. Membership of Committees.

The Cabinet Member for Corporate Service & Performance submitted a report that sought approval of the nominations / amendments to various Council Bodies.

Resolved that the membership of the Council Bodies listed below be amended:

Scrutiny Programme Committee

Remove Councillor T J Hennegan
Add Labour Vacancy.

138. Councillors' Questions.

1) Part A 'Supplementary Questions'

Seventeen (17) Part A 'Supplementary Questions' were submitted. The relevant Cabinet Member(s) responded by way of written answers contained in the Council Summons.

No supplementary questions required a written response.

2) Part B 'Questions not requiring Supplementary Questions'

Nine (9) Part B 'Questions not requiring Supplementary Questions' were submitted.

The meeting ended at 9.33 pm

Chair

Agenda Item 4.



Report of the Chief Legal Officer

Council – 30 March 2023

Written Responses to Questions asked at the Last Ordinary Meeting of Council

The report provides an update on the responses to Questions asked during the Meeting of Council held on 2 March 2023.

For Information

1. Introduction

- 1.1 It was agreed at Council on 8 April 2010 that a standing item be added to the Council Summons entitled “Written Responses to Questions Asked at the Last Ordinary Meeting of Council”.
- 1.2 A “For Information” report will be compiled by the Democratic Services Team collating all written responses from the last Ordinary Meeting of Council and placed in the Agenda Pack;
- 1.3 Any consequential amendments be made to the Council Constitution.

2. Responses

- 2.1 Responses to questions asked during the last ordinary meeting of Council are included as Appendix A.

Background Papers: None

Appendices: Appendix A (Questions & Responses)

**Providing Council with Written Responses to Questions asked at Council
2 March 2023**

1.	<p>Councillor S J Rice</p> <p>In relation to Minute 130 “Capital Budget & Programme 2022/23 – 2027/28</p> <p>How much will be spent on the repair and renewals of Schools in the forthcoming year.</p> <p>Response of the Section 151 Officer</p> <p>The allocation to schools is set out in the annual report to Cabinet (16 March 2023) on allocating sums. For 2023-24 there will be a share of the core £4.214m and an additional £3.610m solely for schools funded by additional Welsh Government support in 2022-23 rolled into 2023-24. The full detail, school by school, and scheme by scheme is in the now published Cabinet paper.</p>
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Agenda Item 8.



Report of the Cabinet Member for Corporate Services & Performance

Council - 30 March 2023

Corporate Plan 2023/28

Purpose:	To publish a Corporate Plan 2023/28 following a review as set out within the Well-Being of Future Generations (Wales) Act 2015 and statutory guidance relating to Public Bodies.
Policy Framework:	Corporate Plan 2022/23 <i>Delivering a Successful and Sustainable Swansea</i> .
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) The Corporate Plan 2023/28 is adopted.
Report Author:	Richard Rowlands
Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The Council has an obligation under the Well-being of Future Generations (Wales) Act 2015 (the 'Act') to undertake an annual review of its Well-being Objectives, which are set out in the Council's Corporate Plan.
- 1.2 The Corporate Plan describes the steps being undertaken to meet the Council's Well-being Objectives and contribute to the seven national Well-being Goals outlined in the Act.
- 1.3 The Plan also sets out how the Council is maximising its contribution to the Well-being Objectives and national goals through the way in which

the Council works, which is in line with sustainable principles described in the Act.

2. Review of Well-being Objectives and Corporate Plan - Methodology

- 2.1 Each Well-being Objective in the draft Corporate Plan for 2023/28 ('the Plan') has been developed and led by an appropriate lead Director / Head of Service in line with the following guidelines:
- Development of the Corporate Plan and Medium-Term Financial Plan should be coterminous.
 - The Policy Commitments should be steps, or incorporated into steps, to deliver each Priority.
 - Steps to deliver each Well-being Objective should only be included in the Plan if they are fully funded.
 - The inclusion of steps to deliver each Well-being Objective must be evidence based.
 - Steps to meet each Well-being Objective should collectively reflect the Sustainable Development Principle provided for by the Well-being of Future Generations Act 2015.
- 2.2 The draft Plan has been developed with oversight and direction provided by Corporate Management Team and Cabinet with contribution from Leadership Team. A copy of the draft Corporate Plan is attached at Appendix A.
- 2.3 The results from a public consultation earlier in 2022 on the Council's Well-being Objectives were part of the evidence that informed the review of the Corporate Plan. A public consultation on the draft Plan took place from 27th January to 24th February 2023. The results of the consultation are attached at Appendix B.

3. Key changes

- 3.1 The Council's Well-being Objectives described in the draft Corporate Plan for 2023/28 remain broadly the same, albeit with some adjustments. To date, the following changes have been made to the Corporate Plan for 2023/28:
- **A new Council Vision**...so that we can clearly articulate to stakeholders what we are seeking to achieve by 2028.
 - **The *Tackling Poverty* priority becomes the *Tackling Poverty & Enabling Communities* priority**....to recognise a strengths-based approach to tackling poverty.
 - **The *Transformation & Future Council Development* priority is renamed *Transformation & Financial Resilience***.... to reflect how the Council will need to become sustainable when there is increased demand and rising prices and resources are being reduced.

- **New steps to deliver each Priority identified and included**....based on, or incorporating, the Policy Commitments and other evidence-based actions.
- **Introduction of new KPIs**...these will need to be reviewed to ensure that they are collectable, reportable and are capable of being properly defined before they are confirmed and included in the corporate suite of indicators; this is to ensure that they are able to provide useful and robust data.

4.0 Plan structure and contents

4.1 The draft Corporate Plan is focused around six Well-being Objectives that are the key priorities for the Council.

- **Safeguarding people from harm**....so that our citizens are free from harm and exploitation.
- **Improving Education and Skills**....so that everyone 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 and Enabling Communities**....so that every person in Swansea can achieve their potential.
- **Delivering on Nature Recovery and Climate Change**....so that we maintain and enhance nature and biodiversity in Swansea, reduce our carbon footprint and tackle climate change.
- **Transformation and Financial Resilience**....so that we and the services that we provide are sustainable and fit for the future.

4.2 The Plan contains the Council's Well-being Statement, setting out the challenges ahead, the Council's vision to meet those challenges, the Council's six Well-being Objectives to meet the vision, the Council's values and principles, how the Council will deliver its Well-being Objectives through steps and sustainable ways of working, how the Council involves people and the Council's budget for delivery.

4.3 The Plan then presents each of the six Well-being Objectives in turn, describing why each is a Well-being Objective, the longer-term challenges each Well-being Objective will help address, the steps that will be taken to meet each Well-being Objective, what will delivery look like by the end of 2023/24 (this will be updated annually for each financial year), how the Council will measure progress, the contribution each Well-being Objective makes to the national goals, how the Council through each Well-being Objective will maximise the contribution to the National Goals through the way in which the Council will work and the contribution each Well-being Objective makes to the Public Services Board objectives.

4.4 The Plan concludes with how delivery will be monitored, self-assessed and kept under review, what we plan to do next and where to find additional information.

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 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 acting, 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 considers 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 The Corporate Plan is a high level and strategic document that sets out the Council's Well-being Objectives as required by the Well-being of Future Generations Act (Wales) 2015. The Plan sets out the steps that will be taken to meet each Well-being Objective whilst maximising the Council's contribution to the National Goals in line with the Sustainable Development Principle. The Corporate Plan will have a positive and high impact on the groups relevant to the IIA.

5.5 The public and relevant groups, including people with protected characteristics, were consulted prior to the production of the Corporate Plan and a further consultation took place from 27th January to 24th February 2023. The results of the consultation are attached at Appendix B. A full IIA has been conducted on the Corporate Plan (Appendix C).

The IIA demonstrates that the Corporate Plan will have a positive impact on people and communities and no concerns were identified. Progress will be assessed and reported through quarterly performance monitoring and the Annual Review of Performance. Work with leads to review the Corporate Plan and Council's Well-being Objectives and the steps to deliver them will take place each year, taking into account the latest evidence.

6.0 Financial Implications

6.1 There are no direct financial implications associated with this report however the plan will necessarily shape the budget and medium term financial plan. The three plans will continue to be iterative and support each and planning assumptions (MTFP) and annual budget determinations will be informed by and help shape the delivery of the plan and reciprocally the plan will help shape the financial plans.

7.0 Legal Implications

7.1 There are no legal implications associated with this report.

Background Papers: None

Appendices:

Appendix A	Draft Corporate Plan 2023/28 <i>Delivering a Successful and Sustainable Swansea.</i>
Appendix B	Summary – consultation results.
Appendix C	Integrated Impact Assessment

Delivering a Successful and Sustainable Swansea

The City and County of Swansea's Corporate Plan 2023/28

DRAFT

Foreword

There are a number of major challenges facing the world, the UK, Wales, and Swansea. Many of these challenges are having a major impact and require us to work in a different way to how we have worked before; and none more so than the impact from the COVID-19 pandemic, which along with other global factors has contributed to a cost-of-living crisis with rising prices and increasing energy costs.

Since March 2020, the Council's focus has been on preserving life, minimising the spread of the virus and supporting all our communities. Council staff and partners demonstrated their willingness, flexibility, commitment, and dedication to deliver front line services to Swansea communities, volunteering to support priority areas while also adapting to new ways of working. The global response to the pandemic and war in Europe has impacted supply chains and disrupted the supply and cost of energy, which has been exacerbated by rising inflation, which is having a severe impact on the cost of living. The Council is not immune to these rising costs, which are being exacerbated by increasing demand for its services.

Over the next five years the Council will need to change how it works in several areas of its business to ensure that we are sustainable in the present as well as the future. This Corporate Plan is the Council's overarching plan which provides the strategic framework for the transformation that is needed to achieve the Council's vision while ensuring it is able to respond the challenges of the present and the future.

These challenges include climate change, which is one of the greatest dangers and challenges facing us all and we need to think how we can adapt, reduce our carbon and greenhouse emissions and reduce our risk to flooding and other significant impacts. This also involves making better use of our land and natural resources whilst seeking to protect nature, our natural environment and improve biodiversity.

To tackle these challenges we need to work together. To give current and future generations a good quality of life we need to think about the long-term impact of the decisions we make. We have to do things differently to make things change. If we are to beat these challenges we need to think more about the long-term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach. This will help us to create a Swansea and a Wales that we all want to live in, now and in the future.

Cllr Rob Stewart
Leader of the Council

Martin Nicholls
Chief Executive

1. Introduction – Review of the Corporate Plan and Well-Being Objectives

This Corporate Plan includes a summary of the Council's well-being statement and key priorities, known as 'Well-being Objectives', which are a requirement of the Well-being of Future Generations (Wales) Act 2015.

The Corporate Plan and Well-being Objectives have been reviewed and updated for 2023/28.

The review of the Corporate Plan and our Well-being Objectives for 2023/28 was undertaken by consulting with local people and by assessing, among other sources, the following evidence:

- Future trends and challenges.
- Future Generations Commissioners Report 2020.
- Our equality objectives, including Welsh language.
- Our policy commitments.

The Corporate Plan describes the steps being undertaken to meet our Well-being Objectives and contribute to the seven national well-being goals¹ outlined in the Act.

The Plan also sets out how we are maximising our contribution to our Well-being Objectives and national goals through the way in which we work, which is in line with sustainable principles as follows:

- Looking ahead to the medium and long-term challenges.
- Preventing problems from occurring or from getting worse.
- Ensuring our objectives do not contradict each other and complement those of other public bodies.
- Working in partnership with others.
- Involving local people.

Strategic Equality Plan

There is a close correlation between the Council's Corporate Plan and Well-being Objectives and the Council's Strategic Equality Plan 2020/24 and Equality Objectives. A new Strategic Equality Plan with new Strategic Equality Objectives will be published during 2024/25. We will seek to retain close alignment between the Council's Equality and Well-being Objectives as we pursue integration, seek to improve well-being, and strive towards a more equal Swansea and a more equal Wales.

2. Summary of Well-Being Statement

Our Corporate Plan – Vision, Values, Principles and Well-being Objectives

¹ The National Goals are: A Prosperous Wales; A Resilient Wales; A Healthier Wales; A More Equal Wales; A Wales of More Cohesive Communities; A Wales of Vibrant Culture and Thriving Welsh Language; A Globally Responsible Wales.

Our Corporate Plan *Delivering a Successful and Sustainable Swansea* and our Well-being Objectives outline how we will work to meet present and future challenges.

The challenges ahead

Swansea faces a number of challenges in the years ahead, which include:

- Population changes – a growing, ageing and more diverse Swansea.
- Economic changes – attracting investment, high quality jobs and new technology into Swansea while addressing the skills gap.
- Climate change and nature emergencies – risks from flooding, air and water quality, dangers to ecosystems and biodiversity and energy security.
- Social and cultural changes – addressing inequalities in health, education, employment, and life chances.
- Global challenges – helping Swansea to deal with rising energy costs, increasing prices, supply chain disruptions and a resulting cost-of-living crisis.

These challenges are expressed in our Corporate Risks:

- Safeguarding.
- Pupil attainment and achievement.
- Impact of poverty.
- Cost of living crisis.
- Social cohesion.
- Local Economy and Infrastructure.
- Net Zero 2030 target.
- Financial control – Medium Term Financial Plan delivery.
- Corporate Transformation Plan.
- Workforce recruitment and retention.
- Mandatory training.
- Oracle Fusion project implementation.
- Cyber, data and digital security.
- Health and Safety.
- Emergency Planning, Resilience and Business Continuity.

Our Corporate Risks are those that, should they come into effect, could have a detrimental impact on the whole Council or community or could prevent the Council from achieving its priorities and objectives.

We have sought to address our Corporate Risks through relevant control measures and through our Corporate Plan and our Well-being Objectives.

Our ambitions and commitments to residents – our Vision and Well-being Objectives

Our Vision

In 2028 Swansea is a place that has a thriving mixed use city centre and local economy. It is a place where people can gain the skills and qualifications they need

to succeed in life, where everyone can achieve their potential and where communities are resilient and cohesive. Swansea is a place where human rights are respected, and people are safeguarded from harm and exploitation. It is a place where nature and biodiversity are maintained and enhanced, and carbon emissions are falling.

In order to meet these challenges and achieve our vision, we have prioritised six well-being objectives. These are:

- **Safeguarding people from harm** – so that our citizens are free from harm and exploitation.
- **Improving Education and Skills** – so that everyone 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 and Enabling Communities** – so that every person in Swansea can achieve their potential.
- **Delivering on Nature Recovery and Climate Change** – so that we maintain and enhance nature and biodiversity in Swansea, reduce our carbon footprint and tackle climate change.
- **Transformation and Financial Resilience** – so that we and the services that we provide are sustainable and fit for the future.

The ‘*Tackling Poverty and Enabling Communities*’ objective was amended to add ‘enabling communities’ so as to recognise a strengths-based approach where the strengths of individuals, communities and networks can be capitalised upon to help tackle poverty. The ‘*Transformation and Financial Resilience*’ objective was renamed to reflect how the Council will need to change to become sustainable and better able to weather global events, leading to increased demand and rising prices at a time when resources are being reduced.

How we will work – our values and principles

Our values and principles expressed in our Corporate Plan underpin the delivery of our well-being objectives and reflect sustainable ways of working:

Our Values

Our Plans are built on three clear values, which guide the way that we work, how we develop as an organisation and our decision-making through the years ahead.

- **People Focus**

We will focus on community needs and outcomes and on improving the lives of the people who live and work in Swansea. We will also respect, value and support our employees and demonstrate the highest standards of integrity.

- **Working Together**

We will promote a whole partnership approach, working across services to maximise resources and knowledge and joining forces with others outside the Council to ensure we prioritise our resources and get the best for our communities.

- ***Innovation***

We will promote and support a culture of innovation. We will think and work differently to improve our ability to deliver and to meet the financial, demographic and societal challenges we face. The response to the Covid crisis has resulted in significant innovations and changes to the way staff work and deliver services.

Our Principles

Our Plans and priorities will be underpinned by three key principles. These principles are essential to deliver our well-being objectives and will be woven into the way that we work.

- ***Sustainability***

We will work to improve the economic, social, cultural and environmental well-being of Swansea. This means making sure that the needs of the present are met without compromising the ability of future generations to meet their needs. This will be at the heart of our transformation programmes.

As part of this, we will continue to engage with and seek the views of residents and service users. The principle of sustainability has prevention and integration at its heart and we will develop long-term plans for addressing our Well-being Objectives, working with others. We will also ensure that, through this approach, we meet the requirements of the *Well Being of Future Generations (Wales) Act 2015*.

- ***Prevention***

We will intervene earlier in order to support people at greatest risk, change behaviours and prevent the need for costly specialist services, often with a long-term support programme. This will help to make families and communities more resilient, reduce the demand for Council services, lower costs and achieve better outcomes. We will adopt a whole-Council approach to managing the demand for services and aim to deepen our understanding of customer contact and how services can be redesigned to eliminate, reduce or divert demand.

During the pandemic, we continued to work with social care providers to support the ongoing challenges to the easing of lockdown and fight against the effects of Covid-19, while plans were put in place to move the balance away from acute care towards preventative and community services.

- ***Collaboration and integration***

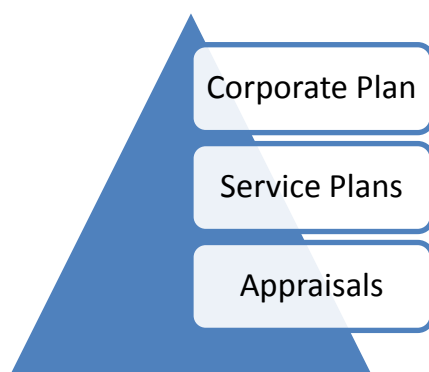
We will work together with our partners across the public, business and voluntary sectors through the Public Services Board and through other collaborative means in order to meet the shared challenges that face Swansea and its communities.

This 'Team Swansea' approach was vital when dealing with Covid-19, working as a whole-Council with partners, such as Health, to ensure that every service played a part in contributing to our Well-being Objectives and that we shared resources and expertise in response to Covid-19. The needs of our residents and the major challenges facing Swansea can only be tackled through productive partnerships, greater integration of our services and pooling of resources.

Our Delivery – the steps

Our Corporate Plan demonstrates that all of our Well-being Objectives taken together and the steps that we are undertaking to deliver them shows our contribution to all seven national goals and to the social, economic, cultural and environmental well-being of Swansea and Wales.

Our contribution to the national goals and well-being of Swansea and Wales is not just expressed in our Corporate Plan. The Corporate Plan describes our key Well-being Objectives and contribution but it forms part of our wider Performance Improvement Framework, which includes departmental Service Plans; the Corporate Plan taken together with Service Plans describes our full contribution. This arrangement is outlined in the diagram below:



Our Delivery – sustainable ways of working

We will further maximise our contribution to the social, economic, cultural, and environmental well-being of Swansea and Wales through embedding sustainable ways of working.

These ways of working are reflected in our values and principles but also in the steps we are taking and plan to take in order to maximise our contribution.

- **Looking ahead to the long-term challenges**

Our Corporate Plan and Well-being Objectives seek to address current and longer-term challenges.

We continued to develop our capability and capacity for a longer-term strategic outlook. This will be an important part of our ongoing transformation as we seek to remodel services and focus on meeting people's needs, facilitate economic prosperity, build cohesive and resilient communities, develop excellent customer service, maximise efficiency, reduce the Council's impact on the environment and develop a committed and motivated workforce.

- **Preventing problems from occurring or getting worse**

Through our Well-being Objectives we are working to prevent problems or to stop them from getting worse.

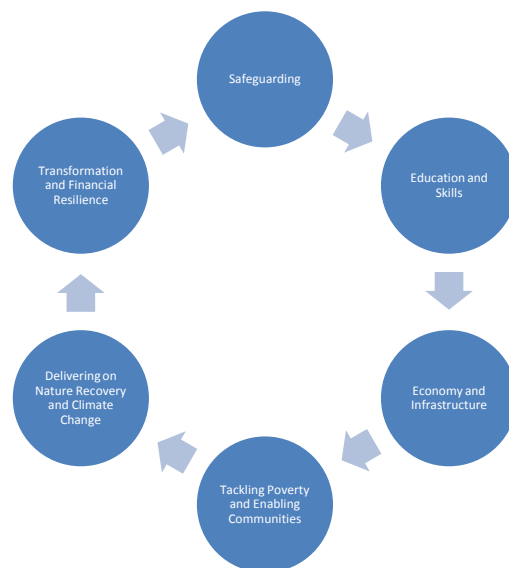
The Council needs to continue to develop its preventative approach and has to that end developed a *Prevention Strategy*. This strategy will further embed early intervention and prevention into the Council's business and place an even greater focus on improving well-being.

- **How our Well-being Objectives relate to each other and to those of other public bodies.**

It is important to point out though that each of our Well-being Objectives cannot be seen in isolation from each other. Each Well-being Objective both affects and is affected by the others.

For example, improving education and skills is both important to our efforts to reduce poverty and to improve the city and economy, which means transforming our education system to ensure children and young people have the necessary skills for the new economy and how society has changed following Covid-19 and as a result from the threats from climate change and the decline in biodiversity.

This interdependency is illustrated in the diagram below:



We are working to identify the connections and potential impacts of diverse policies and programmes and highlight where such policies / programmes can reinforce or undermine each other.

We have developed a new Integrated Impact Assessment tool that is being used to identify and strengthen interdependencies.

We used this tool to assess and review our Corporate Plan and Well-being Objectives, which helped map our contribution to the national goals and identify further options for maximising the contribution to the social, economic, cultural, and environmental well-being of Swansea and Wales.

- **Working in collaboration with others**

We are collaborating with partners from the public, private and third sector in order to take steps to deliver our Well-being Objectives, showing our contribution and options to maximise our contribution to the social, cultural, environmental and economic well-being of Swansea and Wales. These include:

- Working with other local authorities to deliver school improvement services.
- Working in partnership on safeguarding with representatives of each of the main agencies and professionals who are responsible for helping to protect children and adults from abuse and neglect through the West Glamorgan Safeguarding Boards.
- Working with three other local authorities, the Welsh Government, Universities and the private sector through the Swansea Bay City Deal to transform the economic landscape of the area, boost the local economy by £1.8 billion, and generate almost 10,000 new jobs over the next 15 years.
- Working in partnership with Health, Welsh Government, other public bodies and the third sector to respond to continue the recovery from the Covid-19 pandemic.

- **Involving all of our citizens in what we are doing**

The Council is committed to consulting with, and involving, residents, other stakeholders and employees in the Council's decision-making process. We have a new *Consultation and Engagement Strategy* for practitioners to help them engage with residents and service users.

In addition, the Council engages with the diversity of the population through diversity groups and forums, such as the 50+ Network and LGBT Forum. Schools' pupils are involved in their education through School Councils and through *Pupil Voice*, which is directly aimed at increasing pupil participation as set out in Article 12 of the United Nations Convention of the Rights of the Child (UNCRC); Swansea was the first UK Council to adopt and embed UNCRC. The Council's *Big Conversation* events give children and young people an opportunity to discuss issues that matter to them and to influence Council policy.

We have plans to involve more local people in the Council's decisions that affect them, their families and communities and is to that end have worked with the Swansea Co-production Network to engage Co-production Network for Wales (Co-pro Lab) to upskill and develop the Council, embedding co-production behaviours and thinking into everything that we do.

Involving people in our Well-being Objectives

A consultation on Swansea Council's Corporate Plan 2023-28 ran from the 27th January to the 24th February 2023. The purpose of the consultation was gathering people's views on the Council's well-being objectives (priorities), the actions (steps) the Council proposed to deliver each of these priorities and to identify any other suggestions in relation to any additional steps the Council could take to implement these priorities.

Consultation on the Swansea Council's Corporate Plan is an iterative and ongoing process. During the spring of 2022 the Council developed a survey as a guide and 'temperature check' to help inform the refresh of the Corporate Plan. The results of this survey showed a high level of support for the well-being objectives as the right priorities for the Council to continue to improve well-being in Swansea.

The Lead Officers for each of the well-being objectives have also consulted widely on the development of their priorities and the steps. For example, in relation to Education, most school initiatives have individual stakeholder involvement arrangements which are often set out in legislation e.g. school reorganisation. In addition, there are many networks with school staff, other LA staff, parents/carers (e.g. Parent Carer Forum) that are well-established to discuss priorities and develop workstreams together. The Council also runs a large number of consultations on an on-going basis which indirectly and directly inform the development of the Plan for example Climate Change, Active Travel and Green Infrastructure engagement or specific engagement events relating to Swansea's well-being e.g. the World Children's Day event.

During the same time period for the consultation on the Corporate Plan, the Council was also consulting on its Budget proposals for 2023-34, Swansea's Local Well-being Plan and the South West Wales Corporate Joint Committee' Corporate Plan, therefore the approach to consulting on the Corporate Plan was designed to be both proportionate and to build upon previous and ongoing consultations in relation to informing the Council's priorities.

The survey was structured asked respondents to indicate:

- to what extent they agreed or disagreed with the 6 draft objectives (priorities) for Swansea Council, in order to continue to improve well-being in Swansea.
- to what extent they agreed or disagreed with each of the steps to deliver each of the priorities.

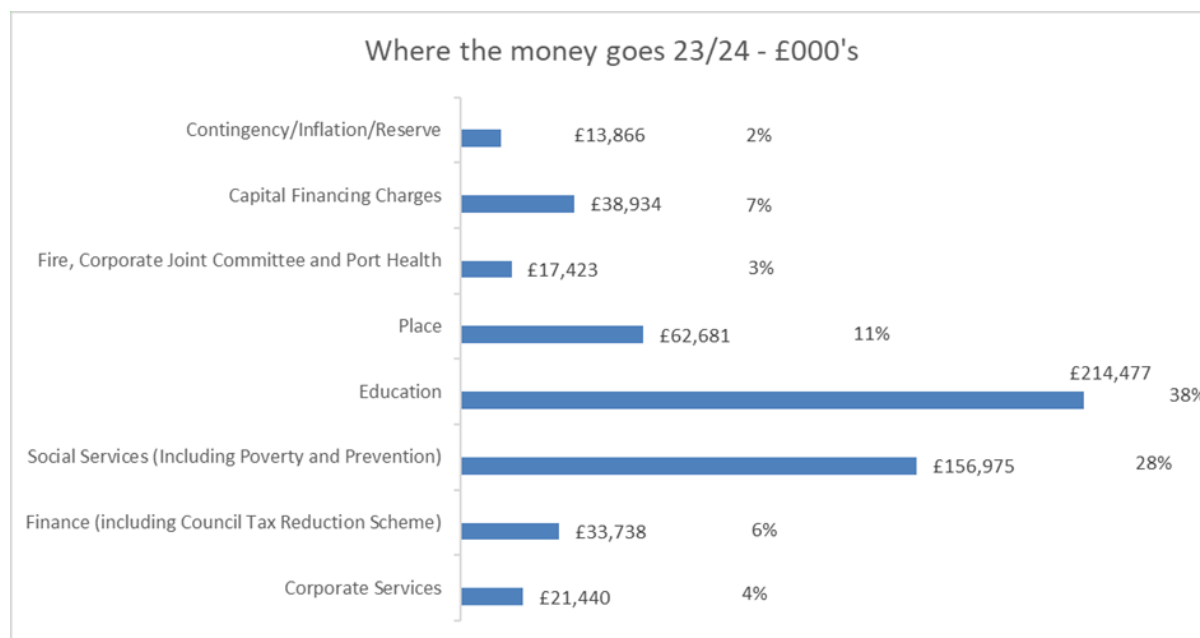
Overall, the results of the survey showed a relatively high level of agreement with the 6 objectives, which is in line with the results of previous consultations:

- 88% of respondents agreed that Safeguarding People from Harm should be a priority for Swansea Council.
- 93% agreed that Education and Skills should be a priority for the Council.
- 87% agreed that Transforming our Economy and Infrastructure should be a priority for the Council.
- 90% agreed that Tackling Poverty and Enabling Communities should be a priority for the Council.
- 75% agreed that Delivering on Nature Recovery and Climate Change should be a priority for the Council.
- 75% agreed that Transformation and Financial Resilience should be a priority a priority for the Council.

There was a similar level of agreement with each of the proposed steps to deliver each of the Well-being Objectives.

Our Budget – resourcing our Well-being Objectives

Following consultation with staff, the public and other stakeholders, a report on the budget goes to Cabinet and is then discussed at a meeting of full Council. The Council has over £550 million to spend. The vast majority of this money comes from the Government and grants, and we raise further money from council tax and income. This is how it is currently allocated (2023/24 budget):



Public consultation on the 2024/25 budget will be underway by the Autumn unless it is delayed, as has been the case for the last 3 years by national UK and Welsh government decisions to delay budget allocations and announcements (exacerbated more recently by Covid-19 financial uncertainty). Although the amount of money we receive from Welsh Government is a significant increase for next year (2023/24) and could well be a modest increase in cash in future years, there will need to be additional savings to offset our forecast additional expenditure, which is outside our control such as rising price inflation, national pay awards and demographics.

The public have already told us their priorities are schools and social services. Yet they also tell us some specific events, street cleaning and highways maintenance are very important to them too. We also have to plan for high levels of inflation and ensure robust and rapid recovery from the cost of living crisis both in terms of health, wellbeing, and economic activity, all coming on top of the Covid-19 pandemic. Our budget includes a list of budget priorities in line with our well-being objectives set out in our Corporate Plan. But with finite resources we'll have to make tough choices in the future on spending and taxes to balance the books.

We raise over £140million in Council tax each year, not even enough to cover the cost of our social services, let alone all the other services we provide. The overall cost of Council services means simply raising Council Tax alone is not an option. So, we have to take other steps.

3. Our Well-being Objectives

The next part of the Plan sets out our Well-being Objectives for 2023/28. Each objective is described in detail under the following headings:

- **Why this priority is a Well-being Objective.**
- **The longer-term challenges each well-being objective will help address.**
- **The steps we will take to meet each Well-being Objective.**
- **What we have done by the end of 2023-2024.**
- **How we will measure progress.**
- **The contribution each well-being objective makes to the national goals.**
- **How we will maximise our contribution to the national goals through the way in which we work.**
- **The contribution each well-being objective makes to the Public Services Board Well-being Objectives.**

Safeguarding people from harm

Why this priority is a well-being objective.

- Swansea is a fair and equal city in which children can have the best start in life to be the best they can be, safe within their families.
- Swansea is a Healthy city in which all people can expect to live happy, healthy, fulfilling lives; to achieve their own wellbeing outcomes and age well.
- Swansea is a human rights city committed to enhancing the health, wellbeing, safety and to promoting the rights of vulnerable adults, children, and families
- We aim to prevent and intervene early, where a person or child is at risk of harm, abuse, neglect or exploitation, and to ensure the right care and support at the right time.
- We will continue to promote safeguarding vulnerable people as everyone's business, across the Council, through a skilled and professional workforce, our elected members and any organisation or person who undertakes work on our behalf.

The longer-term challenges this well-being objective will help address.

- Learning from the recent pandemic and looking forward with the help of the Council's Recovery plan will remain a key focus going into 2023 and beyond, as we carry on with transformation programmes to modernise social care services, to achieve a more preventative, sustainable approach and net zero carbon footprint.
- We are working in partnerships to improve the safety, the health, and the wellbeing outcomes of our most vulnerable citizens.
- Through 'coproduction' – we are involving people in everything we do, focusing on 'what matters most' to them as citizens, placing them at the centre of their own care and support and by coproducing services to achieve better outcomes
- By ensuring there is high quality and more accessible, and integrated health and social care services for adults children and families who need our care and support.
- Swansea is engaged in work on a regional strategic approach to support the wellbeing needs of carers and young carers, this needs to translate into a clear approach locally to make a difference in the lives of individuals.

The steps we will take to meet this well-being objective are:

- **Safeguarding as Everyone's business** - Safeguarding our most vulnerable people is 'everyone's business' across the Council, within schools, with partners,

and through West Glamorgan Safeguarding Board and partnerships, *we will undertake a review of post-pandemic care and support provision*

- **High quality and resilient statutory services** - by ensuring that Adult and Child and Family Services are robust, resilient, and effective in getting right care and support, to the right person, at the right time. *We commit to investing £750 million for better care in Swansea, to begin options appraisal to increase council direct delivery of care.*
- **Improving outcomes for children and young people** by promoting rights of children, young people in everything we do, through our strategy to support children and young people to live safely at home with their family; through the corporate parenting strategy to help each cared for child achieve a better life; *We will strive to provide new children's care facilities within Swansea; by progressing a new children's care facility offering high quality, not for profit, local placements when most needed.*
- **Transforming Care and Support to vulnerable adults** - Supporting our most vulnerable adults to remain safe and independent at home, by remodelling access to an integrated health and social care service. We will rebalance our service offer *to provide better day care opportunities and respite services across the City; to focus on prevention, reablement, and by engaging with Health to ensure care plans align with health recovery to improve outcomes*
- **Support to unpaid carers, parent carers and young carers** - recognising the vital contribution of unpaid carers, parent-carers and young carers by coproducing new approaches to the right support to achieve their own well-being outcomes.
- **Building a skilled, professional workforce and supporting their wellbeing** – by safe recruitment, and retaining a workforce that continues to deliver high quality social services, *by committing to fairer pay for care workers*; through supportive leadership; by focusing on workforce wellbeing, practice standards and professional development to support each worker to be the best they can be
- **Implement the West Glamorgan regional partnership work programme**, by working with partners to achieve integrated sustainable, and zero net carbon model of health and social care.

By the end of 2023-2024 we will have:

- Safeguarding remains a whole council priority and everyone's business.
- Improved access to early help and the Council's wellbeing and prevention offer are helping to reduce demand on statutory services.
- Safety and safe standards inform our practice.
- Focus on quality in the delivery of statutory social services.
- Workers feel supported in their work and professional development.
- Carers are identified and supported in their own wellbeing.
- Swansea citizens experience a seamless journey towards their own health and wellbeing outcomes.

How we will measure progress *

*Provisional pending review and data development.

- Early Help - number of children and families supported
- Number / rate of Children in need of care and support, children looked after and children on the child protection register.
- Statutory visits undertaken to children on the child protection register.
- Reablement - adults receiving community and residential reablement to meet their own well-being needs.
- Reviews of care and support plans (adults) within statutory timescales.
- Support to Carers - number/ rate of carers identified and offered a carers assessment to help meet their own wellbeing needs.
- Timeliness in responding to adult safeguarding enquiries.
- Percentage of contacts received by statutory children's social services during the period where a decision was made by the end of the next working day.

The contribution this well-being objective makes to the national goals.

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
Indirect	Indirect	Direct	Direct	Indirect	Direct	Indirect

How we will maximise our contribution to the national goals through the way in which we work.

- *Preventing problems from occurring or from getting worse* – developing preventative services to help citizens achieve their own wellbeing outcomes, and to reduce the need for people to access statutory services.
- *Addressing long-term challenges* – working preventatively, in a rights-based way, co-producing care and support plans with citizens to help plan to address future care and support outcomes, and identify solutions for tackling new and rising demands on local health and social care services
- *Working in partnership with others* – to tackling complex wellbeing and society issues such as adverse childhood experiences, domestic violence, homelessness and helping people to live and age well with partners through the Public Services Board.
- *Avoiding conflicts between public body objectives* – working collaboratively with partners through Western Bay regional health and social care partnership board, regional safeguarding board and through the Public Services Board.

- *Involving people* – involving all citizens, including carers, young carers and victims of domestic abuse and looked after children and their families in coproducing their own care and support plans, and by focussing on their rights, their strengths and assets and what they can bring to their own family networks and communities.

The contribution this well-being objective makes to the Public Services Board objectives.

Children have the best start in life to be the best they can be	People live well and age well	Working with nature	Strong communities
Direct	Direct	Indirect	Direct

Improving **Education and Skills**

Why this priority is a well-being objective.

- We want all children and young people to attend school regularly, to be included, to be resilient and have successful futures.
- We want all children and young people to have good Welsh language skills.
- We want to support and maintain effective school leadership.
- We want to support and maintain excellent teaching.
- We want all learners to receive their education in environments that are safe and sustainable communities for learning.

The longer-term challenges this well-being objective will help address.

- Ensuring young people have the skills to be able to enter local employment opportunities, including those arising from the Swansea Bay City Deal.
- Ensuring children and young people's learning, health and well-being is supported, particularly following the impact of the Covid-19 pandemic.
- Addressing the inequalities created by the link that exists between educational attainment and economic prosperity.
- Ensuring that the support for the provision of additional learning needs is stronger, less adversarial and places children and young people at the centre of decision making.
- Ensuring equal opportunities for all learners to learn Welsh, speak the language confidently and to promote the benefits of bilingualism/multilingualism.
- Ensuring leaders and practitioners are supported to maintain delivery of excellent education in all learning settings.
- Providing a school estate that is suitable, safe, and sustainable.

The steps we will take to meet this well-being objective are:

- **Inclusion Strategy** - We will deliver the inclusion strategy to embed universal provision for additional needs, specialist places for additional needs and a whole school approach to emotional health and psychological wellbeing. The strategy will promote attendance, inclusion, learner participation in decision making and reduction in peer-on-peer bullying and harassment in schools.
- **Welsh Language Skills Strategy** - We will deliver a strategy that embeds the Siarter Iaith to all schools. The strategy will ensure that all schools are supported

to develop learners' skills within and outside the classroom. We want learners to speak Welsh with confidence when they leave school.

- **Leadership Support Strategy** - We will deliver a strategy to maintain and support effective leadership, including governance, across all schools. The strategy will promote self-improvement and collaboration. We want our school leaders to improve their own wellbeing in order to support practitioners and learners well.
- **Teaching Support Strategy** - We will deliver a strategy to support literacy, numeracy, and digital competence to maintain, restore and accelerate learners' skills. The strategy will promote excellence across all schools. We want all teachers to equip learners with key skills to access all areas of learning.
- **Designing Destinations Strategy** - We will deliver a strategy to support vocational learning, post-16 curriculum collaboration, careers and work-related education. We want schools to engage with community learning champions, employers and other education providers to inspire successful futures for learners.
- **Equity in Education Strategy** - We will deliver a strategy to embed trauma informed practice across all schools, actions to reduce the impact of poverty on learners and meet our responsibilities as corporate parents. We want our vulnerable learners to access support in one place through community focussed schools.
- **New and Better Schools Strategy** - We want to provide an efficient and effective educational infrastructure to meet current and future demands for school places. We will deliver a transformed schools' estate using our school building and maintenance programme and also respond to the developments set out within the local development plan (LDP) while ensuring community benefits from contracts. We want to reduce our carbon footprint within the school estate and make assets available for community use where local demand exists.

By the end of 2023-2024 we will have:

- Developed and promoted the new inclusion strategy.
- Continued to support schools to support learners develop Welsh language skills, in line with the WESP delivery plan.
- Encouraged take-up and support for school staff to undertake leadership development opportunities including qualifications.
- Promoted a new vision for school governance to support school leadership.
- Promoted local and regional opportunities of professional learning to support excellent teaching and learning.
- Consulted with learners on post-16 choices and developed a new post-16 and vocational strategy.
- Ensured suitable facilities to deliver universal free school meals to reception age, in line with the Welsh Government offer.
- Submitted a strategic outline programme for sustainable communities for learning.

How we will measure progress *

*Provisional pending review and data development.

- Improved attendance in all educational settings.
- Reduction in exclusions from all educational settings.
- Increased percentage of learners educated through the medium of Welsh at nursery and reception ages.
- Increased percentage of learners remaining in Welsh-medium provision when transferring from one key stage to another.
- Increased number of learners assessed for qualifications through the medium of Welsh.
- Numbers of leaders on MLDP/SLDP/Aspiring Headteacher/NPQH qualifications.
- Improved percentage of learners making good progress in reading and writing skills.
- Improved percentage of learners making good progress in their digital competence.
- Reduction in young people known to be NEET at 16 years of age.
- Enrolment and outcomes of apprenticeships in the Council and the wider community.
- Engagement with training weeks secured for the economically inactive or unemployed through community benefit clauses in contracts.
- Increased take-up of universal Free School Meals (within the Welsh Government offer).
- Swansea becoming the first Adverse Childhood Experience (ACE)-informed Council in Wales.
- Approved business cases and delivery of the remaining Band B projects.
- Increased number of schools available for community use.
- Increased number of schools whose Display Energy Certificate (DEC) rating is either an A or improves by at least one grade, e.g., D to C.
- Increased number of schools that are net zero operational carbon (currently none).

The contribution this well-being objective makes to the national goals.

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
Indirect	Direct	Direct	Direct	Direct	Indirect	Direct

How we will maximise our contribution to the national goals through the way in which we work.

Preventing problems from occurring or from getting worse – by:

- Supporting schools to design engaging curriculums and opportunities to further develop good quality teaching, so that pupils develop skills and qualifications that they need to go on into further and higher education, training, or employment.
- Supporting learners and their families from the earliest opportunity to overcome barriers to good attendance.
- Supporting learners and their families through early intervention to increase inclusion, engagement and prevent exclusions.
- Early identification of need to ensure learners have suitable provision.

Addressing long-term challenges – by:

- Ensuring the school curriculum in Swansea provides pupils with the skills and qualifications for the future and contributes to the success of the Swansea Bay City Deal in raising prosperity.
- Ensure the schools’ estate is maintained to be suitable and safe for both current and future learners.

Working in partnership with others – by:

- Maintain and further develop working closely with other services across the local authority.
- Collaborating with local authorities through the regional arrangements to support school improvement services.
- Improved collaboration and information sharing with agencies to ensure early identification and support to achieve positive outcomes for children and young people.

Avoiding conflicts between public body objectives – by:

- Creating synergy between national and local objectives and economic development.

Involving people – by:

- Involving learners in their education through a range of engagement mechanisms in order to demonstrate we value these key stakeholders.
- Ensuring the views of families and the wider community are considered.
- Co-construction of policies and plans as appropriate to ensure they meet needs and expectations of the learning community.

The contribution this well-being objective makes to the Public Services Board Well-being Objectives.

Children have the best start in life to be the best they can be	People live well and age well	Working with nature	Strong communities
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Direct	Indirect	Indirect	Direct
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Transforming our **Economy and Infrastructure**

Why this priority is a well-being objective.

- We want to raise economic performance to create wealth and employment opportunities to improve the economic well-being of Swansea's citizens.
- We want to lever all investment and funding opportunities in realising this objective including UK Government City Deal, Levelling up and Shared Prosperity Fund, Welsh Government Transforming Towns, Economy and Creative Wales and other major funders.
- We want to ensure our local economies are supported to achieve resilience in the face of future global, national, and regional challenges, in particular the city centre and our small independent businesses and organisations that are the fabric of our communities large and small.
- We want to provide an enabling approach to support individuals, businesses and communities through our employment and business support, regeneration activities, cultural assets, transport connectivity, planning and other support and regulatory frameworks in delivering these practical measures.
- We want to ensure Swansea is a place characterised by sustainable communities with sufficient good quality housing and places for work and leisure.
- We want to continue to forge strong, hard-working networks with our external partners who are co-delivering with the Council.
- We want to take advantage of untapped growth potential to generate sustainable energy, deliver on net zero commitments, protect the environment and boost the economy.

The longer-term challenges this well-being objective will help address.

- Post-Covid support and recovery.
- A digital and connected future and new models of working.
- Ongoing productivity gap with rest of UK - Swansea's productivity (GVA per hour worked) stood at 85.9% of the UK average in 2020.
- Swansea has a healthy level of new business formations but the relative size of the business base (508 businesses per 10,000 population) is below Wales (539) and UK (718) averages. One and five year survival rates for enterprises have improved and in 2020 were in line with the equivalent rates for Wales and UK, but the increasing costs of goods and services, particularly energy costs, and rising interest rates are creating very challenging trading conditions for local businesses.

- A new future for both the City Centre and smaller district and local centres and adapting to new ways of working including transport methods and connectivity and positive impact on places.
- Ongoing issue of unemployment and inactivity and ensuring a supply of genuine pathways and opportunities. Economic activity and employment rates in Swansea are lower than Wales averages and further below equivalent UK rates.
- The Household Income Gap - although Gross Disposable Household Income rose in Swansea by 8.5% between 2014 and 2019, it continued to lag behind Wales and the UK where rises were 12.3% and 15.8% respectively over the same period. In 2019 Gross Disposable Household Income in Swansea was 75.9% of the UK average.
- Wage rate gap - Over the year to April 2021, annual median full-time earnings in Swansea (workplace based) rose by 5.2%, which was greater than the Wales (+1.2%) and UK (-0.6%) averages. Consequently, annual median full time wage rates in Swansea stood at 91.6% of the UK average in April 2021.
- Contribute to a reduction in deprivation, through the creation of sustainable well paid employment. There are pockets of deprivation across the county, with a number of areas among the highest levels of deprivation in Wales. In the 2019 Welsh Index of Multiple Deprivation (WIMD), Swansea had an above average proportion of its Lower Super Output Areas (LSOAs) featuring in the most deprived 10% in Wales, with 17 (11.5%) of its 148 LSOAs in the 191 (10%) most deprived.
- Change the current business sectoral mix towards higher skilled, higher paid employment. 87.3% of employment is currently service sector based, and there is an under- representation of businesses in professional, scientific and technical sectors which tend to have better skilled and higher paid roles.
- Swansea has a higher proportion of retail businesses than the Welsh and UK average - the planned regeneration schemes will help diversify the city and district centres.
- Resident skills - continue to upskill people to take advantage of opportunities in new and emerging industries.
- Address skills gaps in sectors such as care, hospitality and construction.
- Recognising and working with deep seated anti-social behaviour, crime and associated issues and providing real alternatives and support.
- Enabling creation of sustainable energy sources.
- Help reduce commercial property viability gap with provision of quality flexible adaptable office space in response to increasing levels of inward investment interest and local independent business growth in both town centres and modern industrial settings.

- Increase the supply of affordable housing by building and acquiring new homes and looking for innovative solutions to convert existing buildings into residential accommodation.
- Following completion of the WHQS, continue to invest to improve the energy efficiency of existing homes and reduce the impact of fuel poverty for residents.

The steps we will take to meet this well-being objective are:

Transform our economy by securing funding opportunities and continuing to collaborate with our local regeneration partners and networks to implement the economic regeneration plan. We will maximise the benefits through the creation of employment and training opportunities for the long-term unemployed and economically inactive via community benefit clauses in contracts. There will also be a focus on-

- Lead implementation of South West Wales Regional Economic Delivery Plan in Swansea and associated work packages and funding streams such as UK Shared Prosperity Fund and Welsh Government sources.
- Continuing support to business (both start up and existing) through the Business Swansea provision
- Public Health Teams ensuring businesses can run effectively by adhering to the relevant legislation be it in the hospitality and catering sector or the licensed taxi sector.
- Help create thousands of new jobs for the people of Swansea, aiming to provide high quality and secure employment.
- Deliver an events programme each year, for the next five years, which expands and grows in tune with the regeneration of the city and growing visitor economy.
- Deliver a range of new and exciting immersive attractions, summer concerts and a new phase of Arena shows; encapsulated in a larger ever growing events programme (including the half Iron Man event), which commenced with community support for Platinum Jubilee events.
- Retain the Wales National Air Show in Swansea, bringing tens of thousands of visitors to the City for this annual event and review how its delivery can align with its net zero carbon targets.
- Secure a major new tenant for the Debenhams unit in the Quadrant Shopping Centre, securing the use of this unit for the future.
- Continue to work with partners to build a strong and resilient Creative Network to support the existing, emerging and future fabric of cultural and leisure assets embedded across the City Centre and District and local centres.

Transform the city and county's infrastructure to support a strong and resilient economy by focussing on key developments and enhancing key assets, specifically:-

- Working with our regional partners, progress a £1 billion regeneration and £750 million strategic partnership with Urban Splash as our new strategic partner, with an initial focus on Copr Bay Phase 2, the Civic Centre site and St Thomas site.
- Progress the Palace Theatre and Albert Hall developments to secure our historic buildings for future generations and seek an innovative solution to secure the future of the Elysium building.
- Work with partners to develop commercial meanwhile uses.
- Develop and promote more city living, including new hotels, retail, office space and food and beverage facilities.
- Progress work on the new Castle Square Gardens project.
- Progress work on the new city centre Community Hub project providing a new home to the Central Library.
- Complete the phased demolition of Ty Dewi Sant and the old multi-storey car park.
- Progress the build of 71-72 The Kingsway, to create an innovation hub which will be home to new businesses and up to six hundred new jobs.
- Continue to progress development and investment through the Skyline park attraction on Kilvey Hill.
- Progress hotels discussions for the City.
- Working in partnership with Penderyn Distillery, support the opening of a new whisky distillery attraction at Landore.
- Progress the development and reopening of the River Tawe corridor, including new pontoons.
- Deliver new promenade improvements and developments, as well as new lighting around Swansea Bay.
- Commit to improving public toilets.
- Progress discussions for the new interactive aquarium, aiming to offer an immersive experience for visitors and a wider educational resource.
- Strive to progress discussions regarding a new ferry service linking Wales with the South West of England.

- Commit to progress discussions with partners regarding the International Sports Science Village.
- Commit to investment in our towns and villages.
- Deliver on the refurbishment and upgrade of remaining tower blocks
- Provide more energy efficient homes and more affordable homes, alongside more investment in social housing.
- Public Health Teams ensuring private rented properties and Homes in Multiple Occupation are safe for tenants and rogue traders are prosecuted.
- Complete the Welsh Quality Housing Standard (WQHS) 1 and begin planning WQHS 2.
- Continue onto the next phase of the More Homes build, whilst maintaining progress on further retrofitting of council homes.

Promote and enhance a diverse and sustainable local economy through ensuring a robust policy framework:

- Progress the Replacement Swansea Local Development Plan to provide an up to date planning and place making framework for guiding decisions on development proposals
- Agree a new Swansea Bay Strategy.
- To remodel services, focusing on meeting people's needs, within the funding available
- Commence a review of the disabled parking bay policy.
- Progress TAN15 discussions with Welsh Government to find a solution that supports appropriate development.

Investment in our communities to provide good community infrastructure:

- Promote sustainable use of sports pitches for local sports clubs.
- Continue to invest in parks and play areas.
- Progress roll-out of free public Wi-Fi.
- Commit to complete play area upgrades.
- Continue the replacement of bus shelter installations.
- Commit to installing new bins and to replace dog waste bins with larger general bins.

- Commit to roll-out new drainage teams and new PATCH (Priority Action Team for Community Highways) programmes.
- Commence the £10 million local road upgrades.
- Progress delivery of all-weather sports pitches.
- Commit to delivering better skate-park facilities within Swansea.
- Ensure the availability of dedicated resources to tackle weeds, litter and minor works in every community; recruiting local ward operatives.

By the end of 2023-2024 we will have:

- Delivered better skate facilities.
- Commenced £10 million local road upgrades.
- Promoted the free and sustainable use of sports pitches for local sports clubs.
- Secured a tenant for Debenhams.
- Work progressed on the new Castle Square Gardens project.
- Commenced the phased demolition of Ty Dewi Sant and the old multi-storey car park.
- 71-72 The Kingsway completed.
- Progressed discussions on a new ferry service linking Wales with the South West of England.

How we will measure progress*

*Provisional pending review and data development

- Timeliness assessing planning applications.
- Approvals of major planning applications.
- Housing units and commercial floor space created as a result of the Transforming Towns programme.
- Value of inward investment into Swansea.
- Tourism spend.
- Projects containing community benefit clauses in contracts and number of training weeks created.
- Average Turnaround Time for Land Charge Searches.
- Develop performance measures for jobs created/protected and impact on GVA/productivity.
- Develop clear targets for overall new housing and specifically affordable targets.

The contribution this well-being objective makes to the national goals.

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
Direct	Direct	Direct	Direct	Direct	Direct	Indirect

How we will maximise our contribution to the national goals through the way in which we work.

- *Preventing problems from occurring or from getting worse* - promoting development opportunities for renewable energy and sustainable transport to build the economy and help tackle climate change.
- *Addressing long-term challenges* - reshaping Swansea and the region's economy to meet the economic challenges of the future and technological change through the City Deal and new Regional Economic Delivery Plan.
- *Working in partnership with others* - working with three other local authorities, the Welsh Government, Universities, Health Boards and the private sector through the Corporate Joint Committee and Regeneration Swansea to deliver the City Deal and Regional Economic Delivery Plan.
- *Avoiding conflicts between public body objectives* - producing a replacement Local Development Plan to support the regeneration of Swansea and provide a blueprint for appropriate, consistent land use planning decisions for current and future generations.
- *Involving people* - extensive consultation and engagement process to shape regeneration schemes, and during each stage of the development of our Local Development Plan looking to identify opportunities to meet housing need and provide employment.

The contribution this well-being objective makes to the Public Services Board Well-being Objectives.

Children have the best start in life to be the best they can be	People live well and age well	Working with nature	Strong communities
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Direct	Direct	Direct	Direct
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Tackling poverty and enabling communities

Why this priority is a well-being objective

- Between 2023 and 2028, the Cost of Living crisis and ongoing economic challenges will continue to impact on individuals, families and communities across Swansea. Poverty is multi-dimensional, complex, growing and impacting more people in Wales. The Council has an important role to play in helping people to alleviate poverty, improving their personal prosperity through better skills and jobs, and address the key issues influencing poverty such as homelessness.
- We also see a role for our communities in supporting people to deliver early interventions, improve the wellbeing of local people and build collaborative relationships with service providers. Our vision for this priority is to create welcoming, strong, resilient, connected and prosperous communities as part of our response to tackle and alleviate poverty in Swansea.
- Tackling poverty and enabling communities is a wellbeing objective because we need to:
 - continue responding to the global economic pressures – including the Cost of Living crisis – that are impacting on our communities.
 - target support for people in poverty or at risk of poverty in order to alleviate poverty and tackle the longer-term impacts on our society.
 - focus on helping people to avoid the need to access services by promoting early interventions and preventative action.
 - embed the lived experience of people in poverty across our services to ensure that we understand and meet those needs.
 - create communities that are safe and resilient where people's rights and needs are respected.
 - improve the personal prosperity of individuals through opportunities to develop skills, improve employability, access jobs and look after their own wellbeing.

The longer-term challenges this well-being objective will help address

- Levels of poverty which remains persistently high – with almost a quarter of people in Wales living in poverty – and impacts on life expectancy, health outcomes and adverse effects on the poorest areas.
- People's experiences of poverty covering a range of common issues including access to essential resources such as housing, fuel, energy, clothing, footwear,

food, and water, as well as support with finances, exclusion from services, and emotional and relationship issues.

- The extra costs that people on low incomes must pay for essentials – such as transport, fuel and food – due to the poverty premium, compounded by the ongoing Cost of Living crisis.
- The role our communities play in tackling poverty and preventing people's needs from escalating to the point where they need services or interventions.
- Changes to population and demographics as well as local population needs as our communities have more older people, become more urbanised and require more homes to be built.
- Opportunities to work closer with communities to tackle these important challenges, building on the networks, strengths and assets of our local areas.

The steps we will take to meet this well-being objective are:

- **Strategic direction** – We will develop methods of working with people with lived experience to co-produce and publish our aligned strategic visions, outcomes and priorities for Tackling Poverty and Community Enablement.
- **Cost of Living** – We will reduce levels of poverty and mitigate the impacts of being in poverty by rolling out government grants, providing welfare rights advice and implementing targeted schemes including the 'free bus ride' initiative and Swansea Spaces.
- **Tackling and preventing homelessness** – We will implement the Housing Support Programme Strategy to support people who are homeless or at risk of becoming homeless.
- **Making more homes available** – We will offer more energy efficient and affordable homes to help minimise household costs, as well as increasing the availability and quality of social housing, to help more people access accommodation that is suitable for their needs.
- **Improving people's prosperity** – We will deliver programmes of employability, skills development and community enhancements that help people to improve their prospects for the future and volunteer their time to contribute to their local communities.
- **Focus on early intervention** – We will collaborate with communities to help them play a stronger role in preventing escalation of individuals' needs and integrating with partners / local sources of support to mitigate demands on services.
- **Empowering communities** – We will embed the principles of human rights across our work with communities, empowering local people to get more involved in the co-production of services, community cohesion and social value.

- **Keeping communities safe** – We will tackle anti-social behaviour through targeted initiatives and support for people who are vulnerable or at risk by improving the presence of enforcement and using events / technologies to protect local people and property.
- **Building community assets** – We will continue to grow the assets of all communities across Swansea by using a strengths-based approach to increase resilient community-led initiatives (such as social enterprises) and establish integrated community hubs aligned with our Local Library Plan.

By the end of 2023-2024 we will have:

- Published our refreshed Tackling Poverty Strategy, working co-productively with our partners and people with lived experience of poverty.
- Developed a Tackling Poverty Performance Framework that aligns objectives, outcomes and performance measures related to tackling poverty.
- Began a review of the Council’s Housing Allocations Policy to ensure focus on providing suitable homes for vulnerable people, unintentionally homeless and people who may be struggling with poverty.
- Agreed a strategy to support homeless individuals as the COVID-19 hotel use ends, whilst continuing with our ‘always a bed’ pledge.
- Supported the establishment of the Swansea Sustainable Food Partnership.
- Published our Corporate Volunteering Policy to develop and manage voluntary action within the organisation.

How we will measure progress *

*Provisional pending review and data development.

- Amount (value) of grants allocated to individuals for applying for Cost of Living funds.
- Amount (value) of grants allocated to businesses for applying for Cost of Living funds.
- Amount (value) of benefit entitlements claimed through Welfare Rights Advice.
- Time taken (days) to process Council Tax Reduction (CTR) and Housing Benefit (HB) applications.
- Time taken (days) to process Council Tax Reduction (CTR) and Housing Benefit (HB) changes of circumstances.
- Number of new affordable homes built.
- Number of people who gain employment through Employability Support.
- Number of adults who achieve accredited qualifications through Adult Learning.
- Number of people who volunteer through council volunteer schemes.
- The number of beneficiaries who have attended the “Get Swansea online” programme.

The contribution this well-being objective makes to the national goals.

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
Direct	Indirect	Direct	Direct	Indirect	Direct	Indirect

How we will maximise our contribution to the national goals through the way in which we work.

- *Preventing problems from occurring or from getting worse* – we will use early interventions, strategic partnerships, and community-led initiatives to take a preventative approach to not only poverty but the wider impacts of poverty to ensure that escalating needs are addressed before service interventions are required.
- *Addressing long-term challenges* – we will strike a balance between the short-term needs of people in poverty (such as the need for housing and essential resources like food and clothes) with helping people to improve their personal prosperity and long-term aspirations for the future.
- *Working in partnership with others* – we will work with partners and stakeholders including local communities themselves to reflect the diversity of our population and the opportunities available from collaboration and service integration.
- *Avoiding conflicts between public body objectives* – we will develop a framework for linking our national, regional and local outcomes that demonstrates the contributions of our services and transformation programmes to public body strategies, policies and objectives.
- *Involving people* – we will embed the principles of human rights and co-production across our tackling poverty and enabling communities programmes and initiatives, mapping the experiences and capturing the voices of people with lived experience of poverty.

The contribution this well-being objective makes to the Public Services Board Well-being Objectives.

Children have the best start in life to be the best they can be	People live well and age well	Working with Nature	Strong communities
Direct	Direct	Indirect	Direct

Delivering on **Nature Recovery and Climate Change**

Why this priority is a well-being objective.

- Following Welsh Government declarations for Wales, the Council has declared both a Climate Emergency in June 2019 and a Nature Emergency in November 2021.
- Using the Welsh Government Route map to net zero, Swansea Council will align with its principles, knowing what needs to be done now, by 2022-26 Low Carbon becoming the norm and by 2030 where choosing carbon zero is routine.
- Sound governance has been established within the council to act on such challenges and all activity will be driven within the parameters of the Well-being of Future Generations Act (Wales) 2015, the Environment Act (Wales) 2016, the Strategic Equality Plan and the Corporate Plan and the Swansea (PSB) Well-being Plan.
- To ensure that in addition to achieving net zero 2030 for Swansea Council, we will work with partners, organisations, schools, businesses to support Swansea as a whole county and citizens in its efforts to become net zero by 2050, aligning with the Net Zero Wales Carbon Budget (2) 2022/2025. Establishing both Climate and Nature Charters and a Pledge Wall to encourage active participation and help build a healthier, more prosperous and biodiverse/ ecologically resilient Swansea.
- Swansea is one of the most ecologically rich and diverse counties in the UK. Its unique variety of habitats and species and wonderful range of parks, greenspaces, nature reserves, beaches and landscapes needs to be maintained, enhanced and sustainably managed for the benefit of everyone now and into the future.
- Our natural environment and biodiversity is under threat and in decline due to unsustainable human activities. Habitats and species are being lost at an alarming and unsustainable rate. We need to raise awareness of the impacts of biodiversity loss and climate change at the local level and provide information, advice, and practical support and incentives to encourage others to take action and collaborate to deliver positive solutions to these challenges.
- We want everyone to have access to, understand, appreciate and benefit from Swansea's outstanding natural environment and to play their part in looking after and enhancing it, resulting in a healthier, greener and more prosperous Swansea.
- Our future survival and quality of life is dependent on healthy resilient natural environment, the multiple benefits it provides to society and on reducing our carbon emissions to net zero.
- We have a moral responsibility to look after biodiversity for its own intrinsic value.

The longer-term challenges this well-being objective will help address.

- A public sector target of 2030, ahead of the Welsh Government's target of 2050 for the whole of Wales, will give us our best chance of keeping global warming below 1.5°C. This is the tipping point at which the climate impacts we're already experiencing will go from bad to potentially catastrophic. We'll see natural systems cross danger points, triggering lasting changes such as extreme storms, heatwaves, mass loss of natural habitats and species.
- We are at a critical point in time for nature recovery and without urgent transformative change, many of our species and habitats will continue to decline or become extinct.
- Halting and reversing the loss of biodiversity through reducing harm and unsustainable use and moving to a situation where we are working with nature to maintain healthy resilient ecosystems that will continue to provide long-term quality of life (or ecosystem services) benefits upon which we all depend.
- Tackling climate change, which is one of the greatest challenges facing us all and we need to reduce our carbon footprint and to mitigate for and adapt to the likely risks and impacts.
- Creating high quality environmentally and low carbon responsible and sustainable green jobs that make the most of our unique natural resources e.g. through environmental tourism, sustainable land and coastal management, local food production, sustainable waste management, energy efficiency, renewable energy and carbon capture. As such we will explore and support projects such as on and off shore renewables which align to these ambitions.
- Reducing inequalities in health and well-being by maintaining and enhancing a high quality and accessible natural environment plus ensuring fair access to low carbon energy, homes, travel options, sustainably sourced food and greener job opportunities.
- Sustainably managing and enhancing the quality of our natural resources including air, water, soils and biodiversity will help increase Swansea's ecological resilience and the well-being of its inhabitants.

The steps we will take to meet this well-being objective are:

Net Zero Swansea Council by 2030

- Achieve net zero carbon emissions by 2030, following the approved Swansea Council Net Zero 2030 Delivery Plan.
- Reduce the council's impact on the environment, monitoring via the Welsh Government reporting process on the 6 organisational categories.

Buildings and Energy	Fleet and Other Mobile Equipment	Land Use (Offsetting)
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Waste – Operational	New Ways of Working	Supply Chain
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- Replace for street lighting with LED.
- Develop a new County-wide tree planting map allowing us to plant thousands of new trees.
- Continue to review the council transport fleet to maximise opportunities for use of a green fleet in line with its green fleet strategy.

Net Zero Swansea by 2050

- Collectively support the wider Swansea ambition, working alongside Climate Charter signatories, PSB, citizens, schools, businesses, community groups and environmental partners to help deliver the Welsh Government ambition of Net Zero Wales by 2050.

Electricity and Heat Generation	Transport	Residential Buildings
Industry and Business	Agriculture	Waste and Circular Economy
Education and Engagement	Enriching our Natural Resources	LULUCF

- Develop a Swansea Adaptation and Mitigation Plan.
- Support delivery of the first phase of the Blue Eden Lagoon project.
- Progress the development of a council-operated solar energy farm at the City's Tir John site.
- Aim to make neighbourhood greening improvements.
- Support and enable the increase and availability of electric vehicle (EV) charging points and develop a wider EV charging strategy.
- Progress discussions on the development of a hydrogen fuelling hub.
- Work towards announcing new Active Travel routes, which develop the built and natural environment and encourages higher levels of physical activity.

Nature Recovery

- Develop and monitor the delivery of the Section 6 Corporate Biodiversity Plan and the Resilient Wales goal through annual business planning and reporting mechanisms up to 2028. We will report to Welsh Government every 3 years in line with our Biodiversity Duty.
- Contribute to the review, delivery and monitoring of the Local Nature Recovery Action Plan and a County Wide Green Infrastructure Strategy.

- Work to improve the ecosystem resilience of Council owned Sites of Special Scientific Interest (SSSI), Local Nature Reserves (LNR), Sites of Importance for Nature Conservation (SINCs) and greenspaces.
- Improve awareness and understanding of climate change and our natural environment through provision of information, training, and events.
- Continue to deliver a programme of wildflower planting and management and take actions that help to control invasive non-native species.
- Engage with local communities to encourage volunteering and to support them taking action to enhance and maintain their local greenspaces and wildlife sites.
- Take action to maintain and improve the quality of our air, water and soils.

By the end of 2023-2024 we will have:

- Reported to Welsh Government on Swansea Council 2022-23 emissions.
- Progressed phase 2 of the public buildings retrofit programme.
- Delivered a second year of projects with our environmental partner.
- Agreed a development model and progressed with the Tir John solar farm development.
- Agree and announced progress on the Blue Eden project with our development partner.
- Built strong collaborative working relationships with climate charter signatories on the 2050 Swansea agenda.
- Begun to implement our ULEV Transition Strategy 2021-2030, with over 150 ULEV vehicles and fleet charge points.
- Continue with the LED street lighting installation programme.
- Agreed an updated tree planting and management strategy.
- Planted hundreds of new trees.
- Produced a series of Wild About your Ward Maps to support communities in identifying opportunities for enhancing local greenspaces and wildlife sites and engaging them in volunteering activities.
- Drafted Management Plans for Council owned Local Nature Reserves.
- Targeted treatment and/or removal of Invasive Non-Native Species on nature sites.
- Produced a series of Climate Change and Nature Recovery e-training modules.
- Continued amenity grassland and road verge management trials to establish as species rich wildflower meadows.
- Prepared a Local Nature Recovery Action Plan and a County Wide GI Strategy.

How we will measure progress*

*Provisional pending review and data development.

- Embed a Climate Change and Nature Strategy
- Emission reductions to be monitored annually via the Welsh Government reporting process.

- Monitor progress against 30 actions by 2030 for Swansea Council delivery plan on an annual basis.
- Report regularly on collaboration successes with Climate Charter signatories, PSB, citizens, schools, businesses, community groups and environmental partners.
- Delivery of the Section 6 Corporate Biodiversity Plan, alongside a Nature Recovery Action Plan in collaboration with the Swansea Nature Partnership and adoption of a Countywide Green Infrastructure Strategy Continue to monitor air, water and soil quality.

The contribution this well-being objective makes to the national goals.

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
Direct	Direct	Direct	Direct	Indirect	Direct	Direct

How we will maximise our contribution to the national goals through the way in which we work.

- *Preventing problems from occurring or from getting worse* - By halting the decline of biodiversity and maintaining and enhancing a resilient natural environment, we will maintain vital ecosystem services (e.g., flood alleviation, air and water quality, carbon storage and pollination) and help to maintain people's health, well-being, and quality of life. By helping people to understand the causes of problems and how by working together, we can prevent problems occurring. By delivering net zero targets we can help avoid global warming and subsequent consequences. Adaptation activity will help us prepare for change already identified as unavoidable.
- *Addressing long-term challenges* - We want to reverse the loss of biodiversity, promote healthy resilient ecosystems, and strengthen green infrastructure to adapt to and mitigate for the impacts of climate change, and ensure that our natural environment and the benefits and services it provides are protected for the benefit of future generations. We want to achieve net zero carbon.
- *Working in partnership with others* - We will continue to support and collaborate with others Climate Charter signatories, PSB, citizens, schools, businesses, community groups and environmental partners to co-ordinate the planning and delivery of actions and maximise use of resources.
- *Avoiding conflicts between public body objectives* - By raising awareness of biodiversity and climate change and ensuring that it is taken into account at the

early decision-making /design stages of plans and projects, the potential for conflict will be reduced.

- *Involving people* - We will build capacity and achieve more by involving and supporting the local community to participate in identifying and delivering initiatives that maintain and enhance the natural environment and reduce our carbon footprint. More people will be enabled to access and enjoy their natural environment and contribute to mitigating the impacts of climate change.

The contribution this well-being objective makes to the Public Services Board Well-being Objectives.

Early Years	People live well and age well	Working with Nature	Strong communities
Direct	Direct	Direct	Direct

Transformation and Financial Resilience

Why this priority is a well-being objective

- Between 2023 and 2028 there will be extraordinary challenges facing individuals, communities, and public bodies in Swansea, especially as a result of the ongoing recession. At a time when our population needs public services most, they are under threat as our costs rise but our funding is falling in real terms.
- Against that background, if the council is to meet its statutory obligations and deliver the commitments it has made, we will need to innovate and transform how we operate, working closer than ever with others, while continuing to ensure that everything we do is focused on meeting the needs of our population.
- Our vision for this priority is to deliver, through transformation, at least the same if not better outcomes for our population and to improve our efficiency by making significant changes to the way we work and how our services are designed and delivered.
- Transformation and Financial Resilience is a wellbeing objective because we need to:
 - manage the public finances sustainably, recognising the huge constraints that we know we will face over the term of the plan;
 - ensure the council is adequately protected from major external risks such as cyber and data security breaches and recruitment and retention challenges we have across the council and in some services in particular;
 - redesign and remodel aspects of the organisation and its services to meet the changing needs and expectations of citizens within the resources we have available;
 - improve our customer service to ensure our citizens can access council advice, guidance, information, and services how and when they need them;
 - improve how we consult, engage, and involve our population to help us design effective and efficient services;
 - reduce the council's carbon footprint.
 - create a culture that values high performance, learning and continuous improvement.

The longer-term challenges this well-being objective will help address

- The long-term public finance outlook is likely to remain challenging.

- Demographic changes which will continue to drive increasing demand for council services and increasingly complex needs.
- Demographic changes impacting on the local labour market and composition of the council workforce.
- Technological advances are expected to continue to pave the way in defining how modern societies and economies will interact and develop into the future, not least our approach to social interactions, where we work, and how we access key services like education, health, and social care.
- Recognition that solving complex challenges, such as substance misuse, strategic planning and meeting the needs of the older population cannot be met by the council alone and will increasingly require whole system responses through greater collaboration with partners and the population we serve.

The steps we will take to meet this well-being objective are:

- **Financial Sustainability:** We will maintain a sustainable Medium Term Financial Strategy which ensures the council's revenue and capital resources are aligned to the achievement of the council's wellbeing objectives and delivery of our statutory obligations both over the term of the plan. We will ensure required savings are delivered, and commercial opportunities are taken, where appropriate
- **Transforming our business:** We will, deliver the council's transformation vision and goals, through the development and implementation of a corporate transformation plan, incorporating the key transformational change projects and programmes from across the council
- **Digital Transformation:** We will implement the council's digital strategy, using digital technology to improve people's lives, to enable digital access to services 24 hours a day, and to improve operational efficiency
- **Workforce Development:** We will implement the council's workforce strategy and thereby develop a motivated and committed workforce that is innovative, supported, skilled and customer focused.
- **Organisational Development:** We will ensure the organisation's working model reflects the needs of the population and the council's agile working approach. We will review senior management structure, pay and grading to ensure they are appropriate and in line with the wider workforce pay and grading scheme. We will develop tools to help services implement change, including training, guidance, and support.
- **Performance Management and Governance:** We will continue to embed self-assessment into the council's performance management arrangements and develop a culture of high performance, learning and continuous improvement. We will ensure the corporate plan, Medium Term Financial Strategy and Transformation Plan are aligned and support the long term needs of the population. We will also keep the council's constitution under review, including

ensuring appropriate delegation arrangements for members and officers are in place.

- **Procurement:** We will continue to develop the procurement supply chain locally, regionally and pan Wales to ensure our procurement activity remains ethical, looks to embed real living wage aspirations across the supply chain and weighs ever more heavily on the social value of procurement, in line with the sustainable development principles.
- **Operational estate:** We will continue to rationalise the council's operational estate to maximise efficiency and reduce our carbon footprint.
- **Partnership working:** We will continue to collaborate with our regional partners to progress our wellbeing objectives, specifically in relation to the strategic development planning, regional transport planning, promoting the economic wellbeing and delivering a regional energy strategy (through the Corporate Joint Committee), health and social care (through the West Glamorgan partnership) and education improvement (through Partneriaeth). Our collaboration will also continue with local partners to develop and implement solutions to the challenges facing our population and progress our 2040 Wellbeing Plan (through the Public Services Board).
- **Interacting with our population:** We will continue to ensure that where appropriate we consult, engage, and involve our population in the design and the delivery of our policies and services, enhancing our co-production capacity and capability through pilot projects and practice.
- **Equality, Diversity and Human Rights:** We will continue to embed equality, diversity, and human rights through all that we do as a council, implementing our Welsh Language proving the quality of our integrated impact assessments and working with partners to make Swansea a Human Rights City.

By the end of 2023-2024 we will have:

- A balanced Medium Term Financial Plan.
- Delivered all the savings proposals approved in the 2023-2024 Final Budget.
- A corporate transformation plan which is delivering major changes across the council.
- Embedded a new Enterprise Resource Planning System.
- Increased the number of Swansea Account users and improved its functionality.
- Introduced new leadership behaviours and a management learning and development offer.
- Reviewed the senior management structure and pay and grading scheme.
- Strengthened the council's Performance Management and Quality Assurance Framework.
- Further develop our local supply chain and also ensure commercial opportunities are developed where appropriate.
- Reduced carbon emissions from our operational estate.
- Rolled out co-production training and toolkits across the council.

- Developed a medium-term action plan for extending our work on human rights across Swansea.

How we will measure progress *

*Provisional pending review and data development.

- Percentage of agreed savings planned that are delivered within the financial year (100%)
- Number of Swansea Account holders (tbc)
- Direct carbon emissions from the council’s operational estate (tbc)
- Average staff sickness rate across the council (tbc)
- Council staff turnover rate (tbc)
- Mandatory training compliance rates (100%)
- Percentage of invoices paid within specified timeframe (tbc)
- Percentage of contracts procured locally / regionally / pan Wales (tbc)
- Percentage of contracts which will deliver social value (tbc)
- Percentage of corporate complaints that are resolved at the first stage (target 90%)
- Number of online payments received via City & County of Swansea websites.
- Number of forms completed online for fully automated processes.
- Number of data breaches which has resulted in an enforcement or monetary penalty notice being issued by the Information Commissioners Office (ICO).

The contribution this well-being objective makes to the national goals.

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
Indirect	Indirect	Direct	Indirect	Direct	Indirect	Direct

How we will maximise our contribution to the national goals through the way in which we work.

- *Preventing problems from occurring or from getting worse* – improving customer service and access to advice, guidance, and support through the implementation of the digital strategy
- *Addressing long-term challenges* – ensuring the corporate plan, Medium Term Financial Strategy and Transformation Plan are aligned and support the long term needs of the population.
- *Working in partnership with others* – working in collaboration with organisations regionally and locally to support the needs of the population

- *Avoiding conflicts between public body objectives* – working through established regional and local governance arrangements to ensure consistency between public body objectives
- *Involving people* – involving citizens where appropriate in policy and service design and delivery, enabling community action and ownership.

The contribution this well-being objective makes to the Public Services Board Well-being Objectives.

Children have the best start in life to be the best they can be	People live well and age well	Working with Nature	Strong communities
Indirect	Indirect	Indirect	Indirect

4. Monitoring Delivery – keeping performance under review

We will monitor delivery and keep our progress meeting our Well-being Objectives under review as follows:

How we will monitor progress

- Through the quarterly and annual performance monitoring reports to Cabinet.

How we will report achievements

- Quarterly and annually through Cabinet.
- Annual Review of Performance.

When and how this plan will be updated

- Annual review and refresh.

5. Next Stages – what we plan to do next

We have made some good progress embedding sustainable ways of working into how we do business as illustrated in this Plan; we want to continue to build on this.

To fully meet our obligations under the Well-Being of Future Generations Act, we want to:

- ensure sufficient and joined-up capability and capacity in strategic planning.
- continue to look for ways to increase citizens' involvement.
- look to create a longer-term strategic outlook, looking ahead up to 25+ years;
- ensure strategic integration and coherence between plans and strategies.
- work to ensure that the sustainable development principle shapes strategy and decision-making, and;
- continue to further embed the sustainable ways of working.

6. Where to find additional information

Strategies, plans and policies

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

Performance and statistics

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

Finance and Council budget

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

Scrutiny

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

Well-being of Future Generations Act

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

Safeguarding

<http://www.swansea.gov.uk/safeguarding>

Schools and learning

<http://www.swansea.gov.uk/schoolsandlearning>

Children and Young People's Rights – UNCRC

<http://www.swansea.gov.uk/uncrc>

Swansea Bay City Deal

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

Regeneration and development plans and policies

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

West Glamorgan Regional Partnership

<http://www.westernbay.org.uk/>

Partneriaeth (formerly Education through Regional Working (ERW))

<https://www.partneriaeth.cymru/>

Poverty and Prevention Strategies

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

Climate change and nature

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

Have Your Say – consultations

<http://www.swansea.gov.uk/haveyoursay>

Strategic Equality Plan

<http://www.swansea.gov.uk/sep>

Welsh Language

<http://www.swansea.gov.uk/cymraeg>

Consultation Results on the Corporate Plan 2023-28**1. Background**

- 1.1 A consultation on Swansea Council's Corporate Plan 2023-28 ran between the 27th January to the 24th February 2023. The purpose of the consultation was gather people's views on the Council's well-being objectives (priorities), the actions (steps) the Council proposed to deliver each of these priorities and to identify any other suggestions in relation to any additional steps the Council could take to implement these priorities.
- 1.2 Consultation on the Swansea Council's Corporate Plan is an iterative and ongoing process. During the spring of 2022 the Council developed a survey as a guide and 'temperature check' to help inform the refresh of the Corporate Plan. The results of this survey showed a high level of support for the well-being objectives as the right priorities for the Council to continue to improve well-being in Swansea.
- 1.3 The Lead Officers for each of the well-being objectives have also consulted widely on the development of their priorities and the steps. For example, in relation to Education, most school initiatives have individual stakeholder involvement arrangements which are often set out in legislation e.g. school reorganisation. In addition, there are many networks with school staff, other LA staff, parents/carers (e.g. Parent Carer Forum) that are well-established to discuss priorities and develop workstreams together. The Council also runs a large number of consultations on an on-going basis which indirectly and directly inform the development of the Plan for example Climate Change, Active Travel and Green Infrastructure engagement or specific engagement events relating to Swansea's well-being e.g. the World Children's Day event.
- 1.4 During the same time period for the consultation on the Corporate Plan, the Council was also consulting on its Budget proposals for 2023-34, Swansea's Local Well-being Plan and the South West Wales Corporate Joint Committee's Corporate Plan, therefore the approach to consulting on the Corporate Plan was designed to be both proportionate and to build upon previous and ongoing consultations in relation to informing the Council's priorities.

2. Methods

- 2.1 An on-line questionnaire was developed to consult on Swansea's Corporate Plan and was posted on Swansea Council's website. A screen reader version (in Word format) was also produced and respondents were given the opportunity to request a copy of the questionnaire in any other format. The questionnaire was promoted on the Councils' external website and promoted internally through the Staff intranet via Staff news and the Chief Executive's Blog. The consultation was promoted across Swansea within the press and social media.

3. Results

3.1 A total of 78 responses were received to the questionnaire on the Council's Corporate Plan. Out of those people who responded; 77% ($n=60$) identified themselves as members of the public and 23% ($n=18$) identified themselves as Council employees. All respondents completed the survey on-line and responded in English. Just under half of the respondents (48%) declared that they were female and 36% said that they were male. The largest proportion of respondents were aged between 26 yrs to 65 yrs (61%), followed by those aged 66 yrs to 85 yrs (19%). All of the respondents, apart from one, identified as British.

3.2 The survey was structured into three key sections and asked respondents to indicate;

- to what extent they agreed or disagreed with the 6 draft objectives (priorities) for Swansea Council, in order to continue to improve well-being in Swansea,
- to what extent they agreed or disagreed with each of the steps to deliver each of the priorities,
- to outline any further steps the Council could take in relation to each of the draft priorities.

3.3 The extent of agreement or disagreement with the 6 draft objectives

3.3.1 Overall, the results of the survey showed a relatively high level of agreement with the 6 objectives, which is in line with the results of previous consultations:

- 88% ($n= 67$) of respondents agreed that Safeguarding People from Harm should be a priority for Swansea Council.
- 93% ($n=73$) agreed that Education and Skills should be a priority for the Council.
- 87% ($n=67$) agreed that Transforming our Economy & Infrastructure should be a priority for the Council.
- 90% ($n=70$) agreed that Tackling Poverty and Enabling Communities should be a priority for the Council.
- 75% ($n=59$) agreed that Delivering on Nature Recovery and Climate Change should be a priority for the Council.
- 75% ($n= 58$) agreed that Transformation and Financial Resilience should be a priority a priority for the Council.

3.3.2 The highest level of agreement was with the Education and Skills priority, closely followed by the Tackling Poverty and Enabling Communities priority

3.3. Although there was a relatively low level of disagreement with the objectives, more than 1 out of 10 of respondents were unsure as to whether delivering the Nature Recovery and Climate Change and Transformation and Financial Resilience were the right objectives for Swansea Council (14% and 13% respectively).

3.4 The extent of agreement or disagreement with each of the proposed steps to deliver the Safeguarding from Harm priority

3.4.1 Respondents were asked to what extent they agreed or disagreed each of the proposed 7 steps for Swansea Council to deliver the Safeguarding People from Harm priority. Overall there was a relatively high level agreement that each of the steps were the right steps to deliver the Safeguarding from Harm priority:

- 92% agreed with safeguarding our most vulnerable people across the Council, within schools, with partners, and through West Glamorgan Safeguarding Board and partnerships.
- 86% agreed with high quality and resilient statutory services - by ensuring that Adult and Child and Family Services are robust, resilient, and effective in getting right care and support, to the right person, at the right time.
- 88% agreed with improving outcomes for children and young people by promoting rights of children, young people in everything we do, through our strategy to support children and young people to live safely at home with their family and through the corporate parenting strategy.
- 88% agreed with transforming care and support to vulnerable adults by supporting our most vulnerable adults to remain safe and independent at home, by remodelling access to an integrated health and social care service.
- 91% agreed with support to unpaid carers, parent carers and young carers - recognising the vital contribution of unpaid carers, parent-carers and young carers by coproducing new approaches to the right support to achieve their own well-being outcomes.
- 90% agreed with building a skilled, professional workforce and supporting their wellbeing – by safe recruitment, and retaining a workforce that continues to deliver high quality social services is the right step.
- 71% agreed with implementing the West Glamorgan regional partnership work programme, by working with partners to achieve integrated sustainable, and zero net carbon model of health and social care.

3.4.2 Overall, there was a relatively low level of disagreement with the proposed steps. The largest proportion of respondents (16%) disagreed with the step in relation to implementing the West Glamorgan regional partnership work programme and a further 13 % of respondents neither agreed or disagreed with this step.

3.4.3 Respondents were also asked to identify any additional steps the Council could take to deliver the Safeguarding from Harm priority. Suggestions related to providing more support for carers, providing good quality housing, providing more public facilities, more integrated health and social care provision, improved drug rehabilitation services and tackling crime and community safety issues.

3.5 The extent of agreement or disagreement with each of the proposed steps to deliver the Education and Skills priority

3.5.1 Respondents also asked to what extent they agreed or disagreed each of the proposed 7 steps for Swansea Council to deliver the Education and Skills priority. Overall there was a relatively high level agreement that each of the steps were the right steps to deliver the Education and Skills priority

- 78% agreed with delivering the inclusion strategy to embed universal provision for additional needs, specialist places for additional needs and a whole school approach to emotional health and psychological wellbeing.
- 52% agreed with the Welsh Language Skills Strategy and delivering a strategy that embeds the Siarter Iaith to all schools and all schools are supported to develop learners' skills within and outside the classroom.
- 77% agreed with the Leadership Support Strategy and delivering a strategy to maintain and support effective leadership, including governance, across all schools.
- 82% agreed with the Teaching Support Strategy and delivering a strategy to support literacy, numeracy and digital competence to maintain, restore and accelerate learners' skills.
- 81% agreed with the Designing Destinations Strategy and delivering a strategy to support vocational learning, post-16 curriculum collaboration, careers and work-related education.
- 75% agreed with the Equity in Education Strategy and delivering a strategy to embed trauma informed practice across all schools, actions to reduce the impact of poverty on learners and meet our responsibilities as corporate parents.
- 84% agreed with the New and Better Schools Strategy aiming to provide an efficient and effective educational infrastructure, delivering a transformed schools' while ensuring community benefits from contracts.

3.5.2 The largest proportion of respondents disagreed with the step in relation to implementing the Welsh Language Skills strategy (26%) and a further 22% of respondents neither agreed or disagreed with this step.

3.5.3 Respondents were also asked to identify any additional steps the Council could take to deliver this priority. Suggestions related to providing more support for children with additional needs, ensuring schools were inclusive, focusing on essential literacy and numeracy skills, developing vocational education and skills which meet local employment demands and making use of the school estate for the wider community benefit. Comments included:

3.6 **The extent of agreement or disagreement with each of the proposed steps to deliver the Transforming our Economy and Infrastructure priority**

3.6.1 Respondents were also asked to what extent they agreed or disagreed each of the proposed 48 steps for Swansea Council to deliver the Transforming our Economy and Infrastructure priority. Overall there was a relatively high level agreement that each of the steps were the right steps to deliver the Transforming our Economy and Infrastructure priority.

- 79% of respondents agreed with Swansea Council leading the implementation of South West Wales Regional Economic Delivery Plan in Swansea and associated work packages and funding streams such as UK Shared Prosperity Fund and Welsh Government sources.
- 83% agreed with continuing to support to business (both start up and existing) through the Business Swansea provision.
- 81% agreed with Public Health Teams ensuring that businesses can run effectively by adhering to the relevant legislation be it in the hospitality and catering sector or the licensed taxi sector.
- 75% agreed with helping to create thousands of new jobs for the people of Swansea, aiming to provide high quality and secure employment.
- 75% agreed with delivering an events programme each year, for the next five years, which expands and grows in tune with the regeneration of the city and growing visitor economy.
- 76 % agreed with delivering a range of new and exciting immersive attractions, summer concerts and a new phase of Arena shows.
- 66% agreed with retaining the Wales National Air Show in Swansea, bringing tens of thousands of visitors to the City for this annual event and review how its delivery can align with its net zero carbon targets.
- 88% agreed with securing a major new tenant for the Debenhams unit in the Quadrant Shopping Centre, securing the use of this unit for the future.
- 78% agreed with continuing to work with partners to build a strong and resilient Creative Network to support the existing, emerging and future fabric of cultural and leisure assets embedded across the City Centre and District and local centres.

Transform the city and county’s infrastructure to support a strong and resilient economy by focussing on key developments and enhancing key assets:

- 73% agreed with working with our regional partners, to progress a £1 billion regeneration and £750 million strategic partnership with Urban Splash as our new strategic partner, with an initial focus on Copr Bay Phase 2, the Civic Centre site and St Thomas site.
- 75% agreed with progressing the Palace Theatre and Albert Hall developments to secure our historic buildings for future generations and seek an innovative solution to secure the future of the Elysium building.
- 70% agreed with working with partners to develop commercial meanwhile uses.
- 64% agreed with developing and promoting more city living, including new hotels, retail, office space and food and beverage facilities.
- 62% agreed with progressing work on the new Castle Square Gardens project.
- 68% agreed with progressing work on the new city centre Community Hub project providing a new home to the Central Library.
- 57% agreed with completing the phased demolition of Ty Dewi Sant and the old multi-storey car park.

- 66% agreed with progressing the build of 71-72 The Kingsway, to create an innovation hub which will be home to new businesses and up to six hundred new jobs.
- 59% agreed with continuing to progress development and investment through the Skyline park attraction on Kilvey Hill.
- 60% agreed with progressing hotels discussions for the City.
- 68% agreed with working in partnership with Penderyn Distillery, to support the opening of a new whisky distillery attraction at Landore.
- 79% agreed with progressing the development and reopening of the River Tawe corridor, including new pontoons.
- 84 % agreed with delivering new promenade improvements and developments, as well as new lighting around Swansea Bay.
- 92% agreed with committing to improving public toilets.
- 66% agreed with progressing discussions for the new interactive aquarium, aiming to offer an immersive experience for visitors and a wider educational resource.
- 67% agreed with striving to progress discussions regarding a new ferry service linking Wales with the South West of England.
- 66% agreed with committing to progress discussions with partners regarding the International Sports Science Village.
- 90% agreed with committing to investment in our towns and villages.
- 72% agreed with delivering on the refurbishment and upgrade of remaining tower blocks.
- 75% agreed with providing more energy efficient homes and more affordable homes, alongside more investment in social housing.
- 83% agreed with Public Health Teams ensuring private rented properties and Homes in Multiple Occupation are safe for tenants and rouge traders are prosecuted.
- 71% agreed with completing the Welsh Quality Housing Standard (WQHS) 1 and begin planning WQHS 2.
- 70% agreed with continuing onto the next phase of the More Homes build, whilst maintaining progress on further retrofitting of council homes.

Promote and enhance a diverse and sustainable local economy through ensuring a robust policy framework:

- 61% agreed with progressing the Replacement Swansea Local Development Plan to provide an up to date planning and place making framework for guiding decisions on development proposals.
- 57% agreed with a new Swansea Bay Strategy.
- 68% agreed with remodelling services, focusing on meeting people's needs, within the funding available.
- 65% agreed with commencing a review of the disabled parking bay policy.
- 51% agreed with progressing TAN15 discussions with Welsh Government to find a solution that supports appropriate development.

Investment in our communities to provide good community infrastructure:

- 83% agreed with promoting the sustainable use of sports pitches for local sports clubs.
- 93% agreed with continuing to invest in parks and play areas.
- 80% agreed with progressing the roll-out of free public Wi-Fi.
- 83% agreed with the commitment to complete play area upgrades.
- 80% agreed with continuing the replacement of bus shelter installations.
- 84% agreed with the commitment to install new bins and to replace dog waste bins with larger general bins.
- 83% agreed with the commitment to roll-out new drainage teams and new PATCH (Priority Action Team for Community Highways) programmes.
- 90% agreed with commencing the £10 million local road upgrades.
- 72% agreed with progressing delivery of all-weather sports pitches.
- 55% agreed with the commitment to delivering better skate-park facilities within Swansea.
- 92% agreed with ensuring the availability of dedicated resources to tackle weeds, litter and minor works in every community; recruiting local ward operatives.

3.6.2 The highest proportion of respondents (more than 9 out of 10) agreed with committing to improving public toilets, investment in our towns and villages, commencing the £10 million local road upgrades and ensuring the availability of dedicated resources to tackle weeds, litter and minor works in every community; recruiting local ward operatives.

3.6.3 The highest proportion of respondents *strongly* agreed with helping to create thousands of new jobs for the people of Swansea (71%), securing a major new tenant for the Debenhams unit in the Quadrant Shopping Centre (71%) and improving public toilets (78%).

3.6.4 Although the majority of respondents agreed with most of the steps, a small minority disagreed with the steps. The highest proportion of disagreement was in relation to delivering better skate-park facilities (19%), continuing to progress development and investment through the Skyline park attraction on Kilvey Hill, hosting the Skyline board visit during June 2022 (17%) and developing and promoting more city living, including new hotels, retail, office space and food and beverage facilities (17%).

3.6.5 Over a quarter of respondents neither agreed or disagreed with the steps to progress hotels discussions for the City Centre and Stadium (27%) and the commitment to progress discussions with partners regarding the International Sports Science Village (33%).

3.6.6 Respondents were also asked to identify any additional steps the Council could take to deliver this priority. Suggestions included environmental improvements in the city centre, towns and villages, improved social housing, improved public transport, more repairs to roads and pavements, more street cleansing, an increased police presence and further investments and regeneration in the city centre

3.7 The extent of agreement or disagreement with each of the proposed steps to deliver the Tackling Poverty and Enabling Communities priority

3.7.1 Respondents were also asked to what extent they agreed or disagreed each of the proposed 9 steps for Swansea Council to deliver the Tackling Poverty and Enabling Communities priority. Overall there was a relatively high level agreement that each of the steps were the right steps to deliver the Tackling Poverty and Enabling Communities priority:

- 74% agreed with developing methods of working with people with lived experience to co-produce and publish our aligned strategic visions, outcomes and priorities for Tackling Poverty and Community Enablement.
- 82% agreed with reducing levels of poverty and mitigate the impacts of being in poverty by rolling out government grants, providing welfare rights advice and implementing targeted schemes
- 87% agreed with implementing the Housing Support Programme Strategy to support people who are homeless or at risk of becoming homeless.
- 82% agreed with offering more energy efficient and affordable homes to help minimise household costs, as well as increasing the availability and quality of social housing, to help more people access accommodation that is suitable for their needs.
- 90% agreed with delivering programmes of employability, skills development and community enhancements that help people to improve their prospects for the future and volunteer their time to contribute to their local communities.
- 80% agreed with collaborating with communities to help them play a stronger role in preventing escalation of individuals' needs and integrating with partners / local sources of support to mitigate demands on services.
- 82% agreed with embedding the principles of human rights across our work with communities, empowering local people to get more involved in the co-production of services and community cohesion.
- 93% agreed with tackling anti-social behaviour through targeted initiatives and support for people who are vulnerable or at risk by improving the presence of enforcement and using events / technologies to protect local people and property.
- 78% agreed with continuing to grow the assets of all communities across Swansea by using a strengths-based approach to increase resilient community-led initiatives (such as social enterprises) and establish integrated community hubs aligned with our Local Library Plan

3.7.2 Overall, there was a relatively low level of disagreement with any of the steps to implement the Tackling Poverty and Enabling Communities priority. However, 1 in 10 respondents neither agreed or disagreed with the steps to develop methods of working with people with lived experience to co-produce (17%), offering more energy efficient and affordable homes (13%) and embedding the principles of human rights (13%).

3.7.3 Respondents were also asked to identify any additional steps the Council could take to deliver this priority. Suggestions included improving community safety, preventing homelessness and providing more social housing, a more equal distribution of investment across the whole of Swansea, investing in libraries and more support for people with mental health problems.

3.8 **The extent of agreement or disagreement with each of the proposed steps to deliver the Delivering on Nature Recovery and Climate Change priority**

3.8.1 Respondents were also asked to what extent they agreed or disagreed each of the proposed 19 steps for Swansea Council to deliver the Nature Recovery and Climate Change priority. Overall there was a relatively high level agreement that each of the steps were the right steps to deliver the Nature Recovery And Climate Change Charter:

- 63% agreed with working achieving net zero carbon emissions by 2030, following the approved Swansea Council Net Zero 2030 Delivery Plan.
- 73% agreed with reducing the Council's impact on the environment, monitoring via the Welsh Government reporting process on the 6 organisational categories: Buildings & Energy; Fleet & Other Mobile Equipment; Land Use (Offsetting); Waste – Operational; New Ways of Working; Supply Chain.
- 72% agreed with installing more LED street lighting.
- 80% agreed with developing a new County-wide tree planting map allowing us to plant thousands of new trees.
- 75% agreed with continuing to review the council transport fleet to maximise opportunities for use of a green fleet in line with its green fleet strategy.
- 62% agreed with collectively support the wider Swansea ambition, working alongside Climate Charter signatories, Public Service Board, citizens, schools, businesses, community groups and environmental partners to help deliver the Welsh Government ambition of Net Zero Wales by 2050.
- 67% agreed with supporting delivery of the first phase of the Blue Eden Lagoon project.
- 79% agreed with progressing the development of a council-operated solar energy farm at the City's Tir John site.
- 82% agreed with aiming to make neighbourhood greening improvements.
- 74% agreed with aiming to make neighbourhood greening improvements.
- 74% agreed with supporting and enabling the increase and availability of electric vehicle (EV) charging points and develop a wider EV charging strategy.
- 56% agreed with progressing the discussions on the development of a hydrogen fuelling hub.

- 69% agreed with working towards announcing new Active Travel routes, which develop the built and natural environment and encourages higher levels of physical activity.
- 65% agreed with developing and monitoring the delivery of the Section 6 Corporate Biodiversity Plan and the Resilient Wales goal through annual business planning and reporting mechanisms up to 2027.
- 70% agreed with contributing to the review, delivery and monitoring of the Local Nature Recovery Action Plan and a County Wide Green Infrastructure Strategy.
- 75% agreed with working to improve the ecosystem resilience of Council owned Sites of Special Scientific Interest (SSSI), Local Nature Reserves (LNR), Sites of Importance for Nature Conservation (SINCs) and greenspaces.
- 71% agreed with improving the awareness and understanding of climate change and our natural environment through provision of information, training and events.
- 89% agreed with continuing to deliver a programme of wildflower planting and management and take actions that help to control invasive non-native species.
- 82% agreed with continuing to deliver a programme of wildflower planting and management and take actions that help to control invasive non-native species.
- 82% agreed with engaging with local communities to encourage volunteering and to support them taking action to enhance and maintain their local greenspaces and wildlife sites.
- 87% agreed with taking action to maintain and improve the quality of our air, water and soils.

3.8.2 The highest proportion of respondents *strongly* agreed with taking action to maintain and improve the quality of our air, water and soils (67%) and continuing to deliver a programme of wildflower planting and management and take actions that help to control invasive non-native species (60%).

3.8.3 Although the majority of respondents agreed with most of the steps, a small minority disagreed with the steps. The highest proportion of disagreement was in relation to achieving net zero carbon emissions by 2030, following the approved Swansea Council Net Zero 2030 Delivery Plan (20%) and supporting and enabling the increase and availability of electric vehicle (EV) charging points and develop a wider EV charging strategy (16%).

3.8.4 More than 1 in 5 respondents neither agreed or disagreed with collectively supporting the wider Swansea ambition, working alongside partners to help deliver the Welsh Government ambition of Net Zero Wales by 2050 (22%), supporting the delivery of the first phase of the Blue Eden Lagoon project (21%), progressing discussions on the development of a hydrogen fuelling hub (29%), developing and monitor the delivery of the Section 6 Corporate Biodiversity Plan and the Resilient Wales goal (23%) and contributing to the review, delivery and monitoring of the Local Nature Recovery Action Plan and a County Wide Green Infrastructure Strategy (22%).

3.8.5 Respondents were also asked to identify any additional steps the Council could take to deliver this priority. Suggestions included considering whether net zero by 2030 was realistic, improving sustainable travel modes and routes, reducing waste, improving green spaces in residential areas and encouraging community action and ownership.

3.9 The extent of agreement or disagreement with each of the proposed steps to deliver the Transformation and Financial Resilience priority.

3.9.1 Respondents were also asked to what extent they agreed or disagreed each of the proposed 11 steps for Swansea Council to Transformation and Financial Resilience priority. Overall there was a relatively high level agreement that each of the steps were the right steps to deliver the Transformation and Financial Resilience priority:

- 76% agreed with maintaining a sustainable Medium Term Financial Strategy which ensures the council's revenue and capital resources are aligned to the achievement of the council's wellbeing objectives and delivery of our statutory obligations both over the term of the plan.
- 66% agreed with delivering the council's transformation vision and goals, through the development and implementation of a corporate transformation plan, incorporating the key transformational change projects and programmes from across the council.
- 74% agreed with implementing the council's digital strategy, using digital technology to improve people's lives, to enable digital access to services 24 hours a day, and to improve operational efficiency
- 73% agreed with implementing the council's workforce strategy and thereby develop a motivated and committed workforce that is innovative, supported, skilled and customer focused.
- 75% agreed with ensuring the organisation's working model reflects the needs of the population and the council's agile working approach, reviewing the senior management structure, pay and grading to ensure they are appropriate and in line with the wider workforce pay and grading scheme and developing tools to help services implement change, including training, guidance, and support
- 67% agreed with continuing to embed self-assessment into the council's performance management arrangements and develop a culture of high performance, learning and continuous improvement, ensuring the corporate plan, Medium Term Financial Strategy and Transformation Plan are aligned and support the long term needs of the population and keeping the council's constitution under review, including ensuring appropriate delegation arrangements for members and officers are in place.
- 72% agreed with continuing to develop the procurement supply chain locally, regionally and pan Wales to ensure our procurement activity remains ethical, looks to embed real living wage aspirations across the supply chain and weighs ever more heavily on the social value of procurement, in line with the sustainable development principles.
- 75% agreed with continuing to rationalise the council's operational estate to maximise efficiency and reduce our carbon footprint.

- 62% agreed with continuing to collaborate with our regional partners to progress our wellbeing objectives, specifically in relation to the strategic development planning, regional transport planning, promoting the economic well-being and delivering a regional energy strategy (through the Corporate Joint Committee), health and social care (through the West Glamorgan partnership) and education improvement (through Partneriaeth).
- 86% agreed with continuing to ensure that where appropriate we consult, engage, and involve our population in the design and the delivery of our policies and services, enhancing our co-production capacity and capability through pilot projects and practice.
- 62% agreed with continuing to embed equality, diversity, and human rights through all that we do as a council, implementing the Welsh Language Standards, improving the quality of our integrated impact assessments and working with partners to make Swansea a Human Rights City.

3.9.2 The highest proportion of respondents *strongly* agreed with continuing to ensure that where appropriate we consult, engage, and involve our population in the design and the delivery of our policies and services, enhancing our co-production capacity and capability through pilot projects and practice (72%) and implementing the council's workforce strategy and thereby develop a motivated and committed workforce that is innovative, supported, skilled and customer focused (54%).

3.9.3 Although the majority of respondents agreed with most of the steps, a small minority disagreed with the steps. The highest proportion of disagreement was in relation to continuing to embed equality, diversity, and human rights through all that we do as a council, implementing the Welsh Language Standards and improving the quality of our integrated impact assessments (16%).

3.9.4 More than 1 in 4 respondents (28%) neither agreed or disagreed with continuing to collaborate with our regional partners to progress our wellbeing objectives, specifically in relation to the strategic development planning, regional transport planning, promoting the economic well-being and delivering a regional energy strategy (through the Corporate Joint Committee), health and social care (through the West Glamorgan partnership) and education improvement (through Partneriaeth).

3.9.5 Respondents were asked to identify any additional steps the Council could take to deliver this priority. Suggestions included embedding transformation in core Council business, clarifying transformation goals and outcomes and more public engagement and consultation.

4.0 Other comments about the priorities proposed for our Corporate Plan 2023-28

4.1 Respondents were also asked if they had any other comments about the priorities proposed for the Council's Corporate Plan 2023-23. Suggestion

related to political leadership, regeneration, climate change, the city centre, street lighting, community safety and the nature of consultation with the public.

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:

Directorate: Corporate Services

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:

Swansea Council's current Corporate Plan runs until 31st March 2023. The Council is developing a new Corporate Plan to run from 2023 to 2028 ("the Plan"). The Plan incorporates the Council's Well-being Statement which consists of six well-being objectives also known as priorities. This meets legal requirements under the Well-being of Future Generations Act (Wales) 2015.

The Corporate Plan has been reviewed for 2023/28. Following the review, the Council's Well-being Objectives described in the Corporate Plan for 2023/28 remain broadly the same, albeit with some adjustments, including as follows:

- **A new Council Vision**...so that we can clearly articulate to stakeholders what we are seeking to achieve by 2028.

- **The *Tackling Poverty* priority becomes the *Tackling Poverty & Enabling Communities* priority....**to recognise a strengths-based approach to tackling poverty.
- **The *Transformation & Future Council Development* priority is renamed *Transformation & Financial Resilience*....** to reflect how the Council will need to become sustainable when there is increased demand and rising prices and resources are being reduced.
- **New steps to deliver each Priority identified and included....**based on, or incorporating, the Policy Commitments and other evidence-based actions.
- **Introduction of new KPIs...**these will need to be reviewed to ensure that they are collectable, reportable and are capable of being properly defined before they are confirmed and included in the corporate suite of indicators; this is to ensure that they are able to provide useful and robust data.

(c) **Will this initiative result in any changes needed to the external or internal website?**

Yes **No** **If yes, please provide details below**

The Corporate Plan will be published on the Councils website.

(d) **It was initially screened for relevance on: 6th December, 2022**

(e) **Lead Officer**

Name: Richard Rowlands

Job title: Strategic Delivery & Performance Manager

Date: 9th Feb 2023

(e) **Approved by Head of Service**

Name: Lee Wenham

Job title: Head of Communications & Marketing

Date: 9th Feb 2023

Section 1 - Aims

What are the aims of the initiative?

The Corporate Plan is a high level and strategic document that sets out the Council's Well-being Objectives as required by the Well-being of Future Generations Act (Wales) 2015. The Plan sets out the steps that will be taken to meet them each Well-being Objective whilst maximising the Council's contribution to the National Goals in line with the Sustainable Development Principle. The aims of each Well-being Objective are set out within the Corporate Plan.

Who has responsibility?

- Leader of the Council
- Chief Executive

Who are the stakeholders?

- General public,
- Audit Wales,
- Future Generations Commissioner
- West Glamorgan Regional Safeguarding Board
- Care Inspectorate Wales
- Estyn
- Schools
- Residents across Swansea
- Communities
- Local Businesses
- Investors
- 3rd sector organisations
- Regeneration partners – Registered Social Landlords/housing providers, developers, Natural Resources Wales, Swansea University, University of Wales Trinity Saint David, Swansea Business Improvement District, Gower College Swansea, Job Centre.
- Regional partners.
- Welsh Government
- UK Government
- South West Wales Corporate Joint Committee
- Swansea Public Services Board
- Climate Signatories Working Group
- Universities and colleges

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

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation.....	<input checked="" type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment.....	<input checked="" 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 checked="" type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	Community cohesion	<input checked="" type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	Marriage & civil partnership	<input checked="" type="checkbox"/>
Gypsies & Travellers.....	<input checked="" type="checkbox"/>	Pregnancy and maternity.....	<input checked="" type="checkbox"/>
Religion or (non-)belief.....	<input checked="" type="checkbox"/>		
Sex	<input checked="" type="checkbox"/>		

Please provide details of the information you hold in relation to the groups above:

- The 2021 Census reported that the usually resident population of Swansea was 238,500; approximately 500 or 0.2 per cent less than the 2011 Census total [2021 Census results for Swansea - Swansea](#) .
- The figures show that the estimated population of the City & County of Swansea on Census Day (Sunday 21 March 2021) was 238,500, comprising of 121,000 females (50.7%) and 117,600 males (49.3%). This is approximately 8,100 (3.3%) less than the most recent official annual Mid-Year Estimate figure for Swansea (for mid-2020), and 500 (0.2%) lower than the 2011 Census total. Swansea still has the second largest local authority population in Wales (behind Cardiff) and accounts for 7.7% of its total population.
- Figure 1 below shows the latest three decennial Census population totals for Swansea (2001, 2011 and 2021) with the blue line showing the current series of published mid-year population estimates for 2001 through to 2020. The annual estimates showed a general steady increase in Swansea’s population since 2001, with an average growth of approximately 1,200 people (+0.5%) per annum. However, the 2021 Census figure goes against the established post- 2001 and 2011 trends previously published.

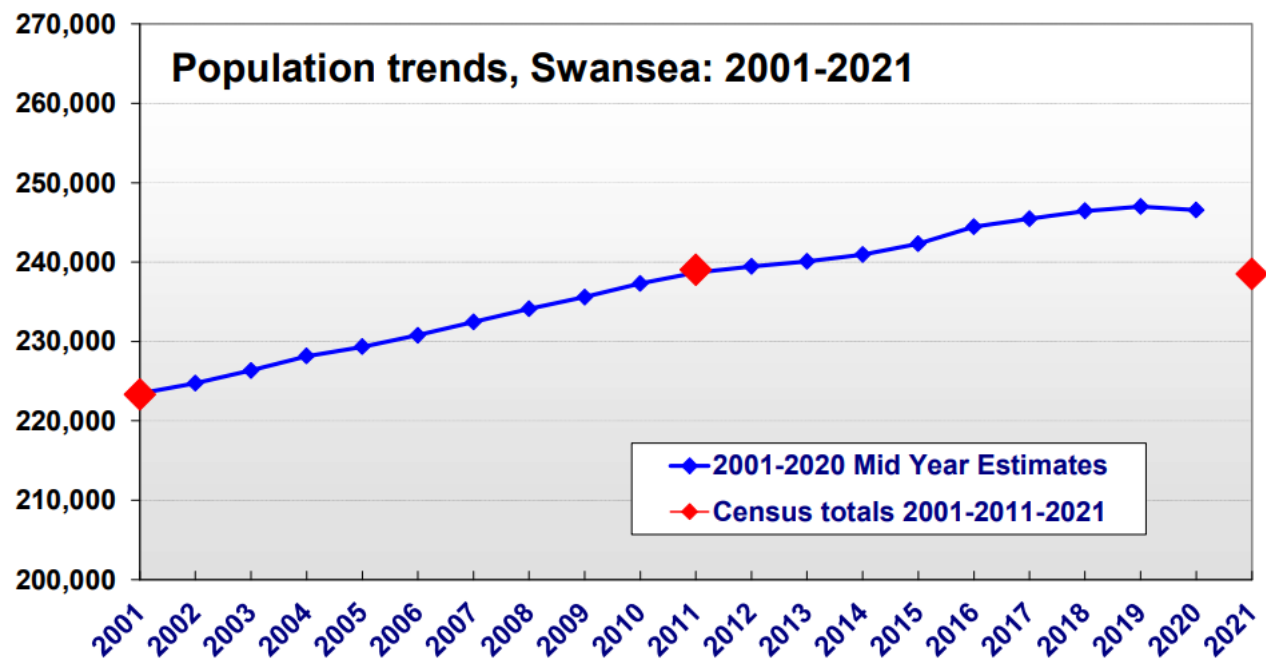


Figure 1: Population Change in Swansea 2001-2021

- There were an estimated 105,000 households in Swansea in the 2021 Census, 7.8% of the Welsh total, and the second highest figure in Wales (behind Cardiff). This is approximately 4,700 households lower than the previous reported figure for Swansea (the last pre-census Welsh Government estimate for mid-2020) but a 1.5% increase on the 2011 Census figure of 103,500.
- Approximately 34.5% live in semi-detached housing, 25.4% in terraces, 24% in detached housing and 12.6% in purpose built flats or tenements.
- Homes are heated in the following ways with only 0.9% without central heating, and 80.3% relying exclusively on mains gas.

Central heating

	Households	
	Swansea Local Authority	
	count	%
All households	104,959	100.0
No central heating	974	0.9
Mains gas only	84,262	80.3
Tank or bottled gas only	1,066	1.0
Electric only	5,872	5.6
Oil only	1,959	1.9
Wood only	97	0.1
Solid fuel only	331	0.3
Renewable energy only	255	0.2
District or communal heat networks only	576	0.5
Other central heating only	720	0.7
Two or more types of central heating (not including renewable energy)	8,440	8.0
Two or more types of central heating (including renewable energy)	407	0.4

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS064)

the estimated number of
, the fifth highest of the
most densely populated
residents per sq.

- The initial 2021 Census results by five year age group are illustrated by the population pyramid in Figure 2 below. The pyramid provides an illustration of the established 'spike' in the Swansea population in the 20-24 cohort (8.1% of the population total, above the

6.0% figure for Wales as a whole), which reflects in part the large local student population. An initial view of trends can be provided via an analysis of the main reported changes to Swansea's population over the ten-year period since 2011.

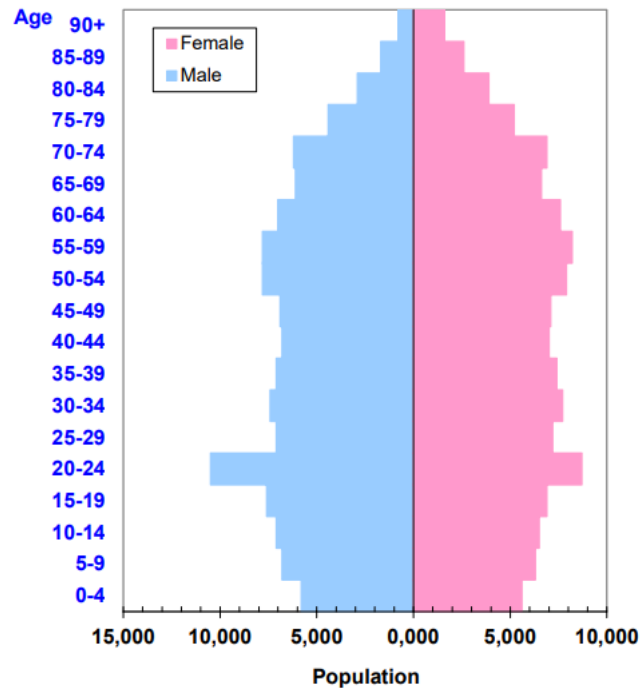


Figure 2:
Swansea population by age and sex, 2021

- Over one in five (22 per cent, 52,600) of Swansea residents were aged under 20, with around 21% (48,900) aged 65 and over.
- The differences by specific age group and sex (between the 2011 and 2021 Census) are summarised below:
 - Aged under-5: a significantly lower figure in 2021, with a difference of around 1,700 or 13%, mostly attributable to a falling number of births in recent years.
 - Aged 5-14 years (school-age): a higher figure in 2021, by around 1,000 (4%), in part due to the higher number of births recorded in the late 2000s / early 2010s.
 - 15-24 age group: substantially lower in 2021, by around 2,900 (8%). This goes against previous estimates and trends for this age group, which includes 19 to 22 year-olds studying at Swansea's universities.
 - 25-29: also a lower figure in 2021 compared to 2011, by around 1,400 or 9%.
 - 30-39: 500 (1.7%) higher overall in 2021, with a more significantly higher number of females aged 30-34 in 2021 (+700 or 11% since 2011).

- 40-49: substantially lower figure in 2021, by 4,400 or 14%. The initial 2021 Census results by five year age group are illustrated by the population pyramid in Figure 2 opposite. The pyramid provides an illustration of the established 'spike' in the Swansea population in the 20-24 cohort (8.1% of the population total, above the 6.0% figure for Wales as a whole), which reflects in part the large local student population. An initial view of trends can be provided via an analysis of the main reported changes to Swansea's population over the ten-year period since 2011. Figure 2: Swansea population by age and sex, 2021 2021 Census: First Results. Swansea Council - Information, Research & GIS. July 2022 v1.1. 3
 - 50-59: higher in 2021, by 2,700 or 9% overall, especially apparent within the 55-59 group – in part reflecting the 1960's baby boom.
 - People aged 65+: 6,100 or 14% higher in 2021 than 2011, indicative of a generally ageing population, in line with established national trends. This group includes those born in the post-war baby boom period, with the highest reported increase (in terms of five-year cohorts) within the population aged 70-74 (+3,000 or 30%).
 - For the older groups (aged 85 and over), the total has increased in Swansea over the ten-years (2011 to 2021) by around 900 or 16%.
 - There were an estimated 500 (0.4%) fewer males in 2021 than in 2011, and around 100 (0.1%) more females in 2021 than 2011.
- Approximately 88.8% of people identified as heterosexual or straight, 7.8% did not answer while the remainder identified across a range of orientations.

Sexual Orientation

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 and over	197,857	100.0
Straight or Heterosexual	175,739	88.8
Gay or Lesbian	3,145	1.6
Bisexual	2,972	1.5
Pansexual	408	0.2
Asexual	133	0.1
Queer	33	0.0
All other sexual orientations	13	0.0
Not answered	15,414	7.8

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected. Source: ONS - 2021 Census (TS079)

- Approximately 93% of usual residents over 16 identify with the same identity as at birth, 6.5% did not answer, with the remainder identifying across a range of identities.

Gender Identity

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 and over	197,858	100.0
Gender identity the same as sex registered at birth	184,173	93.1
Gender identity different from sex registered at birth but no specific identity given	320	0.2
Trans woman	146	0.1
Trans man	160	0.1
Non-binary	156	0.1
All other gender identities	82	0.0
Not answered	12,821	6.5

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS070)

- The latest marriage and civil partnership status of census respondees is below.

Legal partnership status

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 and over	197,856	100.0
Never married and never registered a civil partnership	79,035	39.9
Married or in a registered civil partnership	81,426	41.2
Married	81,115	41.0
In a registered civil partnership	311	0.2
Separated, but still legally married or still legally in a civil partnership	4,280	2.2
Divorced or civil partnership dissolved	19,206	9.7
Widowed or surviving civil partnership partner	13,909	7.0

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS002)

- The latest known information regarding ethnicity in Swansea is summarised below.

Ethnicity

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,491	100.0
Asian, Asian British or Asian Welsh	10,451	4.4
Black, Black British, Black Welsh, Caribbean or African	2,797	1.2
Mixed or Multiple ethnic groups	3,808	1.6
White	218,052	91.4
Other ethnic group	3,383	1.4

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS021)

- The latest statistics on national identity in Swansea are:

National identity

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,488	100.0
British only identity	40,666	17.1
English only identity	13,608	5.7
English and British only identity	3,080	1.3
Welsh only identity	137,846	57.8
Welsh and British only identity	22,004	9.2
Any other combination of only UK identities	3,717	1.6
Non-UK identity only	14,017	5.9
UK identity and non-UK identity	3,550	1.5

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS027)

- The latest breakdown of religious belief in Swansea is below.

Religion

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,490	100.0
No religion	112,687	47.3
Christian	98,492	41.3
Buddhist	942	0.4
Hindu	1,010	0.4
Jewish	159	0.1
Muslim	7,694	3.2
Sikh	346	0.1
Other religion	1,175	0.5
Not answered	15,985	6.7

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS030)

- The country of birth of people answering the 2022 census is below.

Country of birth

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,488	100.0
Europe	225,119	94.4
Europe: United Kingdom	216,019	90.6
Europe: Other Europe: EU countries: Member countries in March 2001: Ireland	823	0.3
Europe: Other Europe (Excluding Ireland)	8,277	3.5
Africa	3,121	1.3
Middle East and Asia	8,685	3.6
The Americas and the Caribbean	1,201	0.5
Antarctica and Oceania	362	0.2
Other	0	0.0

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS012)

- 90.6% of Swansea's usual residents identified as been born in the UK with a further 5.1% had lived in the UK for ten years. Only 1.5% had lived in the UK less than 2 years.
- Specific numbers of refugees are not known as statistics are not kept in individuals once leave to remain is granted. Swansea as a City of Sanctuary whose organisations support both refugees and asylum seekers from countries such as Ukraine, Syria and Afghanistan. Our agencies welcome, understand and support individuals based on lived experience and need. Swansea has been an asylum seeker dispersal area since 2001 and features in the top 10 in the UK in terms of numbers of asylum seekers in relation to population size. It is one of 4 dispersal areas in Wales. Swansea is proud of its position of welcoming those fleeing conflict and persecution.
- 94% of households had all adults speak English or Welsh as a main language, with a further 2% having at least one adult with English or Welsh as a main language.
- Educational attainment in Swansea is summarised below.

Highest level of qualification

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over	197,861	100.0
No qualifications	37,304	18.9
Level 1 and entry level qualifications	15,552	7.9
Level 2 qualifications	27,362	13.8
Apprenticeship	11,525	5.8
Level 3 qualifications	36,055	18.2
Level 4 qualifications or above	64,835	32.8
Other qualifications	5,228	2.6

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS067)

- Employment trends are summarised in the table below, with 51% of usual residents over 16 economically active.

Economic activity

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over	197,857	100.0
Economically active (excluding full-time students)	100,892	51.0
In employment	96,019	48.5
Unemployed	4,873	2.5
Economically active and a full-time student	6,483	3.3
In employment	4,594	2.3
Unemployed	1,889	1.0
Economically inactive	90,482	45.7
Retired	47,263	23.9
Student	16,636	8.4
Looking after home or family	8,283	4.2
Long-term sick or disabled	12,529	6.3
Other	5,771	2.9

In order to protect against disclosure of personal information, records have been swapped between different

Source: ONS - 2021 Census (TS066)

Hours worked

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,614	100.0
Part-time	32,516	32.3
15 hours or less worked	10,054	10.0
16 to 30 hours worked	22,462	22.3
Full-time	68,098	67.7
31 to 48 hours worked	59,498	59.1
49 or more hours worked	8,600	8.5

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS059)

- Work by industry is recorded below with retail, administration , public administration professional, health and education sectors dominant.

Industry

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,617	100.0
A: Agriculture, Forestry and fishing	428	0.4
B: Mining and quarrying	140	0.1
C: Manufacturing	6,001	6.0
D: Electricity, gas, steam and air conditioning supply	443	0.4
E: Water supply; Sewerage, Waste management and Remediation activities	713	0.7
F: Construction	7,533	7.5
G: Wholesale and retail trade; repair of motor vehicles and motorcycles	15,738	15.6
H: Transport and storage	4,110	4.1
I: Accommodation and food service activities	5,597	5.6
J: Information and communication	2,661	2.6
K: Financial and insurance activities	3,622	3.6
L: Real estate activities	1,347	1.3
M: Professional, scientific and technical activities	4,123	4.1
N: Administrative and support service activities	4,069	4.0
O: Public administration and defence; compulsory social security	11,063	11.0
P: Education	10,843	10.8
Q: Human health and social work activities	18,333	18.2
R, S, T, U Other	3,853	3.8

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS060)

- Occupations were reported as below:

Occupation

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,613	100.0
1. Managers, directors and senior officials	9,888	9.8
2. Professional occupations	20,070	19.9
3. Associate professional and technical occupations	11,489	11.4
4. Administrative and secretarial occupations	11,025	11.0
5. Skilled trades occupations	10,407	10.3
6. Caring, leisure and other service occupations	10,956	10.9
7. Sales and customer service occupations	9,527	9.5
8. Process, plant and machine operatives	6,350	6.3

- Travel to work patterns were recorded below with 25% working at home and the car being the dominant mode of transport.

Travel to work

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,611	100.0
Work mainly at or from home	25,495	25.3
Underground, metro, light rail, tram	53	0.1
Train	440	0.4
Bus, minibus or coach	2,859	2.8
Taxi	812	0.8
Motorcycle, scooter or moped	334	0.3
Driving a car or van	56,355	56.0
Passenger in a car or van	5,259	5.2
Bicycle	1,101	1.1
On foot	6,984	6.9
Other method of travel to work	919	0.9

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS061)

Census 2021 took place during a period of rapid change. We gave extra guidance to help people on furlough answer the census questions about work. However, we are unable to determine how furloughed people followed the guidance. Take care when using this data for planning purposes. Read more about specific quality considerations in our <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/traveltoworkqualityinformationforcensus2021>

- Approximately 35.4% of usual residents owned their home outright with a further 27.2 with a mortgage, loan or shared ownership. 19.1% lived in social housing an 18.3 privately rented or lived rent free.
- Only 22.6% of households had no car or van, while approximately 42.6% reported 1 car in the household, 25.6% reported 2 and 9.2% reported having 3 or more cars or vans.

Travel to work

	Persons	
	Swansea Local Authority	
	count	%
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Work mainly at or from home	25,495	25.3
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On foot	6,984	6.9
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- Approximately 47.7% of usual residents identify as in good health.

General health

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,490	100.0
Very good health	113,823	47.7
Good health	73,789	30.9
Fair health	33,363	14.0
Bad health	13,061	5.5
Very bad health	4,454	1.9

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS037)

y Act.

Long term health problem or disability

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,490	100.0
Disabled under the Equality Act: Day-to-day activities limited a lot	26,536	11.1
Disabled under the Equality Act: Day-to-day activities limited a little	26,948	11.3
Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited	15,640	6.6
Not disabled under the Equality Act: No long term physical or mental health conditions	169,366	71.0

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS038)

erphilly, Rhondda

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In the 2019 Index, Swansea has 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. The local authority areas in Wales with the highest proportions are Newport (24.2%), Merthyr Tydfil (22.2%), Cardiff (18.2%) and Rhondda Cynon Taf (17.5%). 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.
- However, the proportion of Swansea LSOAs in the most deprived 30% in Wales has increased to over 30% (46 of its 148 LSOAs).

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) Morryston (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)

In addition, nationally produced statistics are used to inform research, analysis and plans to meet their anticipated economic needs.

- 89.1% of usual residents over 5 reported they provided no unpaid care on the date of the census. Social Care Wales estimate that 12% of the population of Wales are unpaid carers and this figure could increase to 16% by 2037.
- The Assessment of Local Well-being identifies life expectancy in Swansea, as elsewhere, has increased over the long-term, contributing to a generally ageing population. The latest ONS figures on average life expectancy at birth (for 2018-20) now stand at 77.5 years for males in Swansea (Wales 78.3) and 81.8 for females (Wales 82.1). Five years previously, i.e. 2013-15, life expectancy in Swansea was 78.0 years for males (Wales 78.4) and 82.5 years for females (Wales 82.3). In recent years therefore, long-term improvements in life expectancy have slightly reversed.
- 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. The median weekly full time earnings figure for residents in Swansea stood at £552.60 (April 2021); which is 3.2% lower than the Wales figure but 9.5% below the UK average. The Annual Earnings data shows that the Swansea median full-time figure (2021) of £28,827 is 0.1% lower than the Wales average, although both Swansea and Wales figures are below the UK average (in Swansea by 7.9%).
- The Trussell Trust Network added a new distribution centre in Swansea during 2020, increasing the number from 6 to 7, and a number of independent food banks started up to help with the demand for food. The total number of parcels distributed in Swansea through the network increased by 27% in from 2019/20 to 2020/21, with 11,877 parcels distributed. 4,195 parcels were given to children and

7,682 to adults. Data from 2018 suggests that 10% of households were in fuel poverty in Swansea, a slightly lower proportion than the Welsh average of 12%. Swansea saw one of the lowest increases in child poverty rates in Wales, rising from 28.8% in 2014/15 to 29.8% in 2019/20. However, that is still 3 in 10 children in Swansea living in poverty. The number of pupils eligible for Free School Meals is increasing. Within Swansea, 23.6% of pupils aged 5 to 15 were eligible for school meals in 2020, representing an increase from 19.4% in 2017. (Assessment of Local Well-being).

- In March 2020, there were 16,581 children receiving care and support in Wales (according to the Children Receiving Care and Support Census) with a rate of 263 per 10,000 children aged 0-17 years. In Swansea, the rate was 283 per 10,000 over the same time period, higher than the Wales average. Over the same time period (March 2020), there were 2,311 children Swansea Public Services Board: Assessment of Local Well-being 2022 27 in Wales on the Child Protection Register, with a rate of 37 per 10,000. In Swansea the rate was 54 per 10,000, higher than the Wales average. In March 2020, 7,172 children were looked after in Wales (a 5% increase on the previous year) with a rate of 114 per 10,000 population aged under 18. Swansea’s rate was 117 per 10,000 aged under 18 which was also higher than the Wales average over the same time period (Assessment of Local Well-being).
- Breast feeding statistics for 2017 to 19 reported in the Assessment of Local Well-being reported that in Swansea Bay University Health Board 64.6% of babies are breastfed at birth above the national average of 56.7%. This fell to 28.9% ten days later below the national average of 42.9%.
- According to the Pupil Level Annual School Census (PLASC), last undertaken in early 2022, there are over 36,000 learners in Swansea schools. There are 94 schools in the County. The percentage of learners in specific groups from the last PLASC are as follows:

**School Census 2022
Summary Data for Pupils of Statutory School Age**

Measure	Primary	Secondary	Overall
Boys	52.2%	51.4%	51.8%
Girls	47.8%	48.6%	48.2%
Looked After Children	0.7%	1.1%	0.9%
Free School Meals eligible	24.8%	21.7%	23.4%
Free School Meals eligible and/or transitionally protected	31.6%	28.0%	30.0%
Living in the 30% most deprived areas (WIMD)	38.0%	35.4%	36.8%
Pupils with additional learning needs	23.2%	24.9%	24.0%
Non-White British pupils	17.3%	15.4%	16.5%
Pupils where their first language is not English/Welsh	11.8%	11.1%	11.5%
Pupils with English as an Additional Language (A-D stages)	11.7%	8.0%	10.1%

- A wide range of data is held and analysed by the Education Directorate. This data includes information about learners, school staff, school buildings, learning outcomes and other key information e.g. attendance, exclusions. This data provides important information to aid planning and support for schools, learners and their families. The Education Directorate has close links with Child and Family Services in the Social Services Directorate who also hold data about children and young people.
- The School Workforce Annual Census (SWAC) provides information on teachers and support staff in schools which can be used to support schools' workforce planning to meet the aims of national priorities and this Corporate Plan. Information collected includes staffing numbers, national identity, age, Welsh language levels.
- Service user records are held for all learners using Management Information Systems (MIS) including ESS SIMS, Capita ONE and CACI Impulse. These MIS contain records holding learner data on age, sex, disability, race, if they are an asylum seeker, if they are a Gypsy/Traveller, if they are a Looked After Child and if they receive free school meals (FSM).
- The percentage of FSM claimed by schools provide an indicator of poverty/social exclusion in their catchment area. It is also recognised nationally that generally, attainment levels of learners who are eligible for FSM are lower than non-FSM learners. According to the future trends report for Wales 2021, the percentage of children living in relative income poverty since 2014/15 has increased, with levels highest amongst those living within workless households. Although income poverty is decreasing overall, this trend is not experienced equally across all population groups. Households in Wales with a disabled person in the family are far more likely to be living in relative income poverty. Those from Black, Asian and minority ethnic groups are also at a higher risk of being in relative income poverty.
- Following the publication of the 2021 National Census data, a decline in the percentage of people able to speak Welsh in Swansea (0.2%) was observed overall since the previous Census in 2011. Whilst there was a slight increase in the age group of 16 to 64 (0.6%), the number of children able to speak Welsh aged 3 to 15 declined by 0.6%. Data on the number of learners attending Welsh-medium provision is held and schools undertake assessment on Welsh-language levels. This data is recorded and analysed by both schools and the directorate to aid planning and inform strategy to increase the use of Welsh Language e.g. Welsh in Education Strategic Plan in accordance with the Welsh Government Cymraeg 2050 strategy.

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
Race	<p>Safeguarding People from Harm - the Council safeguards our most vulnerable people, prioritising services and contact during the Covid-19 response and beyond, continuing to ensure that safeguarding is 'everyone's business' across the Council, within schools, with partners and through West Glamorgan Safeguarding Board and partnerships. Through our Transformation & Future Council Objective, the Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The Minority Ethnic Learners team restructured in 2019 to move to a more sustainable model of service delivery that places greater emphasis on schools developing their own provision for minority ethnic learners. A school improvement model is in place that monitors and challenges schools. Links with other third sector and community organisations are also developing. The new Curriculum for Wales has diversity as a cross-cutting theme and recognises home and community languages. There is also a significant focus on anti –racist curriculum development. These areas are being supported by professional learning opportunities for schools some of which are being delivered in partnership with Partneriaeth. The Schools of Sanctuary Award scheme is being delivered in collaboration with the local City of Sanctuary group. The award recognises a commitment to creating a culture of welcome and inclusion for refugees and people seeking asylum. 6 schools are currently accredited with more schools working towards the award. The Early Help Hubs have a consistent and effective commissioning relationship with the Ethnic Youth Support Team (EYST) to provide a targeted lead work provision for children, young people and families from ethnic minorities. The Early Help Hubs have a dedicated and purposeful lead worker provision to support the Gypsy Traveller children, young people and families in Swansea. The development of this support is effectively integrated into a wider network of support for the community by the Gypsy Traveller Education Group.</p> <p>Transforming our Economy & Infrastructure - Cultural networks increasingly aim to improve community cohesion and help communities understand and support each other. Our cultural offer includes a number of bespoke events and celebrations such as the celebration of Black History month and awarding Blue Plaques to individuals who have made a significant contribution to anti-racism and the slave trade.</p> <p>Tackling Poverty & Enabling Communities - Poverty can impact people and communities based on race in a number of ways such as: people without fixed addresses may struggle to access local services or support (e.g. homeless people trying to set up bank accounts in order to receive welfare benefits); people who do not speak English or Welsh as a first language may struggle to engage with services (e.g. Ukrainian refugees accessing employability support to find local jobs); people who do not read English or Welsh as a first language may struggle to understand information and advice resources (e.g. Asylum Seekers reading leaflets about council tax); people from other nationalities or cultural backgrounds who struggle to engage with their local community events or groups (e.g. migrants who are not aware of adult community learning courses). This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to this protected characteristic.</p>	Positive

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation
	<p>Delivering on nature recovery and climate change - Global climate change impacts drive increased migration from impacted areas. The mitigation elements of this plan will help reduce global impacts while adaptation elements benefits people seeking sanctuary in Swansea and existing residents of all nationalities and ethnicities. Nature Recovery opens up our environment for everyone to enjoy, historically some communities have not felt.</p> <p>Transformation & Financial Resilience - Our Workforce strategy 2022-26 contains an equality strand which aims to improve the diversity of our work force. Our Workforce Equalities group, Equalities staff network and Diverse Staff group, all work to promote awareness of issues encountered by Black and Minority Ethnic staff. As part of our Strategic Equality Plan, we are working towards improving the data and information about the protected characteristics of our staff. We are developing an approach to how we respond the Welsh Government’s Race Equality action plan.</p>	
Disability age 104	<p>Safeguarding People from Harm - the Council aims to support our most vulnerable adults to remain safe and independent at home, with access to joined-up Health and Social Care services to improve outcomes for the most vulnerable Swansea citizens, and by rebalancing our service offer to focus on prevention, reablement and recovery. The Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The Equality Act 2010 (Disabled School Pupils) (Wales) Regulations 2021 (legislation.gov.uk) These regulations will come into force in 2022 and sets out the information that the Local Authority (LA) must make available to disabled pupils and their parents/carers in Swansea. Additional Learning Needs and Education Tribunal (Wales) Act 2018 (legislation.gov.uk) The ALNET Act and the ALN Code (2021) sets out a requirement for the LA, schools and Health to work together to provide Additional Learning Provision (ALP) for learners with Additional Learning Needs (ALN). School build projects consider the social model of disability, which recognises that people are disabled by the barriers of society (e.g. physical, environmental, organisational, and attitudinal, communication, etc.) rather than by any physical condition. A revised Accessibility Strategy will provide guidance to ensure settings have suitable provision for learners with Disabilities.</p> <p>Transforming our Economy & Infrastructure - This group are a target category for employability schemes and support will be available to improve their economic wellbeing. Infrastructure improvements and policy development will take account of diverse needs via steps such as such as a review of the disability parking policy.</p> <p>Tackling Poverty & Enabling Communities - People with disabilities have been significantly affected by the Cost of Living crisis. As an example, according to the Bevan Foundation’s national ‘Snapshot of Poverty’ Winter 2023 report, more than half of people with disabilities whose condition limits them a lot (52%) have had to go without heating in their home. Poverty can impact people with a disability in a number of ways such as: finding suitable accommodation that</p>	Positive

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation
	<p>meets their needs especially when facing financial constraints or homelessness; finding meaningful and sustainable employment opportunities; accessing statutory services and support such as transportation or meetings in accessible facilities; lack of sustainable accessibility support and functions for face-to-face services in community settings and for community-led initiatives. This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to this protected characteristic.</p> <p>Delivering on nature recovery and climate change - There are strong links between disability and poverty which mean that climate change impacts people with disabilities or health conditions disproportionately.</p> <p>Transformation & Financial Resilience - As part of our Workforce Strategy 2022-26 we are working towards gaining the next level in our accreditation as a Disability confident employer. Our Workforce Equalities group, Equalities staff network and Diverse Staff group all work to promote awareness of issues encountered by people with disabilities.</p>	
<p>Page 105 Carers</p>	<p>Safeguarding People from Harm - the Council recognises the vital contribution of unpaid carers, parent-carers and young carers to supporting vulnerable people; by coproducing new approaches to improve access to a range of support to help achieve their own well-being outcomes. The Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - There is a multi-agency steering group in place, which looks at ways of monitoring, supporting and delivering opportunities for young carers. Swansea has a strong and successful partnership with YMCA Swansea to deliver a very high-quality Young Carers Service. The service has strong support from a strategic Young Carers Partnership group. The Young Carers Partnership and Service has been very successful in becoming one of the pilot areas in Wales to develop a Young Carers ID Card. One of the benefits of developing sufficient capacity of suitable special school provision in Swansea will be to enable parents, carers and families to benefit by reducing the need for out of county provision that can put additional strain on families and carers.</p> <p>Transforming our Economy & Infrastructure - Actions in this corporate plan aim will help create opportunities for this group through employability and support projects.</p> <p>Tackling Poverty & Enabling Communities - Unpaid carers are significantly impacted by poverty in Wales. As an example, according to the Bevan Foundation's national 'Snapshot of Poverty' Winter 2023 report, 37% of unpaid carers had to borrow money which is significantly higher than people who have never been carers (28%). Poverty can impact unpaid carers in a number of ways such as: making decisions that prioritise the health and wellbeing of their looked after individual over themselves as a carer; unable to afford resources and activities that support their own wellbeing even within their own communities; managing finances and addressing debt due to changes in circumstances that result</p>	<p>Positive / needs further investigation.</p>

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation
	<p>in caring duties such as sudden illness or injury; costs associated with taking on caring duties such as changes to homes to accommodate elderly or frail relatives. Further investigation on this area is required as there is little data on the specific challenges facing unpaid carers in Swansea. We will work with partners such as the Swansea Carers Centre as we refresh the Tackling Poverty Strategy to ensure their voice is included in our action planning for this Corporate objective.</p> <p>Delivering on nature recovery and climate change - People who require care are much more likely to have low incomes than cared for people, as are people who live in a household with someone who is disabled. As a result carers are amongst the vulnerable who are disproportionately impacted by climate change.</p> <p>Transformation & Financial Resilience - We support carers through our Regional Carers strategy which has been co-produced with carers in the local region.</p>	
Sex	<p>Safeguarding People from Harm - the Council is working preventatively with partners to address social isolation, adverse childhood experiences and domestic violence. The Council will work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The new code and guidance for Relationships and Sexuality Education as part of the new Curriculum for Wales will support respect and dignity.</p> <p>Transforming our Economy & Infrastructure / Delivering on nature recovery and climate change / Transformation & Financial Resilience - General impact as good practice is demonstrated and encouraged.</p> <p>Tackling Poverty & Enabling Communities - Poverty can affect all people in Wales irrespective of their sex or gender identity however some of the impacts of poverty may include: unable to afford childcare services or suitable arrangements for childcare due to poverty; victims of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) may be particularly vulnerable to poverty as a result of their experiences; men are typically less likely to engage with support services and seek help with issues like poverty and social isolation; women in employment being disadvantaged by experiences of the gender pay gap in certain sectors and industries. Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their sex or gender identity. While there is evidence of need and targeted actions that can be taken in line with this Corporate Priority, we will explore the situations that relate directly to impact based on gender.</p>	Positive / Needs further investigation.
Age	<p>Safeguarding People from Harm - the Council works to ensure that Adult and Child & Family Services are robust, resilient and effective in getting right care and support to the right person, at right place and at the right time. Swansea's Child and Family Services has set out a new strategy to support children and young people to live safely at home with</p>	Positive

Potential Impacts

Positive / Negative/Neutral Impact/Needs further investigation

their family.

Improving Education & Skills - The implementation of the ALNET Act will increase the age range from 3-16 to 0-25.

Transforming our Economy & Infrastructure - Younger and older people will be supported into employment and key assets and infrastructure will incorporate 'age friendly' considerations.

Tackling Poverty & Enabling Communities - Poverty affects different age groups in different ways such as: children are impacted by a lack of resources supporting their health and development; young People may struggle in education, finding prosperous career opportunities or suitable housing options; working-age adults are impacted by the "poverty premium" and increasing household costs; older adults may struggle with living costs after they retire including the costs of ongoing care. This Corporate objective will adopt an "all-age" approach to tackling poverty while working across sectors to enable communities to become resilient and self-reliant for all ages of local people (reflecting the diverse range of impacts on people depending on their age). We will work with Welsh Government on the planned development of a revised Child Poverty Strategy.

Delivering on nature recovery and climate change - In Wales, lower income groups may be more at risk of experiencing negative impacts, which in turn, means those with protected characteristics are also more at risk and more likely to benefit from this Objective. Older and Younger people suffer most from the health impacts of the climate and nature crises and will benefit from work to address these issues.

Transformation & Financial Resilience - We have a well-developed participation mechanism for children and young people and older people. For example, mechanisms such as the Big Conversation, Pupil Voice and work with children and young people in childcare settings, schools, youth clubs etc provide many opportunities to participate in decision making. Our participation with older people includes an Aging Well Forum and supporting the provision of a wide range social, educational and well-being activities.

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Future generations (yet to be born)

Safeguarding People from Harm - The Children Act 1989 puts a legal obligation on Social Services to take action when any information comes in to say that any child may be in danger of being hurt or neglected, including unborn children who may be placed on the Child Protection Register, where there is a risk of harm.
<https://www.swansea.gov.uk/childprotection>

Improving Education & Skills - The schools' estate is assessed and monitored for maintenance and longer-term requirements, to ensure both current and future generations can access education in suitable, safe learning environments. The capacity of teachers and leaders working in education now and in the future has an indirect impact

Positive / needs further investigation.

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation
Page 108	<p>on future generations. By supplying good quality professional learning now, we can support the needs of learners in schools now and in the future. The new 10-year Welsh in Education Strategic Plan focuses on Swansea's contribution to increase the number of Welsh speakers in Wales to 1m by 2050.</p> <p>Transforming our Economy & Infrastructure - Future generations will have a stronger and more sustainable economy.</p> <p>Tackling Poverty & Enabling Communities - Poverty can have a detrimental impact on future generations especially where generational poverty exists and multiple deprivation can affect the development and future prospects of children. Poverty can impact future generations in a number of ways such as: lack of economic growth resulting in fewer high quality jobs available in local areas in the future; impacts of poverty on pregnant women can influence the long term health and wellbeing of children before they are born (e.g. low birth weight); limiting aspirations and ambition in families in generational poverty which may affect future prospects for children to reach their full potential. Further investigation on this area is required as there is little data on the different challenges for poverty on future generations. We will work with partners such as NHS Wales as we refresh the Tackling Poverty Strategy to ensure their voice is included in our action planning for this Corporate objective.</p> <p>Delivering on nature recovery and climate change - Future generations will live in a more resilient Swansea as a result of this objective and its steps.</p> <p>Transformation & Financial Resilience - Future generations will have a more robust and resilient Council to serve the population.</p>	
Religion & Belief	<p>Safeguarding People from Harm - Swansea is known for being a City of Sanctuary. We have a history of welcoming people of different nationalities, ethnicities and religions as well as those fleeing war and persecution in other countries https://www.swansea.gov.uk/cityofsanctuary</p> <p>Improving Education & Skills - Building the professional capacity of teachers in respect of Religion, Values and Ethics as well as Relationship and Sexuality Education in the new curriculum supports a wider understanding of ethnicity, religious beliefs and customs. In addition, the education profession's capacity to teach the new curriculum will support mutual respect, tolerance and citizenship.</p> <p>Transforming our Economy & Infrastructure - Cultural and leisure networks and assets take account of all beliefs and those who have none.</p>	Positive / further investigation needed.

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation
	<p>Tackling Poverty & Enabling Communities - Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their religion or belief.</p> <p>Delivering on nature recovery and climate change - Everyone will be engaged and will universally benefit from the Council's Nature Recovery and Climate Change objective.</p> <p>Transformation & Financial Resilience - Our Workforce Equalities group, Equalities staff network and Diverse Staff group all work to promote awareness of different religions and beliefs. Working with our partners, our cultural offer includes a number of bespoke events and celebrations such as Inter Faith week. Our community cohesion work includes the provision of Hate Crime training and support for Victims of Hate Crime.</p>	
<p>Sexual Orientation</p> <p>age 109</p>	<p>Safeguarding People from Harm - the Council safeguards our most vulnerable people, prioritising services and contact during the Covid-19 response and beyond, continuing to ensure that safeguarding is 'everyone's business' across the Council, within schools, with partners and through West Glamorgan Safeguarding Board and partnerships. The Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The new code and guidance for Relationships and Sexuality Education as part of the new Curriculum for Wales will support respect and dignity. Professional learning will be offered to support this area of the new curriculum. The new curriculum will support mutual respect, tolerance and citizenship. The LA works closely with YMCA Swansea to support youth group support – Good Vibes LGBT+ youth group. An Equali-tea training pack has been offered to all secondary schools (with plans to revise and extend to primary schools) and youth clubs in Swansea plus other organisations that work with young people in Swansea and Neath Port Talbot.</p> <p>Transforming our Economy & Infrastructure - Cultural assets, events and network activity helps people to understand each other and brings communities together.</p> <p>Tackling Poverty & Enabling Communities - Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their sexual orientation.</p> <p>Delivering on nature recovery and climate change - Everyone will be engaged and will universally benefit from the Council's Nature Recovery and Climate Change objective.</p> <p>Transformation & Financial Resilience - Our Workforce Equalities group, Equalities staff network and Diverse Staff group all work to promote awareness of different sexual orientations. Our Workforce strategy 2022-26 contains an equality strand which aims to improve the diversity of our work force in relation to attraction and retention. Our cultural</p>	<p>Positive / needs further investigation</p>

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation
	offer includes a number of bespoke events and celebrations such as PRIDE and the LGBT history month.	
<p>Gender Reassignment</p>	<p>Safeguarding People from Harm - the Council safeguards our most vulnerable people, prioritising services and contact during the Covid-19 response and beyond, continuing to ensure that safeguarding is ‘everyone’s business’ across the Council, within schools, with partners and through West Glamorgan Safeguarding Board and partnerships. The Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The LA works closely with partner agencies e.g. YMCA Swansea to support youth group support. Support for schools is provided via external organisations and the following document published by Welsh Gov: https://gov.wales/sites/default/files/publications/2021-01/atish14702doc5.pdf</p> <p>Transforming our Economy & Infrastructure - Cultural assets, events and network activity helps people to understand each other and brings communities together.</p> <p>Tackling Poverty & Enabling Communities - Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their gender reassignment status</p> <p>Delivering on nature recovery and climate change - Everyone will be engaged and will universally benefit from the Council’s Nature Recovery and Climate Change objective.</p> <p>Transformation & Financial Resilience - Our services, events, facilities and assets help people to understand each other and brings communities together.</p>	Positive / needs further investigation.
<p>Marriage & Civil Partnership</p>	<p>Safeguarding People from Harm - The Council aims to implement a new Workforce Strategy and embed equality, diversity and integrated thinking across the Council. The Council will work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Transforming our Economy & Infrastructure - Ensuring our leisure and cultural events, facilities and assets are inclusive and welcome everyone.</p> <p>Tackling Poverty & Enabling Communities - Poverty can affect all people in Wales irrespective of their marital or civil partnership status. While there is evidence about the impact of poverty on families – as an example, according to the Bevan Foundation’s national ‘Snapshot of Poverty’ Winter 2023 report, households with children are twice as likely to be in debt – further analysis is needed to identify the specific impacts due to marriage and civil partnership.</p>	Positive / Neutral

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation
	<p>Delivering on nature recovery and climate change - Everyone will be engaged and will universally benefit from the Council's Nature Recovery and Climate Change objective.</p> <p>Transformation & Financial Resilience - Ensuring our services, events, facilities and assets are inclusive and welcome everyone.</p>	
<p>Pregnancy & Maternity</p> <p>Page 111</p>	<p>Safeguarding People from Harm -The Council aims to implement a new Workforce Strategy and embed equality, diversity and integrated thinking across the Council. The Council will work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The LA is working in partnership with Swansea Bay University Health Board Midwifery service to develop a pilot to increase knowledge and raise awareness of the importance of healthy conception and pregnancy.</p> <p>Transforming our Economy & Infrastructure - Committing to improve public toilets, investment in parks and play areas.</p> <p>Tackling Poverty & Enabling Communities - Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their pregnancy and maternity status.</p> <p>Delivering on nature recovery and climate change - Delivering on nature recovery and climate change will improve air quality and green spaces which is beneficial in pregnancy and early years.</p> <p>Transformation & Financial Resilience - We have well established policies relating to pregnancy and maternity, in addition to a policy which enables staff to take time off for dependents and any caring responsibilities. Our Workforce Strategy 2022-26 and our Agile policy provides greater flexibility to combine work with childcare commitments.</p>	<p>Positive / needs further investigation.</p>
<p>Welsh Language</p>	<p>Safeguarding People from Harm - People generally prefer to talk about personal or sensitive matters, like their social care needs, health or safeguarding concerns in the language they are most comfortable with, and in some cases this is Welsh. People in Swansea, by law (Welsh Standards for public services), have the right to communicate, to receive information and to have their service in Welsh: https://staffnet.swansea.gov.uk/welshstandards Swansea promotes an 'active offer', and working to progress Mwy Na Geriau / More than Just Words the strategic framework for health and social care in Wales through a Mwy Na Geriau Action Plan 2022-2027.</p> <p>Improving Education & Skills - The Education Directorate has developed a ten-year strategy to increase the number</p>	<p>Positive</p>

	Potential Impacts	Positive / Negative/Neutral Impact/Needs further investigation
Page 112	<p>of learners speaking Welsh, in line with Welsh Government's Cymraeg 2050 strategy. The ALNET legislation requires Welsh-medium provision to be offered where requested. The Welsh language features heavily in the new curriculum. Professional learning to support subject teaching in Welsh in Welsh medium and English medium schools will be supported by Partneriaeth. A collaborative effort between the local and central team of Welsh officers will give good access to professional learning for all progression point expectations in the new curriculum.</p> <p>Transforming our Economy & Infrastructure - Work with partners to build a strong and resilient Creative Network to support the existing, emerging and future fabric of cultural and leisure assets embedded across the City Centre and District and local centres.</p> <p>Tackling Poverty & Enabling Communities - Poverty is a complex issue that affects all parts of Wales and an effective response to tackling poverty is one that embraces the Welsh Language in its services, information and performance. Enabling communities to become more welcoming, self-resilient, connected and cohesive will impact on the Welsh Language by providing more opportunities for its use. This Corporate Priority will deliver actions and changes that improve services, experiences and outcomes for our population in relation to the Welsh Language.</p> <p>Delivering on nature recovery and climate change - Communications are bilingual and both English and Welsh language communities across Swansea will need to be engaged to deliver on this objective.</p> <p>Transformation & Financial Resilience - Our commitment to the Welsh Language is demonstrated in our Annual Report on the Welsh Language which highlights work undertaken by services across the Council to promote the use of Welsh in daily business use, in addition to meeting our statutory requirements. We corporately support the use of the Welsh Language by providing training opportunities, a Welsh Language champions staff network in addition to events to encourage and celebrate the use of Welsh in the work place.</p>	

<p>Socio Economic Considerations</p>	<p>Safeguarding People from Harm - the Council will improve outcomes for children and young people by promoting rights of children, young people, and improving outcomes of looked after children and care leavers through the Corporate Parenting Strategy to help them achieve a better life. Through a Safer Swansea approach, we acknowledge harm is sometimes more related to place than people, and this also requires a more joined up approach. Harm, exploitation or victimisation may target or impact on the most vulnerable in our communities.</p> <p>Improving Education & Skills - The work of the Education Directorate will aim to support Welsh Government's commitment to tackle child poverty in the following ways: Support learners to achieve through a range of learning routes in order to prepare them for further education or employment; work closely with Partneriaeth to reduce the impact of poverty on achievement and attainment through professional learning; identify opportunities for vocational courses or employability projects to support learners who may have difficulties accessing mainstream education; identify barriers to education for specific groups; provide opportunities for jobs during school build projects.</p> <p>Transforming our Economy & Infrastructure - Improved support to enable people to access training and employment opportunities. Increasing affordable Housing and investment in social housing. Improving the energy efficiency of existing homes reducing the impact of fuel poverty for residents. Roll out of free public wifi.</p> <p>Tackling Poverty & Enabling Communities - The Welsh Index of Multiple Deprivation (WIMD) show the percentage of people living in Swansea in income deprivation in 2019 was 17% (compared to the Wales average of 16%). Of the 10% most deprived LSOAs in Wales, 17 are in Swansea. Poverty is influenced by socio-economic factors such as the variance between urban and rural poverty. These factors can create inequalities and poverty of opportunity which can impact more on certain cohorts of our population such as disabled people. It should be recognised that the nature of tackling poverty and enabling communities includes complexity around 'cause' and 'effect'. As a result, it can be difficult to identify and action the various factors relating to poverty e.g. substance misuse existing as both a trigger and a result of being in poverty. This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to this socio-economic factors</p> <p>Delivering on nature recovery and climate change - The current economic situation highlights the inequalities that continue to exist in our social system and makes the need for fairness in the delivery of decarbonisation in a way that improves people's lives, more important than ever. Whilst adapting lifestyles to meet the cost of living and climate crises brings some opportunity to reduce energy and the consumption of goods and materials. We know that not everybody across the population creates carbon emissions equally or are able to respond to the challenges having less opportunities or resources. Those most vulnerable to the cost-of-living crisis and the impacts of climate will tend to have lower carbon footprints. We will aim to unlock benefits to improve well-being, and to create a more equal and low carbon society for all.</p> <p>Transformation & Financial Resilience - Tackling poverty and enabling communities is a corporate priority and embedded in all that we do. There are numerous internal and external forums which work together to tackle poverty and mitigate the impacts. Our Poverty Truth Commission involves people with direct experience of living in poverty in our decision making process.</p>	<p>Positive</p>
<p>Human Rights</p>	<p>Safeguarding People from Harm - In December 2022, Swansea was declared as Wales's first Human Rights City,</p>	<p>Positive</p>

	<p>reflecting our ambition, and vision of a vibrant, diverse, fair, and safe communities built on the foundations of universal human rights A Human Rights City - Swansea The embedding of human rights as part of the Council’s approach. This can be demonstrated by our commitment to the Dublin Declaration which requires a whole Council approach to involvement, engagement and coproduction. We are continuing to work closely with the Older Person's Commissioner’s Office and CADR at Swansea University to ensure meaningful mechanisms for engagement of citizens 50+ within the "Live Well, Age Well Forum". Similar to work on engagement with Children and Young People, we have reflected upon our learning from engagement during the pandemic and refined the focus of our work on partnerships, rights-based policy and involvement of stakeholders.</p> <p>Improving Education & Skills - In Swansea a Children’s Rights Impact Assessment has been integrated into the legally binding Integrated Impact Assessment, meaning that when services and policies are amended and require an assessment, services making those decisions are required to evidence how they have engaged children and young people, if the decision they are making affects them. The Curriculum for Wales and associated professional standards is underpinned by the United Nations Convention Rights of the Child principles.</p> <p>Transforming our Economy & Infrastructure - The Human Rights City priorities of tackling poverty are addressed via helping people increase their skills and improving economic opportunities while helping people know their rights underpins steps such as the development of a library and community hub in the city centre.</p> <p>Tackling Poverty & Enabling Communities - The Council is concerned about the human rights of each and every citizen, and the need to safeguard and protect the rights of people in need of health and social, care and support. In the process of Swansea becoming the first Human Rights City in Wales, tackling poverty was identified as one of the key issues to be addressed to ensure that all people in Swansea have the basic human rights and freedoms that belong to every person. The vision for the Human Rights City proposes a vibrant, diverse, fair and safe communities built on the foundation of universal human rights. This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to human rights.</p> <p>Delivering on nature recovery and climate change - The Human Rights City helps people know their rights and empowers them to take action on climate change. Links to climate change are set out in the recently produced pocket Guide, “We are working to improve Human Rights through looking after our environment and taking action on the climate emergency”.</p> <p>Transformation & Financial Resilience - The Human Rights City priorities of tackling poverty are addressed via helping people increase their skills and improving economic opportunities while helping people know their rights underpins steps such as the development of a library and community hub in the city centre.</p>	
<p>Intersectionality</p>	<p>Safeguarding People from Harm - The Welsh Government has issued clear guidance for managing safeguarding concerns 43871 Working together to safeguard people: national action plan on preventing and responding to child sexual abuse (gov.wales) This guidance is aimed at safeguarding two main population groups: Adults at risk of harm and children and Young People at risk of harm. Vulnerability or vulnerable person is clearly intersectional, as people can become for many, and complex factors: health, disability, poverty, abuse, or personal circumstances. The latest All Wales Safeguarding Procedures place a duty to report concerns on all public service employees. Safeguarding Wales Prevention</p>	<p>Positive / needs further investi.</p>

	<p>is clearly an important focus within safeguarding, and the corporate priority is clearly focused on working in partnerships, and across all communities, to address the context and causes for safeguarding concerns to arise.</p> <p>Improving Education & Skills - The rights of disabled school pupils under the 2010 Act relating to disability discrimination in schools. Wider equalities work is being undertaken to develop an overall Equalities plan for schools. Peer-on-peer bullying and harassment work will be a key feature of the new Inclusion Strategy. The Vulnerability Assessment Profile (VAP) is a tool that provides data to inform LA and school support for vulnerable learners. Work with schools to focus on all areas of equalities.</p> <p>Transforming our Economy & Infrastructure - Regeneration activities help to deconstruct embedded prejudices which cut across and reinforce past implicit discriminations.</p> <p>Tackling Poverty & Enabling Communities - While we recognise above that poverty can impact on anybody regardless of their protected characteristics, the evidence clearly shows some areas of imbalance and inequality need to be addressed. Understanding the lived experiences of people in poverty from a broad cross-section of the population will help us to understand the interactions between these factors and the 'journey' people undertake in tackling poverty. Further investigation on this area is required as there is little data on the different challenges for people in poverty based on multiple factors and interfaces of factors.</p> <p>Delivering on nature recovery and climate change - The impacts of climate change and nature recovery are inextricably linked to systemic inequalities in society and impact the most vulnerable often due to socio economic and health related factors. A just transition is built into our plans to improve inequalities as we deliver on climate change.</p> <p>Transformation & Financial Resilience - Our Strategic Equality Plan 2022-24 recognises the need to consider intersectionality and the potential multiple disadvantage which people with more than one protected characteristic can experience.</p>	
<p>Community Cohesion</p>	<p>Safeguarding People from Harm - the Council safeguards our most vulnerable people, prioritising services and contact during the Covid-19 response and beyond, continuing to ensure that safeguarding is 'everyone's business' across the Council.</p> <p>Improving Education & Skills - Community facilities are offered in a number of Swansea schools. These are subject to booking and letting arrangements within the council. Welsh Government – Community Focused Schools aims to place the child at the heart of its approach. A key priority within the Education & Skills objective is to support learners in a single setting approach, where appropriate. The Evolve Universal Youth Service offer safe, voluntary engagement opportunities through the five Early Help Hubs. The LA (including specific roles e.g. Community Safety Co-ordinator, Community Engagement and Partnership Officer and Children and Young People's Partnership and Involvement Co-ordinator) work with South Wales Police to plan and promote work to support community cohesion. Each school has a link PCSO/Police Officer.</p> <p>Transforming our Economy & Infrastructure - Development schemes will be designed to incorporate the needs of communities and integrated transport networks, and a more sustainable economy will help bring about improved community cohesion. The diversity of our cultural offer, provides the opportunity for people to learn and celebrate a wide</p>	<p>Positive</p>

	<p>range of cultures.</p> <p>Tackling Poverty & Enabling Communities - Enabling communities is focused on developing the relationships within communities to make them inclusive, connected, safe and strong. The information above recognises not only the diversity but the agility of our local areas across Swansea. Delivering our agenda for enabling communities will improve community cohesion, safety, prosperity and wellbeing. This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to community cohesion.</p> <p>Delivering on nature recovery and climate change - The impacts on vulnerable communities will be reduced as a result of this objective and steps.</p> <p>Transformation & Financial Resilience - Working with our partners, our work on community cohesion and hate crime provides an opportunity to raise awareness, provide training, record incidents/investigate crimes and provide support for victims of hate crime.</p>	
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Other (please state)

Safeguarding People from Harm - Contextual Safeguarding - Swansea takes a contextual approach to safeguarding that requires us to look beyond the family to assess neighbourhood and peer group factors in considering risks to children and young people. The lives of hundreds of young people are being made safer, thanks to Swansea's contextual safeguarding pilot led by our Child & Family Services, and involving a whole range of partner organisations and professionals. Swansea Council are working with Bedford University on Contextual Safeguarding Risk to improve our child exploitation work and practice, in the area of risks to children outside of the family (such as criminal or sexual exploitation). The Covid-19 pandemic has not stopped the project from pressing ahead with preventing exploitation and disrupting criminal networks and behaviour within the context in which the harm occurs. Swansea's Contextual Missing Exploitation Trafficking multi-agency forum (CMET) also supports this work. Our PREVENT strategy and interventions programme target support to vulnerable individuals who may be at risk of radicalisation or being drawn into extremism. This is managed through a multi-agency (channel) partnership made up of organisations that have a legislative duty under the Counter Terrorism Act 2015.

Positive

Improving Education & Skills - The ongoing impact of Covid-19 on learners will continue to be closely monitored and acted upon. There is a strong culture of safeguarding within education services ensuring robust integrated safeguarding procedures. Key personnel, such as a dedicated Education Safeguarding Officer work closely with the Local Authority Designed Officer (LADO) and other services such as the Contextual Missing and Exploited Team (CMET) and the Early Help Hub (EHH) through the Integrated Safeguarding Hub (ISH) to provide support for education services and its learners. Swansea's Info-Nation provision works to ensure that local authority departments and other bodies work in partnership to provide services for young people, which address their needs by bringing together services in a co-located and co-produced open access venue. This includes the Barod Choices service, supporting young people with substance misuse issues; a Sexual Health Drop In Clinic for young people run by Swansea Bay University Health Board; Bays Plus service with Barnardo's and statutory Child and Family Service providing supporting for post 16 LAC, Care Leavers and a single point of entry for Youth Homelessness with Housing; NEETS team for support with 16 to 25 year olds not in education or employment; an open access, face to face, drop in service provides a single point of access to all services for young people. The Education Directorate holds a central role at the Youth Justice Management board and are key partners in supporting and addressing potential barriers for those most at risk of offending or reoffending.

Transforming our Economy & Infrastructure - There are a clear set of steps for transformation of our economy and infrastructure for the coming years as we emerge from the ongoing pandemic and the multiple impacts it has had across our communities and all sectors.

Tackling Poverty & Enabling Communities - This Corporate objective will deliver actions and changes that positively contribute to the following factors or cohorts: Substance Misuse; Homelessness; Prison Leavers; Not in Education, Employment or Training (NEETS).

Delivering on nature recovery and climate change - The health impacts of covid have increased the risk to vulnerable people from poor air quality, rising temperatures etc.

Transformation & Financial Resilience - The Covid-19 pandemic had a significant impact on the Council, the communities it serves and its staff. Our new Transformation Plan will build upon the lessons learnt as we move forward in terms of developing a future Council.

<p>Human Rights Act 1998</p> <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
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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.

Safeguarding is seen across Swansea Council as “everyone’s business” - safeguarding our most vulnerable people, by prioritising social care and community support during challenging times.

We are working in partnerships, regionally and locally, to improve health wellbeing outcomes and safety of our most vulnerable citizens. Working in local partnership across the Council, within schools, with third sector partners, and regionally through West Glamorgan Regional Safeguarding Board and in partnership with Swansea Bay University Health Board. Swansea is also engaged in work on a regional strategic approach to support the wellbeing needs of carers and young carers, this needs to translate into a clear approach locally to make a difference in the lives of individuals. We work closely with contractors and suppliers so that they fully embrace our corporate values and awareness of safeguarding issues. We make sure our staff complete mandatory training to build safeguarding awareness.

The Education Directorate works closely with the Participation Team within the Child and Family Service, who deliver a wide range of participation opportunities in schools and the wider community. A range of other mechanisms are in place to listen to learner voice, including specific learner voice events, feedback through schools and LA officers visiting schools, responding to the Pupil Voice Manifesto developed by secondary school learners. On an individual level, person-centred planning puts the voice of the child in the centre and training has been provided to support schools and Education officers who work with children and young people. All individual initiatives have different stakeholder involvement arrangements. These are often set out in legislation e.g. school reorganisation. Key consultative meetings with headteachers and other partners e.g. further education, higher education, regional partners, other LA Directorates/teams are well-established in the Education Directorate annual planning cycle. There are many networks with groups of school staff, other LA staff, parents/carers (e.g. Swansea Bay Parent Carer Forum) that have been developed to discuss priorities and develop workstreams together

Consultation with public, private and voluntary sector partners locally and regionally, including the Regeneration Swansea Partnership, has helped shape ambitions and missions of the REDP which provides the context for the Transforming our Economy & Infrastructure objective. This has included one-to-one consultations throughout the process; discussions at county-level economic partnership boards including Regeneration Swansea, the Regional Learning and Skills Partnership, and the Economic Strategy Group of the Swansea Bay City Deal; and a stakeholder consultation workshop which took place in June 2021.

The proposed definition of the Tackling Poverty & Enabling Communities objective was developed through consultation with internal colleagues via the two oversight network groups, the Swansea Council Poverty Forum and Enabling Communities Network Group. Presentations were made to these representative groups in November and December 2022 and contributions were collated as part of the draft definition of the Corporate objective. Following this process, the Corporate objective was updated into the draft Corporate Plan and is currently undergoing further review and consultation in line with the corporate governance protocols. We recognise that this approach is based on internal input that is driven by the insight within the various departments and teams existing participation and engagement mechanisms. However, the process for engagement and consultation on the Corporate Plan will provide further feedback and engagement from the public and our stakeholders. We will follow this up with the refresh of the Tackling Poverty Strategy and undertaking more involvement activities with individuals, families and communities across Swansea.

We have undertaken extensive consultation work in relation to our approach to Transformation and our new Workforce Strategy 2022-26 and our new Digital Strategy 2022-27. From the inception of our approach to Transformation in 2015 – Sustainable Swansea in 2015 to the current day - we have sought to engage with a wide range of stakeholders including staff, Councillors, Trade Unions, other public sector and Third sector partners and the general public. Engagement tools and techniques have included surveys, workshops, briefings, drop in sessions, social media, the development of “Train the Trainer” style packs for people to host their own engagement events and the establishment of ongoing networks and groups. We have also produced resources to engage with stakeholders using a wide variety of different formats including Easy Read, Plain English/Welsh, Screen Reader resources and translated material into many different minority languages. Our new Workforce Strategy 2022-26 and Digital Strategy 2022-27, have also been subject to extensive consultation arrangements with a wide range of stakeholders. Our Corporate Delivery Committees (formerly PDCs) – Member led committees have played a key role in terms of policy development and informing our approach to Transformation and our Workforce Strategy 2022-26.

What involvement has been undertaken to support your view? How did you ensure this was accessible to all?

In spring 2022, the Council undertook a survey as a guide and ‘temperature check’ to help inform the refresh of the Corporate Plan and Well-being Objectives for 2022/23. The survey was widely publicised and, in addition to being aimed at the general public, it was also targeted to specific stakeholders and accompanied by supporting information. Respondents were asked their views about the Council’s existing Well-being Objectives and performance delivering them and whether they were the right objectives to improve well-being in Swansea now and in the future; respondents were also asked about their views on the proposed Well-being Objective: ‘safeguarding our most vulnerable people’.

Overall, the results of the survey show that respondents agreed that the Council’s proposed Well-being Objectives for 2022/23 were the right objectives for Swansea Council to continue to improve well-being in Swansea. Participants were also asked to what extent they agreed or disagreed that these are the right objectives for Swansea Council to continue to improve well-being in Swansea in the future. The largest proportion of respondents agreed that transforming our economy and infrastructure was the right objective for Swansea council in the future (81%), closely followed by agreement with safeguarding people from harm (77%) and improving education and skills (77%). Just under three quarters of participants (73%) thought that tackling poverty was the right objective for Swansea Council in the future and almost two thirds (62%) agreed with delivering on nature recovery and climate change and 54% agreed with transformation and developing the Council for the future. Out of those people who disagreed that these were the right objectives for the Council in the future, the largest proportion disagreed with transformation and future Council (16%).

Specific and detailed involvement on the 2023 to 2028 Plan, which takes forward these objectives as part of a new integrated approach to corporate Plan development, now takes account of policy commitments determined by full Council. It has also been developed alongside the coterminous Medium-Term Financial Plan. Further consultation on the objectives and the steps supporting the objectives is took place between 27 January and 24 February 2023. A consultation on Swansea Council’s Corporate Plan 2023-28 ran from the 27th January to the 24th February 2023. The purpose of the consultation was gather people’s views on the Council’s well-being objectives (priorities), the actions (steps) the Council proposed to deliver each of these priorities and to identify any other suggestions in relation to any additional steps the Council could take to implement these priorities.

The Lead Officers for each of the well-being objectives have also consulted widely on the development of their priorities and the steps. For example, in relation to Education, most school initiatives have individual stakeholder involvement arrangements which are often set out in legislation e.g. school reorganisation. In addition, there are many networks with school staff, other LA staff, parents/carers (e.g. Parent Carer Forum) that are well-established to discuss priorities and develop workstreams together. The Council also runs a large number of consultations on an on-going basis which indirectly and directly inform the development of the Plan for example Climate Change, Active Travel and Green Infrastructure engagement or specific engagement events relating to Swansea's well-being e.g. the World Children's Day event.

During the same time period for the consultation on the Corporate Plan, the Council was also consulting on its Budget proposals for 2023-34, Swansea's Local Well-being Plan and the South West Wales Corporate Joint Committee' Corporate Plan, therefore the approach to consulting on the Corporate Plan was designed to be both proportionate and to build upon previous and ongoing consultations in relation to informing the Council's priorities.

The survey was structured asked respondents to indicate:

- to what extent they agreed or disagreed with the 6 draft objectives (priorities) for Swansea Council, in order to continue to improve well-being in Swansea;
- to what extent they agreed or disagreed with each of the steps to deliver each of the priorities.

Overall, the results of the survey showed a relatively high level of agreement with the 6 objectives, which is in line with the results of previous consultations:

- 88% of respondents agreed that Safeguarding People from Harm should be a priority for Swansea Council.
- 93% agreed that Education and Skills should be a priority for the Council.
- 87% agreed that Transforming our Economy and Infrastructure should be a priority for the Council.
- 90% agreed that Tackling Poverty and Enabling Communities should be a priority for the Council.
- 75% agreed that Delivering on Nature Recovery and Climate Change should be a priority for the Council.
- 75% agreed that Transformation and Financial Resilience should be a priority a priority for the Council.

There was a similar level of agreement with each of the proposed steps to deliver each of the Well-being Objectives.

Within our approach to Corporate Safeguarding, and through a focus on promoting a 'Safe Voice' approach, we are working with the vulnerable person in mind, at the centre of everything we do and fully engaged with decisions that impact their lives and striving to further develop our advocacy offer. Swansea is aiming to ensure individuals have a "safe voice" on safeguarding matters by providing stronger voice, meaningful control over the support they receive and remove any barriers to achieving their wellbeing outcomes.

Swansea Council undertook its first climate change survey in 2021 attracting almost 1000 responses and demonstrating overwhelming public support for action on nature recovery and climate change. This engagement is to be repeated reaching out to an even greater diversity of service users in 2023.

What did your involvement activities tell you? What feedback have you received?

- The consultations undertaken in Spring 2022 in January/February 2023 told us that there is popular and widespread public support for the Councils Well-being Objectives and steps in its Corporate Plan.
- Learning from the recent pandemic, recent challenges and by looking forward through the Plan's next steps to ensure that the Well-being Objectives remain the key focus going into 2023 and beyond, as we carry on working in partnerships to improve outcomes.

How have you changed your initiative as a result?

Through the Corporate Management Team there is strong governance in place, and clear oversight of the improvement journey, and compliance against standards in all service areas. The draft Plan and IIA has been informed and amended during the process as a result of ongoing feedback from the stakeholders involved.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.)? (Add to action plan)

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

Safeguarding People from Harm - The recent pandemic highlighted good practice in cooperative approaches to tackling complex issues impacting on individuals, services and communities. It also raises a number of questions about human rights and the need to protect the rights of people in health and social care. Many organisations and their employees are involved in safeguarding and protecting vulnerable people, and the Plan (initiative) focuses on improving our public service offers, strengthening our workforce and promoting their wellbeing, and building partnerships that work together through deep engagement to coproduce a better way forward. By working in partnership, promoting accessible services, sound professional practice and safe and the safe and secure sharing of information we can continue to have our eyes and ears open to the experiences of those either using or working in the care sector, and to promote safeguarding as “everyone’s business”.

Improving Education & Skills - Wider equalities work is being undertaken to develop an overall Equalities plan for schools. The new curriculum will support mutual respect, tolerance and citizenship.

Transforming our Economy & Infrastructure - The chapter will be delivered in the context of the strategic direction for economic regeneration regionally and locally over the next ten years set through the new REDP, which aims to create an economy that is resilient and sustainable; enterprising and ambitious; and balance and inclusive. It is expected that it will have a positive impact on people and communities in Swansea by improving economic performance and creating sustainable employment opportunities. Cultural assets, events and network activity helps people to understand each other and brings communities together.

Tackling Poverty & Enabling Communities - We will work in partnership with a wide range of organisations, groups, networks and forums involved in tackling poverty and enabling communities. We will build on the existing relationships through local, regional and national initiatives working this space. We will work with local communities, supported by community leaders and activists, to establish collaborative ways of working that enable communities to become resilient and self-reliant.

Delivering on nature recovery and climate change - The nature recovery and climate change objective is underpinned by a commitment to an equitable and just transition. Climate change impacts everybody so all groups have the opportunity to work in a collaborative way towards shared goals bringing communities together.

Transformation & Financial Resilience - Our Strategic Equality Plan 2020-24 provides the framework in which the Council meets its public sector duty. We monitor progress on the delivery of steps and the implementation of the plan on an annual basis through our Annual Equality and Diversity report. We also report on the protected characteristics of the work force and the Gender pay gap on an annual basis. The aims and objectives of our Strategic Equality plan are incorporated within our Workforce 2022-26 strategy as equalities are a specific strand within this strategy and accompanying action plans. Our Safer Swansea strategy, Community Cohesion Plan and cultural offer are also designed to foster good relations between different groups, eliminate discrimination, harassment and victimisation and advance equality of opportunity.

Elimination of discrimination, harassment and victimisation

Safeguarding People from Harm - In Swansea, our safeguarding practice is focused on the child or person at the centre of the concern, and by working towards a set of agreed safe outcomes. By working collaboratively to identify and prevent abuse and neglect, where possible. To ensure all agencies, services and individuals can give timely and proportionate responses, in all circumstances, when possible, occurrences of abuse or neglect of children and adults at risk are noticed at an early stage- accessing our early intervention and preventative approaches.

Improving Education & Skills - EYST are commissioned to provide support work for young people and their families from Black, Minority, Ethnic through the WG Families First Programme. Show Racism the Red Card is commissioned to provide awareness raising sessions in schools. The Education Welfare service provides advice and guidance on issues relating to bullying and any links to non-attendance. Peer-on-Peer bullying and harassment is a key workstream within the new Inclusion Strategy that will be published shortly. LGBT support is provided by the YMCA and Stonewall Cymru through a commissioned contract. The majority of schools have undertaken Prevent training and an online resource is made available.

Transforming our Economy & Infrastructure - Protect and promote the health, well-being, safety and consumer interests of people living in or visiting Swansea by working with others to maintain public safety across the range of regulatory services such as pollution, scams and unfair trading, public health and housing issues, etc. Cultural assets, events and network activity help people to understand each other and brings communities together.

Tackling Poverty & Enabling Communities - We understand that discrimination, harassment and victimisation can exist across communities and affect people in poverty in different ways. People in poverty are often in more vulnerable positions and subject to stigma relating to their circumstances, such as children becoming victims of bullying at school when they can't afford school meals or sanitary products. We will deliver services and initiatives that target elimination of these situations, such as Free School Meals and Period Dignity grants. We will engage with people with lived experience of poverty – working through the Swansea Poverty Truth Commission and our wider poverty networks and forums – to explore their experiences of discrimination, harassment and victimisation to understand and explore actions to address these issues.

Delivering on nature recovery and climate change - Net Zero Swansea actions and efforts to stimulate nature recovery and improve the quality and accessibility of environmental assets aims to promote inclusivity and equality.

Transformation & Financial Resilience - Our Strategic Equality Plan 2020-24 provides the framework in which the Council meets its public sector duty. We monitor progress on the delivery of steps and the implementation of the plan on an annual basis through our Annual Equality and Diversity report. We also report on the protected characteristics of the work force and the Gender pay gap on an annual basis. The aims and objectives of our Strategic Equality plan are incorporated within our Workforce 2022-26 strategy as equalities are a specific strand within this strategy and accompanying action plans. Our Safer Swansea strategy, Community Cohesion Plan and cultural offer are also designed to foster good relations between different groups, eliminate discrimination, harassment and victimisation and advance equality of opportunity.

Advance equality of opportunity between different groups

Safeguarding People from Harm - Our safeguarding work is underpinned by the principle of co-production that adults and children who use care and support, as well as their families and carers, work together to create support that works for them and helps to achieve the outcomes they have identified. Our approach is values driven and built on evidence-based practice frameworks, such as Signs of Safety and Collaborative Communication, which are strengths-based; meaning that people, families, groups or communities who use a service are best placed to help design, improve or shape it. We will do this directly in our work where appropriate, but we will also make sure we follow this approach in all our safeguarding activities.

Improving Education & Skills - Many workstreams within Education’s work aim to provide equity for learners. There are many workstreams to provide additional support services for vulnerable learners so they may also access opportunities.

Transforming our Economy & Infrastructure - Employability support will help different groups to access economic opportunities.

Tackling Poverty & Enabling Communities - We recognise that ‘poverty of opportunity’ is an important factor in tackling poverty and enabling communities, as where opportunity is constrained (by factors such as lack of investment in meaningful jobs or lack of community resources to support early intervention initiatives) this limits the choices for people to reduce poverty and improve their personal prosperity. This looks different in different communities (in terms of both geographical areas and shared characteristics) so we will develop approaches and ways of working to improve equality of opportunity and address the barriers that stop some people from accessing these opportunities.

Delivering on nature recovery and climate change - Improvements to the natural environment and action on climate change aims to bring communities together and increase the cohesiveness of communities.

Transformation & Financial Resilience - Our Strategic Equality Plan 2020-24 provides the framework in which the Council meets its public sector duty. We monitor progress on the delivery of steps and the implementation of the plan on an annual basis through our Annual Equality and Diversity report. We also report on the protected characteristics of the work force and the Gender pay gap on an annual basis. The aims and objectives of our Strategic Equality plan are incorporated within our Workforce 2022-26 strategy as equalities are a specific strand within this strategy and accompanying action plans. Our Safer Swansea strategy, Community Cohesion Plan and cultural offer are also designed to foster good relations between different groups, eliminate discrimination, harassment and victimisation and advance equality of opportunity.

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

Safeguarding People from Harm - Safeguarding as 'everyone's business' promotes community and contextual safeguarding of our most vulnerable people. Our approach in Swansea acknowledges that everybody in the wider community is responsible for safeguarding vulnerable individuals and requires raising awareness of safeguarding issues and knowing what to look for in order to identify signs that harm is occurring. By working together as a community, we will be able to make the places we live and spend time in safer. Harm does not only occur to children, young people in the home or in school. With so much time spent in the community, with potentially less supervision, children and young people are at risk in a variety of ways including violence, knife crime, county lines, sexual harassment or assault, and grooming.

Improving Education & Skills - The duty will not apply to schools. School Governing Bodies are created by section 19 of the Education Act 2002 and are statutory corporations. They therefore have a distinct legal identity from Local Authorities. The LA recognises that in Swansea, the effects of poverty on pupils can be profound and in schools with challenging contexts, teachers and leaders are often required to develop specific ways of working to mitigate against the risks of disaffection and disengagement of pupils. Effective use of the Pupil Development Grant is key. The LA will work with schools to support reduction of the impact of poverty for learners in Education.

Transforming our Economy & Infrastructure - Regeneration and revitalisation of the city centre, district and local centres will have a positive impact on local communities and the people who live, shop, work and visit these areas. Transport and other infrastructure will help connect people and increase access to amenities.

Tackling Poverty & Enabling Communities - This Corporate Priority is focused directly on addressing the issues related to poverty in the geographical communities across Swansea. The Council's statutory duty remains to safeguard the most vulnerable people in our communities and to ensure care and support is available to people in need.

Delivering on nature recovery and climate change - A just transition and nature recovery aim to reduce inequalities as the most vulnerable communities are often situated in socially disadvantaged areas of poor air quality, flooding or limited access to nature.

Transformation & Financial Resilience - The Transformation and Financial Resilience of the Council will have a positive impact on local people in terms of the services they receive and Council's owned facilities and assets.

b) Communities of interest

Safeguarding People from Harm - Swansea's approach to contextual safeguarding, as the first local authority in Wales, and to corporate safeguarding takes into account a wider range of potential abuse across a wide spectrum of behaviours. Our approach recognises the different relationships that children and young people have outside of their family and that these relationships may act as protective factors but may also present a risk to harm. Without the influence and existence of the contextual safeguarding framework, we would have limited prospects to understand the extra-familial experiences of children and young people and or have the opportunity to prevent future harm through understanding the context of young people's lives. Similarly with adults, we have to work closely in partnerships to understand the nature of vulnerability and how best to prevent harm abuse or neglect.

Improving Education & Skills - The duty will not apply to schools. School Governing Bodies are created by section 19 of the Education Act 2002 and are statutory corporations. They therefore have a distinct legal identity from Local Authorities. The LA recognises that in Swansea, the effects of poverty on pupils can be profound and in schools with challenging contexts, teachers and leaders are often required to develop specific ways of working to mitigate against the risks of disaffection and disengagement of pupils. Effective use of the Pupil Development Grant is key. The LA will work with schools to support reduction of the impact of poverty for learners in Education.

Tackling Poverty & Enabling Communities - This Corporate objective is focused directly on addressing the issues related to poverty in the communities of shared characteristics and interests across Swansea. We recognise that further co-production activity is needed with insight from specific groups representing protected characteristics and we plan to incorporate these activities into the refresh of the Tackling Poverty Strategy as well as ongoing participation and engagement with these communities through various Council-led community enablement services and initiatives.

Transforming our Economy & Infrastructure - Barriers to employment have been identified and will be addressed through employability support & creation of job opportunities as well as integrated transport improvements. A cultural network will connect those with cultural communities of interest.

Delivering on nature recovery and climate change - Improvements to active travel infrastructure enables wider access to low no cost transport options. Local greenspace and wildlife site volunteering opportunities improve mental health and create connections in communities.

Transformation & Financial Resilience - The Transformation and Financial Resilience of the Council will have a positive impact on local people in terms of the services they receive and Council's owned facilities and assets

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)

<p>a) To ensure the Welsh language is not treated less favourably than the English language</p>	<p>Safeguarding People from Harm - More than just words is Welsh Government's strategic framework for promoting the Welsh language standards in health and social care first published in 2016, and updated in 2022. Swansea Council has recently updated its action plan to implement change in the keys policy areas: Welsh language planning and policies including data; supporting and developing the Welsh Language skills of the current and future workforce; sharing best practice and an enabling approach.</p> <p>Improving Education & Skills - The LA will promote and deliver a service dedicated to promoting equal access to children's right to be able to speak transactional Welsh by the time they are 16 years old. All publicly published material is bilingual in accordance with the Welsh Language Standards.</p> <p>Transforming our Economy & Infrastructure - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. People will also have equal opportunity to converse about projects in Welsh through the Council's established communications channels.</p> <p>Tackling Poverty & Enabling Communities - Swansea Council Social Services is delivered in line with the Welsh Language standards, and working towards the objectives set by the Mwy Na Geiriau framework for Health and Social Care, in particularly promoting the active offer, continuously improving the quality of our services and through a Workforce development strategy.</p> <p>Delivering on nature recovery and climate change - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. Projects are promoted in Welsh through the Council's established communications channels.</p> <p>Transformation & Financial Resilience - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. People will also have equal opportunity to converse about the project in Welsh through the Council's established communications channels.</p>
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b) That every opportunity is taken to promote the Welsh language

Safeguarding People from Harm - Swansea Council promotes an 'Active Offer' which means providing a service in Welsh without someone having to ask for it. This should take the responsibility off the service user to ask for a service through the medium of Welsh.

Improving Education & Skills - Welsh heritage and linguistic identity is a strong feature of curriculum reform.

Transforming our Economy & Infrastructure - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. People will also have equal opportunity to converse about projects in Welsh through the Council's established communications channels. All cultural, leisure and creative events and networks celebrate via both the English and Welsh languages.

Tackling Poverty & Enabling Communities - Swansea Council Social Services is delivered in line with the Welsh Language standards, and working towards the objectives set by the Mwy Na Geiriau framework for Health and Social Care, in particularly promoting the active offer, continuously improving the quality of our services and through a Workforce development strategy.

Delivering on nature recovery and climate change - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. Projects are promoted in Welsh through the Council's established communications channels.

Transformation & Financial Resilience - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. People will also have equal opportunity to converse about the project in Welsh through the Council's established communications channels.

<p>c) Increase opportunities to use and learn the language in the community</p>	<p>Safeguarding People from Harm - We recognise that users of social care services may feel more comfortable discussing personal and emotional matters in their first language. Making an ‘Active Offer’ will help to ensure a quality service that meets the user’s needs.</p> <p>Improving Education & Skills - Support for the use of Welsh outside the classroom will be an integral part of strategic planning.</p> <p>Transforming our Economy & Infrastructure - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council’s corporate commitment to fulfilling these. People will also have equal opportunity to converse about projects in Welsh through the Council’s established communications channels. All cultural, leisure and creative events and networks celebrate via both the English and Welsh languages.</p> <p>Tackling Poverty & Enabling Communities - Swansea Council Social Services is delivered in line with the Welsh Language standards, and working towards the objectives set by the Mwy Na Geiriau framework for Health and Social Care, in particularly promoting the active offer, continuously improving the quality of our services and through a Workforce development strategy.</p> <p>Delivering on nature recovery and climate change - Information provision, training and events encourage Welsh language medium participation. Welsh is spoken and encouraged by volunteers.</p> <p>Transformation & Financial Resilience - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council’s corporate commitment to fulfilling these. People will also have equal opportunity to converse about the project in Welsh through the Council’s established communications channels.</p>
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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)?

Swansea Council has coproduced a Children and Young People's Rights Scheme. Also, on the findings of a public consultation on the Children's Rights scheme, in terms of priorities for children and young people were incorporated into a report approved by Council in November 2021. [Update on Children and Young People's Rights Scheme 2021](#). Children and young people will benefit from a balanced and inclusive economy. Children and young people will experience future increasing impacts of climate change and loss of biodiversity and are often passionate about the topic with natural environment concerns regularly being prioritised at Pupil Voice engagement events run by the participation team for school age children. The Corporate Plan seeks to tackle climate change and help nature recover so will have a direct positive impact. This will have an even greater impact where children have health conditions exacerbated by air quality, do not currently have access to biodiverse community green spaces or struggle with mental health issues. The actions outlined the transformation objective of the corporate plan aim to have a positive effect; they will create a transformed and financial sustainable Council which children and young people will benefit from.

Poverty has a significant impact on children and young people. In the Future Generations Commissioners Report, it was highlighted that Wales was the only UK nation to see child poverty grow since it was last measured in 2017/18. In the Bevan Foundation report, it was highlighted that the number of people in households with one or two children who are having to cut back on food for children has nearly doubled. Wider evidence shows that some children are at an even greater disadvantage such as those born into generational poverty, those living in the most deprived areas and disabled children. The impacts of poverty – such as impacts on childhood development, identity, education, food, clothing and so on – directly impact on the rights of the child. Further investigation on this area is required as there is recognition that more work needs to be done in relation to children in poverty across Wales. In the Audit Wales Report 'Time for Change – Poverty in Wales', one of the key recommendations is for Welsh Government to refresh the national Child Poverty Strategy with appropriate targets and performance measures that, once implemented, will align with regional and local action to improve the lives of children and young people. We will be working with Welsh Government and other stakeholders to contribute to this work and ensure the targets, standards and indicators are incorporated into our local strategies, policies and plans.

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:

Swansea's Corporate Parenting Board is a group of councillors who have a lead role in promoting the role of corporate parenting within and outside the local authority and additional formal responsibilities relating to corporate parenting
<https://staffnet.swansea.gov.uk/corporateparenting>.

Plans are aligned with our Climate Change & Nature Strategy and action plans to ensure the environment is protected for future generations, that sustainable communities are promoted and that we promote and enhance a diverse and sustainable local economy, all of which create economic conditions that support economic wellbeing for families and future economic opportunities for young people to access. Schools are fully engaged in climate change and nature recovery activities in alignment with this objective, for example via activities at a waterfront museum Children's Rights Day event where their views fed into the development of the Corporate Plan. Programmes such as Eco Schools and Energy Sparks in schools enable children to help make decisions at a school level, and Eco Committees are established in most schools and provide a way for children's views to be heard and influence decision making.

The Corporate Plan supports a good quality education for all children and young people in Swansea that is child-centred, inclusive, participative and promotes: Article 3 - All organisations concerned with children should work towards what is best for each child; Article 12 - Respect for the views of the child; Article 18 - Both parents share responsibility for bringing up their children. We should help parents by providing services to support them; Article 28 - Children have a right to an education. Discipline in schools should respect children's human dignity; Article 29 - Education should develop each child's personality and talents to the full; Article 30 - Children have a right to learn and use the language and customs of their families.

This Corporate Plan will deliver actions and changes that positively contribute to the lives of children and young people including taking their needs, rights and best interests into consideration. The 'voice of the child' should be heard when we are co-producing our services, approaches and actions that impact on their lives. Working with communities to enable them to be as strong, resilient, connected and prosperous as they can should involve children and young people to ensure their needs are met and their rights are upheld.

Plans are aligned with our new approach to transformation and protecting future generations, which promote a sustainable and financially resilient Council and promote and enhance a diverse local Council, which create conditions that support wellbeing for families and future opportunities for young people to access.

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.

PLEASE OVERWRITE OR DELETE GUIDANCE/SUGGESTIONS IN RED

6a) The Sustainable Development Principle's Ways of Working

The Five Ways of Working	Examples or summary of how applied
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Long term - The importance of balancing short-term needs while safeguarding the ability to also meet long-term needs

The Welsh Government has published 'A Healthier Wales': [A Healthier Wales \(gov.wales\)](https://gov.wales) This plan sets out a long-term future vision of a 'whole system approach to health and social care', which is focussed on health and wellbeing, and on preventing illness. Swansea Council's corporate priority on safeguarding our most vulnerable people takes a long term, strategic view of the changes needed to implement this vision by incorporating our transformation and modernisation programmes locally and regionally. We will have a greater emphasis on preventing crisis, on supporting people to manage own care, support and wellbeing, and on enabling people to live independently at home for as long as they can, supported by new technologies, flexible services, strengths-based social work practice and by integrated health and social care services which are delivered closer to home within supportive communities.

Partneriaeth Sgiliau Abertawe (Swansea Skills Partnership) has been established to look at the longer-term employment opportunities arising from the Swansea Bay City Deal and other longer-term skills required. This will help inform the skills required for learners to be able to fulfil these roles. The Welsh in Education Strategic Plan published by Swansea in 2022 is a ten-year strategy to increase the provision and use of the Welsh Language. The schools' estate is regularly audited to ensure learning environments are safe for current and future learners. The 21st Century Schools and Sustainable Communities for Learning Programmes by Welsh Government provides opportunities to improve and create learning environments fit for the future.

We will continue to strike a balance between the short-term needs of people in poverty (such as the need for housing and essential resources like food and clothes) with helping people to improve their personal prosperity and long-term aspirations for the future. We adopt a person-centred, strengths-based to our services to ensure that we consider the short and long term needs of the individual, family or community with whom we are working. We will develop a data framework that aligns national, regional and local data sets to develop demand forecasts and future trend analysis relating to tackling poverty and enabling communities. The refresh of the Tackling Poverty Strategy will enable us to co-produce a vision for the next 4-5 years and plan the right actions to achieve this vision in partnership with our local supporters, stakeholders and networks. We recognise the national picture of poverty in Wales and the wider societal contributing factors that will impact on this area. We also recognise the role of communities in making long-term changes to become more welcoming, self-resilient, connected and cohesive.

The Corporate Plan is a five year plan, which will be reviewed annually to take into account any shifting trends or increasing demands and changing needs. There are positive long term effects from the implementation of the economic actions outlined within the Plan. The transition to Net Zero and journey towards Nature Recovery is a generational shift with clear long term outcomes. The 2050/2030 timeframe although long term runs alongside immediate, short term action recognising the urgency of the climate and nature emergency responses necessary.

Long term - The importance of balancing short-term needs while safeguarding the ability to also meet long-term needs

The transformation objective focuses on a generational vision for Swansea and helps us put steps in place now to help us work towards a more sustainable future in an increasingly fast moving and unpredictable world. Many of the steps require action in the current year to lay the foundations for effective and efficient working in future years. For example, our operational estate rationalisation plans will contribute to the Net Zero Swansea over the longer term as well as ensuring financial resilience in the long term. We are focused on meeting the long term needs of our diverse population by identifying and taking action to address long term challenges now.

Prevention - Acting to prevent problems occurring or getting worse

Swansea's approach to safeguarding our most vulnerable people places a strong emphasis on wellbeing, prevention and early intervention through multi agency partnership working, and delivered with clear regional governance and local scrutiny.

Early intervention is key to preventing problems occurring or getting worse. For example, the Cynnydd project support learners who are at risk of becoming NEET. Funding for this project has been secured to continue in 2023 and new opportunities are in development to support learners with a range of needs. The Inclusion and Equity in education strategies will identify preventative actions in addition to swift intervention where problems occur. In line with ALNET Act 2018, early identification of need is important to support learners access education. A review is taking place to ensure that there is suitable specialist provision for learners with ALN and provision of early support. Good quality teaching is a key factor in successful education. If we ensure that Swansea teachers and leaders are given professional and career development that is aligned to national renew and reform policies and strategies, we can sustain a strong workforce to meet the diverse and emerging needs of children across all Swansea schools.

Interventions to help people access employment opportunities and increase their economic wellbeing will help break the poverty trap which will also benefit future generations. Interventions will address the root causes of not being able to gain employment. Supporting the business community and new start-ups will help create an ongoing supply of jobs for people. Establishing South West Wales as a UK leader in renewable energy and the development of a net zero economy will help prevent climate change getting worse, and also create employment opportunities.

The development of a Net Zero economy and reduction in emissions will help prevent climate change but also enable Swansea to benefit from the green economy and transition to new technologies. Tree planting now will provide sequestration, water retention and heat absorption services in future years. Investing in solar farms today, improves energy security for tomorrow. While the creation of active travel infrastructure not only reduces emissions but improves the future health of the population by encouraging movement.

We will use early interventions, strategic partnerships and community-led initiatives to take a preventative approach to not only poverty but the wider impacts of poverty to ensure that escalating needs are addressed before service interventions are required. We aim to resolve issues through preventative action instead of relying on crisis support, reducing demand on important services by identifying and addressing the core issues of poverty early and effectively. Where there are issues around intersectionality or barriers to preventing problems escalating, we will work with our partners to take a collaborative approach to addressing these issues. We recognise that tackling poverty is about more than just access to financial security and that issues such as wellbeing, confidence, skills and factors that impact on individual circumstances (such as relationship breakdowns, substance misuse, and so on) need to be addressed through this collaborative approach.

The transformation objective helps the Council prepare for and manage current and future external risk, preparing for future digital challenges and being able to flex and respond to cyber challenges. Areas of focus such as workforce development aim to identify and preclude future issues and demand by investing in robust operational models, organisational structures and staff training. 57

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

Swansea Council takes a whole system approach to health and social care, and to ensure that service offers are fair, transparent and equitable. Services and support will deliver the same high-quality care and support, and achieve more equal health and wellbeing outcomes for citizens throughout their lives.

The initiative supports Swansea's well-being objectives for education and skills in that corporately we want Swansea to be one of the best places in the world for children and young people (CYP) to grow up. We want children to achieve and be resilient so that they go onto further education, employment or training. We want to promote local and global citizenship and learners that are engaged. We want to meet the needs of vulnerable learners and we want CYP to have good Welsh language skills. The objectives above are aligned to curriculum and teaching standards professional learning that will be delivered for Swansea schools.

The Corporate Plan is developed in line with the Regional Economic Delivery Plan (REDP) and the Well-being of Future Generations Act has been considered throughout the preparation of both the REDP and Corporate Plan. Annex B of the Regional Economic Delivery Plan sets out the contributions to the wellbeing goals. Both the REDP and Corporate plan work has also been used to inform the Economic Chapter of the PSB's Well-being Assessment and Local Well-being Plan development and vice versa. The impact on the private and third sector will be positive and both sectors work closely with the Council through the Regeneration Swansea partnership.

We will develop a framework for linking our national, regional and local outcomes that demonstrates the contributions of our services and transformation programmes to public body strategies, policies and objectives. This will incorporate wider Corporate Plan objectives, Swansea Local Wellbeing Plan objectives, West Glamorgan Regional Partnership Board Population Needs Assessment (PNA), and the National Outcomes Framework as well as other national, regional and local plans, strategies and policies. Considering the impacts of these wider plans, strategies and policies, we understand the prominence that tackling poverty and enabling communities has in these areas. Poverty is a key contributing factor in the wider context, with the Cost of Living crisis referenced frequently as a key challenge to achieve these various objectives and goals. Communities are recognised as playing a key role in addressing this challenge and the roles of private and third sector organisations is vital to enable communities to make an effective contribution to local wellbeing. We have established relationships and connections through our various poverty and community related groups, forums and networks; this will help us to plan and take action to deliver the Corporate poverty objective.

The Net Zero elements of the objective have been developed in line with Welsh Government Net Zero Wales guidance around emissions reporting and uses the framework common to the whole public sector to structure and report on action. The Objective and steps were developed using information collated in the Assessment of Local Well-being and are in alignment with Local Well-being Objectives and steps in the Local Well-being Plan. The Swansea Climate Charter Signatories Group activity will integrate actions further particularly with third sector and private sector partners.

We continue to align key approaches and policies with those of our partners exploiting synergies wherever possible for example by taking a one Swansea approach to making Swansea a Human Rights City. The local expression of national and regional plans are embedded into the objective. Our performance management and governance aims are characterised by the alignment of key plans and strategies such as the Corporate Plan, Medium Term Financial Strategy and Transformation Plan.

Collaboration - Acting together with other services or external organisation towards our well-being objectives

The Safeguarding People and Tackling Poverty Corporate Development Committee has been reconstituted to support the delivery on Council's corporate priorities and policy commitments. This Committee has put together a work programme to support our work with the most vulnerable people and by coproducing policy with other organisations, such as Swansea Council for Voluntary Services. The Corporate Safeguarding Steering Group is an effective corporate safeguarding culture requires strong, visible, leadership presence, ensuring that senior officer and their workforce receives positive, professional and consistent backing in carrying out Council activities. This has been evident during this most difficult, challenging period, and though the vast range of actions taken in keeping people safe and well. All named safeguarding officers are working effectively together under the direction of a Corporate Safeguarding group, which meets quarterly, and is jointly chaired by the Director of Social Services and the Cabinet Member for Care Services.

There are well established working relationships with other Directorates and teams across the LA. These include Social Services Directorate for a number of services to support children and young people. The Education Directorate also works with other teams, e.g. External Funding to identify opportunities for learners e.g. Cynnydd, employability opportunities. The Swansea Parent Carer Forum has been involved particularly with the ALN Transformation programme to support the LA's preparedness for the new legislation. Their input has been highly valued to ensure the views of parents and carers are understood when developing services. More recently, they have been involved in the development of a new attendance policy which will be published in 2023. The LA will continue to work with the Parent Carer Forum and wider parent and carer representatives. There are key consultative partnership groups that have been developed to work together to plan and deliver key objectives. These include Partneriaeth Sgiliau Abertawe / Swansea Skills Partnership, Partneriaeth Addysg Gymraeg Abertawe / Swansea Welsh in Education Partnership and the School Improvement Partnership. These partnerships have a wide range of representation including schools, further education, higher education, and LA officers. The Education Directorate has worked with Swansea Councils Corporate Delivery Committee for Education & Skills to discuss the development of key strategies and obtain the feedback of Members to strengthen planning.

The REDP and action in this corporate plan will be delivered in partnership with private/public and third sectors. Close working relationship exist through the Regeneration Swansea partnership which drives forward the sustainable regeneration of Swansea.

We will work with partners and stakeholders on a 'whole systems approach' to tackling poverty and enabling communities including communities themselves to reflect the diversity of our population and the opportunities available from collaboration and service integration. Our two key oversight groups – the Swansea Council Poverty Forum and Enabling Communities Network Group – bring together the leads from the relevant Council departments, teams, services and functions that will contribute to achieving this Corporate Priority. The existing external groups, networks and forums identified provide connections to other sectors and organisations who will be partners and stakeholders in these actions but we will continue to build relationships and connections across various boundaries. We have already put in place collaborative working practices and shared resources such as in helping to establish the Swansea Poverty Truth Commission

<p>Collaboration - Acting together with other services or external organisation towards our well-being objectives</p>	<p>Action in this corporate plan will be delivered in partnership with private/public and third sectors. Close working relationships exist with partners via the Swansea Climate Charter Signatories Group and Swansea Public Services Board partners. Net Zero Swansea 2050 is a collaborative rather than Council led target which will help build the wide support necessary for success.</p> <p>We will continue to work to improve internal collaboration by best leveraging technology as well via our workforce strategy and commitment to training but foster improved external collaboration with partners in Swansea across the public, private and third sectors via Swansea Public Services Board. We work closely with our regional partners to progress our wellbeing objectives, specifically in relation to the strategic development planning, regional transport planning, promoting the economic well-being and delivering a regional energy strategy (through the Corporate Joint Committee), health and social care (through the West Glamorgan partnership) and education improvement (through Partneriaeth).</p>
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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

Swansea Council believes that everyone, adult or child, should be given a voice, an opportunity, their right to be heard as an individual and a citizen, to shape the decisions that affect them, to have control over their day to day lives and to be firmly at the centre of their own wellbeing journey. Some examples of involvement include:

We have a strong Co-production Network in Swansea, hosted by Swansea CVS, and together, a coproduction strategy aims to give people clarity and resources to build their knowledge and practice in this area. This includes the development of a training programme for staff to better understand and implement co-productive practice. <https://twitter.com/swanseaacopros>

Swansea Parent Carer forum are helping the whole system learn from individual stories. The Forum listens and feed the voice of parent carers into decision making. Then to feed back to parent carers. The group sits on working groups with the Local Authority, Health Board and West Glamorgan Regional Partnership. They also arrange training for other parent carers.

<https://swanseapcf.org/>

The Local Area Coordination team, Swansea, now has coverage across the whole City and County. The team has been involved in research from both Swansea and Hull universities, conducting evaluations into our approach to applying Local Area Coordination principles within our local communities. Researchers have reflected on meeting people from across Swansea, who willingly share their stories, their journeys, and the challenges they have faced and community activities they have been involved in.

[storiesfromlac](#)

The Directorate has a Stakeholder and School Support Team that provides advice and guidance across the Directorate on ensuring that stakeholder engagement mechanisms are used at the earliest opportunity. The close structure of the Education Directorate Senior Leadership Team ensures that staff who have specialist knowledge of key areas have sight of plans and development of work at an early stage to ensure that the right areas are involved.

The interests of individuals and business are represented through key groups and organisations such as the Federation of Small Businesses, SCVS through membership of the Regeneration Swansea partnership. Regular communication channels with key stakeholder groups such as business are also in place eg regular newsletters, and additional involvement is undertaken as required on initiatives eg drop in sessions, visits to businesses, surveys.

Collectively supporting the wider Swansea 2050 Net Zero ambition, means working alongside citizens, schools, businesses, community groups and environmental partners. A diversity of people will need to be engaged in new ways to ensure the huge level of involvement and buy in to succeed. This also means reaching out to people not currently involved in taking action on nature recovery and climate change.

<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>We will embed the principles of human rights and co-production across our tackling poverty and enabling communities programmes and initiatives, mapping the experiences and capturing the voices of people with lived experience of poverty. In line with the recommendations of the 'Time for Change – Poverty in Wales' we recognise the importance of lived experience and will explore the development of experience mapping to improve our understanding of what people in poverty experience and how our services can be targeted to meet their needs. Given the diversity and various socio-economic challenges facing the various communities (both of place and of common interest), we will ensure our actions are targeted at local and hyper local level to build on the strengths and capabilities of the local communities. We also want to get more people with lived experience of poverty engaged in our services and programmes including volunteering and as part of our decision-making processes and structures.</p> <p>The steps help us progress on our involvement journey and extend our capability across the spectrum of involvement from consultation through to the development of coproduction capability and capacity through pilot projects and sharing best practice. We recognise that the complexity of challenges such as substance misuse, strategic planning and meeting the needs of the older population cannot be met by the council alone and will increasingly require whole system responses including the involvement of our citizens.</p>
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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 checked="" type="checkbox"/>	<input 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 Corporate Plan Well-being Objectives will have a positive effect on all other Council objectives and underpins how all services across the organisation work. There is synergy between the Objectives and the steps within the different objectives. The most negative impact is financial. For example, considerable investment is required and Welsh and UK government support is needed to fully take advantage of the opportunities of net zero and to increase future sustainability. The cross cutting proposals within the Well-being Objectives will have a positive effect due to the integrated nature of the steps.

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

PLEASE OVERWRITE OR DELETE GUIDANCE/SUGGESTIONS IN RED

Well-being Goal (click to view definition)	Primary Goals - tick if key	Any significant positive and/or negative impacts/contributions considered/mitigated
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[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



The local and regional health and social care market contributes significantly to the local and regional economy, with a skilled, professionalised workforce needed to meet growing demand.

There is a wide range of initiatives used by schools and the LA that aim to educate about the importance of climate change and reducing carbon footprint. The Schools Climate Change Forum was launched in 2022. The Directorate adheres to corporate procurement rules. Opportunities are provided to the local economy through school build/refurbishment projects. Opportunities for reducing carbon are identified and deployed in school building projects and enhancements e.g. solar panels. Partneriaeth Sgiliau Abertawe identifies opportunities for learners to have the appropriate skills for the local economy

A significant and major positive effect on supporting the local economy; use of low carbon technologies and renewables; developing a skilled population, fit for future technological change; work to achieve a circular economy. The Plan contributes to increasing productivity and economic growth, to support the creation and safeguarding of more, better paid jobs, opportunities for business starts and growth, and further links between the knowledge base and industry.

This Corporate objective to tackle poverty and enable communities will contribute to this Well-being Goal by: directly tackling poverty and the impacts of poverty including addressing the 'poverty premium'; supporting people to exit poverty safely and sustainably; increasing personal prosperity helping more people to develop skills and find suitable, sustainable employment opportunities; improving access to relevant information, advice and guidance such as financial inclusion and welfare rights; enabling communities to be more self-reliant and develop initiatives that improve the local economy; building or making more effective use of community assets including resources, skills and facilities; improving services and processes to contribute to improving individuals, families and communities wellbeing and prosperity; addressing the broader implications of poverty and barriers to prosperity such as digital exclusion. We recognise that there are constraints and external factors relating to the global and national economic situation, including the current Cost of Living crisis, that will impact on the above contributions

The focus on innovative technologies around renewables, hydrogen and electric vehicles supports the local economy and will contribute to sustainable economic growth. The shift to low carbon technologies and renewables will help develop a skilled population, fit for future. Using resources more efficient efficiently to achieve a circular economy ensures we safeguard our natural assets and resources.

<p><u>A Prosperous Wales:</u> 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</p>	<input type="checkbox"/>	<p>All Transformation steps have been designed in the context of a low carbon economy. This means that innovative approaches have been employed and create opportunities both for the Council e.g. via commercial opportunities, development of the economy via a focus on local supply chains, workforce training and development etc.</p>
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[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).



Supporting adults with a range of disabilities and needs to become more independent by promoting access to well-being, learning and work experience opportunities, including support to manage coastal, wildlife and environmental habitats.

Positive impact on learning about the natural environment and climate change through providing professional development for educators working on a curriculum focussed on ethical, informed citizenship. A focus on reviewing sufficient, specialist provision in Swansea will aim to provide placements for learners locally, where possible. This will reduce the potential need for learners to be transported further distances and lower carbon emissions.

The plan makes a direct contribution through placing an increased emphasis on economic sustainability through focus on the need to decarbonise the economy; renewable energy, and resilience to future technology change through emphasis on responding to and harnessing digitalisation.

The Corporate objective to tackle poverty and enable communities will make some contribution to this Well-being Goal by: improving community resilience and self-reliance through enabling communities initiatives; supporting communities planning to use green spaces and infrastructure to achieve well-being outcomes; taking action to improve community cohesion, safety and the feelings and behaviours associated with welcoming, connected communities; enabling communities to become more adaptable and responsive to change by developing relevant skills and experience. We recognise that there will be opportunities to contribute further to this Well-being Goal in the approaches we take to delivering this Corporate objective. For example, as we work with communities to implement change and new initiatives, we will provide advice and guidance (or access to further support where appropriate) around biodiversity, climate change and so on. We will work collaboratively with the relevant Council departments and external organisations as and when required.

The plan makes a direct contribution through placing an increased emphasis on economic sustainability through focus on the need to decarbonise the economy; renewable energy, and build resilience by valuing nature and the ecosystem services. Work to improve the ecosystem resilience of Council owned Sites of Special Scientific Interest (SSSI), Local Nature Reserves (LNR), Sites of Importance for Nature Conservation (SINCs) and greenspaces help increase biodiversity.

We are reducing carbon emissions from our operational estate, developing our local supply chains, improving regional transport planning to facilitate more active travel and use of public transport.

<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>	<input type="checkbox"/>	<p>By working together health and social care services have responded to challenges posed by the pandemic to safeguard people from harm, improving their physical, emotional and mental health and well-being, and by supporting people to maintain independence and quality of life throughout their life course.</p> <p>The multi-agency Emotional Health and Wellbeing group co-ordinates and promotes support for children and young people’s health and psychological wellbeing. The ‘Creating an Active and Healthy Swansea’ strategy, reviewed in 2021, identifies aims to increase healthy lifestyles of children and young people through the medium of sport, physical literacy and recreational physical activity. The LA’s Sport and Health team, alongside other partners develop activities in schools and the wider community, as well as capacity building within local clubs, community groups and facilities to maximise participation and to help build stronger, healthier and more cohesive communities.</p> <p>A positive effect as greater prosperity (especially where more equally distributed) leads to better health outcomes.</p> <p>The Corporate objective to tackle poverty and enable communities will contribute to this Well-being Goal by: supporting people in poverty and at risk of poverty to maintain and improve their physical and mental health; adopting a preventative approach with early interventions to avoid escalating needs and preventable service interventions; enabling communities to take action to improve the wellbeing of its people; involving local people and people with lived experience in the co-design and co-delivery of services and programmes; embedding the principles and ways of working that prioritise wellbeing and build on people’s strengths to live healthy, independent lives. We recognise the link between poverty and wellbeing, as evidenced in the examples above, which can have detrimental impacts on people of all ages in terms of their physical and mental health. Tackling poverty and enabling communities to be more welcoming, self-reliant, connected and cohesive will have broader impacts on the health and wellbeing of the population.</p> <p>Tree and wildflower planting encourage improved mental health and physical activity. Active travel routes enable exercise and enjoyment of nature.</p> <p>The shift to agile working and adoption of new ways of working will assess and ensure mental and physical health is prioritised.</p>
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[A More Equal Wales](#)

A society that enables people to fulfil their potential no matter what their background or circumstances.



Ensuring equal access to health and social care through information, advice and assistance and building on strengths of families and assets within communities to plan their own care and support, and to reach their full potential, increasingly by preventing the need for statutory services.

Personal support, advice, guidance, advocacy and school-based counselling services are offered to learners who have a range of factors that may affect them. These could include anxiety, neuro-developmental difficulties, Additional Learning Needs (ALN), Adverse Childhood Experiences (ACEs), sensory processing difficulties, etc. Training on person-centred practice has been given to staff in Education, Social Services, Swansea Bay Local Health Board, Gower College and all schools to ensure learner voice is heard and parents to be involved in decision making and planning for their child.

The work under the plan recognises the need to build an 'inclusive growth' model, via efforts to support skills outcomes, resilience to automation, or mechanisms to support greater wealth retention within the community. Opportunities for the employment & training opportunities for the long-term unemployed and economically inactive will be created through community benefit clauses in contracts, and support will be available to enable them to access these opportunities; this will create a significant positive effect.

The Corporate objective to tackle poverty and enable communities will contribute to this Well-being Goal by: providing employability support programmes and schemes to help people find decent jobs and fair work; delivering programmes of adult community learning and improve skills to help people achieve their potential; embedding principles of co-production and encourage more people to become involved in decision-making and the development of services; addressing the barriers of inequality and work with communities to understand and implement positive changes; identifying targeted action to support communities and cohorts of people at greater risk or with specific needs; adopting a person-centred, strengths-based approach to service delivery when tackling poverty and enabling communities.

Community action and local volunteering opportunities to enhance nature, greenspaces and wildlife sites are open to all and can help build skills, confidence and lead to life improving opportunities.

Demand for Council services are increasing from the most vulnerable, our transformation and financial resilience measures will enable us to ensure services are focused on meeting need.

[A Wales of Cohesive Communities](#)

Attractive, viable, safe and well-connected communities.



Through supportive and mutually responsible communities working together to safeguard our most people, with Council employees, elected Members and people in our communities feeling confident about identifying and reporting their safeguarding concerns in respect of children and adults.

A focus on reviewing sufficient, specialist provision in Swansea will aim to provide placements for learners locally, where possible. This will help support learners to maintain contact with their peers outside of their education.

Better economic inclusion outcomes will help improve cohesion, where linked with programmes and mechanisms that focus on local community involvement and engagement.

The Corporate objective to tackle poverty and enable communities will contribute to this Well-being Goal by: building relationships with community leaders and activities to enable growth and development within communities; connecting people and communities through supporting community-led initiatives and activities to develop and prosper; providing support and working with our partners to keep communities safe for everyone; addressing the barriers to cohesive communities and work with all parties to understand and implement positive changes; working with anchor organisations in local areas – including the most deprived areas of Swansea – to build connections and contributions; taking action to understand and measure the feelings and behaviours associated with welcoming, connected communities.

Neighbourhood greening improvements improve the attractiveness and improve quality of life in communities.

Equality diversity and Human rights will be embedded even more deeply in all we do resulting in more cohesive, rights aware and respecting community.

<p><u>A Wales of Vibrant Culture & Thriving Welsh Language</u> 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>	<input checked="" type="checkbox"/>	<p>Working with partners through the Ageing Well Strategy to deliver the active offer and apply our learning to improving social care, and through intergeneration working, including through the medium of Welsh.</p> <p>The 10-year WESP has a clear aim to increase the use of the Welsh language for both learners and school staff. The curriculum supports engagement with Welsh and local culture. The Welsh in Education Team support schools with training and resources to improve and increase the use of Welsh in schools. A latecomer’s provision pilot to support learners moving into Welsh-medium education has taken place and is under review.</p> <p>Measures to support the growth of the creative economy (including associated with the Welsh language) should directly support, and could be an important part of the SW Wales investment proposition. More broadly the Plan seeks to support the economic vibrancy of the region, including principally Welsh-speaking communities.</p> <p>The Corporate objective to tackle poverty and enable communities will make some contribution to this Well-being Goal by: encouraging our communities to embrace and promote the Welsh language, culture and heritage in its community-led initiatives; ensuring outputs of our services and programmes comply with Welsh Language legislation, guidance, and standards; recognising the cultural factors in tackling poverty and enabling communities to embrace them in our plans and actions; identifying opportunities for using our local language, culture and heritage to improve personal prosperity for individuals, families and communities. We recognise that working closely with communities provides an opportunity to have those communities define and deliver the changes and improvements that matter to them. Where we can encourage and empower the promotion and protection of the Welsh language, culture and heritage as part of tackling poverty, we will monitor and measure the impact that this making</p> <p>Appreciation of our green and blue landscapes is a part of Welsh culture and heritage. Encouraging the celebration of our local natural environment via the medium of both English and Welsh is a by-product of environmental improvement work in communities.</p> <p>Organisational development and our organisational working model takes account of the need to promote the Welsh language to overcome a reduction in the number of Welsh speakers. Our workforce strategy ensures we recruit Welsh speakers and help staff gain and improve Welsh language skills and the confidence to use them with service users.</p>
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<p>A Globally Responsible Wales</p> <p>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>	<input checked="" type="checkbox"/>	<p>The Council's safeguarding arrangements are informed by the Council's commitment to the United Nations Convention on the Rights of the Child (UNCRC) and human rights of all citizens.</p> <p>Capital Work will adhere to the Council's sustainable procurement standards and commitment to ethical employment in supply chains. Positive impact in developing educators to: support pupils' sustainable behaviour and making connections; ensure pupils know how we use the earth's resources efficiently and contribute to global well-being.</p> <p>Achieving over time a decarbonised growth model will contribute to this, the Plan also highlights openness to new ideas (and investment) from elsewhere.</p> <p>The Corporate objective to tackle poverty and enable communities will make some contribution to this Well-being Goal by: empowering community-led initiatives to look close-to-home for economic advantages and benefits; embedding sustainable behaviours and actions across our services and programmes as a key principle of implementation; enabling communities to be the driving force for transformation in their local areas for the benefit of future generations; addressing wider factors of financial inclusion, debt management and investment in the most deprived small areas; exploring integrated community hubs and other initiatives that bring services and support closer to people's doorsteps. We recognise the long-term ambitions for developing local economies and opportunities for sustainable growth within communities that can have positive impacts on national and global scales. We believe that the path away from poverty can lead to prosperity – at individual, family and community levels – so we see tackling poverty and enabling communities as an important step towards achieving this wellbeing goal.</p> <p>Reductions in carbon emissions, improved biodiversity and action to maintain and improve air water and soil quality make a positive contribution to a globally responsible Wales.</p> <p>The focus on ethical procurement and low carbon emissions will have a positive impact on global well-being.</p>
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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.)

Overall, the IIA demonstrates that the Corporate Plan will have a positive impact on people and communities. Swansea Council continues to promote a “Safeguarding is everyone’s business” approach; safeguarding our most vulnerable people by prioritising high quality preventative, well-being and social services, by continuing to ensure that safeguarding is ‘everyone’s business’ across the Council, within schools, with partners and through West Glamorgan Safeguarding Board and partnerships.

The Council leads on a corporate wide approach to safeguarding vulnerable people to ensure there are clear lines of responsibility and accountability in all service areas of the Council. By working in partnership, we are implementing the new statutory requirements and the ‘duty to report’ placed on all officers, elected members, volunteers and partners to raise concerns and help tackle the wider range of safeguarding issues now present in our communities. Swansea Council emphasises the rights of adults and children by using ‘what matters most’ to them as citizens, by placing them at the centre of their own care and support and by coproducing services to achieve better outcomes. The Council is committed to ensuring citizens have access to high quality and resilient statutory social services, and to ensure that Adult and Child and Family Services are robust, resilient and effective in getting right care and support to the right person, at right place and at the right time.

The Council are Improving outcomes for children and young people - by promoting rights of, and opportunities for children and young people, and toward better life chances for looked after children and care leavers. We are implementing a new ‘Supporting children and young people to be safe with family’ strategy, taking action to reduce the number of children and young people who need to be looked after by Swansea Council, where safe alternatives can be identified. The Child and Family Services Improvement programme continues to develop our social work practice and the high-quality range of services to support children, young people, and families.

Good progress has been made with meeting the Education and Skills objective. There is a robust internal challenge and quality assurance process within Education and corporately within the Council with a clearly defined process for identifying risks and under performance. Although Estyn suspended its usual round of inspections during the pandemic, as part of a national thematic review, Estyn examined the Council’s (Education) response to pandemic and was assured that a range of effective measures had been put in place to support learners, parents and carers and schools. Parents and carers also expressed high levels of satisfaction with support offered by schools during the pandemic.

We are transforming how we manage care and support vulnerable adults. We are working regionally, with health board partners and local providers to support our most vulnerable adults to remain safe and independent at home, with access to joined-up Health and Social Care services to improve outcomes for the most vulnerable Swansea citizens, and by rebalancing our service offer to focus on prevention, reablement and recovery.

The steps in the Economy & Infrastructure objective will be delivered in the context of the strategic direction for economic regeneration regionally and locally over the next ten years set through the new REDP, which aims to create an economy that is resilient and sustainable; enterprising and ambitious; and balance and inclusive. It is expected that it will have a positive impact on people and communities in Swansea by improving economic performance and creating sustainable employment opportunities. In line with the Equality Act 2010 and Public Sector

Equality Duty, due regard will be given to the impact on protected groups in the development and delivery of all the steps to achieve the wellbeing objective. All actions will be screened and full IIAs will be undertaken if appropriate in the future as the steps progress.

The Tackling Poverty & Enabling Communities objective will have a cumulatively positive impact on the individuals, families and communities of Swansea especially those who are in poverty or at risk of entering poverty. While the detailed strategies, plans and actions that collectively contribute to achieving this Corporate objective, we will target relevant communities or groups based on their circumstances (such as homeless people, disabled people, families with children, victims of domestic abuse, and so on), there are broader positive impacts to tackling poverty and enabling communities. Understanding this cumulative impact will require us to explore a shared vision for the future with our partners, stakeholders and in particular with people with lived experience of poverty. This starts with the refresh of the Tackling Poverty Strategy but will continue with ongoing programmes of participation and engagement with service users and their carers, supporters or representatives.

The Delivering on nature recovery and climate change objective recognises that the cost of transition to Net Zero tends to fall hardest on those least able to afford to respond e.g. upgrading equipment etc. However, the objective is expected that it will have a positive impact on people and communities in Swansea by improving our environment, investing in structure which is fit for the future and mitigating and adapting to climate change, in line with the Equality Act 2010, Well-being of Future Generations Act and Environment and Public Sector Equality Duty.

Due regard will be given to the impact on protected groups in the development and delivery of all the steps to achieve the wellbeing objective. All actions will be screened and full IIAs will be undertaken if appropriate in the future as the steps progress at the appropriate decision-making level.

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)
None	

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:

The IIA demonstrates that the Corporate Plan will have a positive impact on people and communities and no concerns were identified. Progress will be assessed and reported through quarterly performance monitoring and the Annual Review of Performance.

Actions (add to action plan):

Work with leads to review the Corporate Plan and Council's Well-being Objectives and the steps to deliver them will take place each year, taking into account the latest evidence. The projects and plans underneath these steps are also individually assessed at an operational level

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 (see below fully SMART action)	Dates	Timeframe	Lead responsibility	Progress	Add to Service Plan
Finalise the draft Corporate Plan and IIA following the end of the public consultation.	24 th Feb to 10 th March 2023	2022/23.	Richard Rowlands	Complete	N/a
Work with leads to review the Corporate Plan and Council's Well-being Objectives and the steps to deliver them each year, taking into account the latest evidence.	2023/24.	Annually	Richard Rowlands		N/a
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Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely)

Audit of Accounts Report – City and County of Swansea

Audit year: 2021-22

Date issued: March 2023

Document reference: 3426A2023

This document has been prepared as part of work performed in accordance with statutory functions.

In the event of receiving a request for information to which this document may be relevant, attention is drawn to the Code of Practice issued under section 45 of the Freedom of Information Act 2000. The section 45 code sets out the practice in the handling of requests that is expected of public authorities, including consultation with relevant third parties. In relation to this document, the Auditor General for Wales and the Wales Audit Office are relevant third parties. Any enquiries regarding disclosure or re-use of this document should be sent to the Wales Audit Office at infoofficer@audit.wales.

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

Mae'r ddogfen hon hefyd ar gael yn Gymraeg. This document is also available in Welsh.

Contents

We intend to issue an unqualified audit report on your Accounts. There are some issues to report to you prior to their approval.

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Audit of Accounts Report

Introduction

- 1 We summarise the main findings from our audit of your 2021-22 statement of accounts in this report.
- 2 We have already discussed these issues with the Director of Finance and his team.
- 3 Auditors can never give complete assurance that accounts are correctly stated. Instead, we work to a level of 'materiality'. This level of materiality is set to try to identify and correct misstatements that might otherwise cause a user of the accounts into being misled.
- 4 We set this level at £10.37 million for this year's audit.
- 5 There are some areas of the accounts that may be of more importance to the reader and we have set a lower materiality level for these, as follows:
 - Senior officers' remuneration £1,000
 - Related party transactions for members and senior officers £10,000
- 6 We have now substantially completed this year's audit.
- 7 In our professional view, we have complied with the ethical standards that apply to our work; remain independent of yourselves; and our objectivity has not been compromised in any way. There are no relationships between ourselves and yourselves that we believe could undermine our objectivity and independence.

Infrastructure assets

- 8 In common with other local authorities, the City and County of Swansea has taken advantage of temporary reliefs for reduced disclosures related to infrastructure assets allowed for in the Update to the Code and Specifications for Future Codes for Infrastructure Assets and the 2022 amendments to the Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003.
- 9 The Council has not disclosed gross cost and accumulated depreciation for infrastructure assets, because historical reporting practices and resultant information deficits mean gross cost and accumulated depreciation are not measured accurately and would not faithfully represent the asset position to the users of the financial statements.
- 10 The reliefs are a temporary expedient that are intended to allow authorities to address the information deficits and prepare robust information to support the carrying value of infrastructure assets. The temporary reliefs are only applicable for financial years up to and including 2024-25.
- 11 **Exhibit 1** shows the impact of this issue on the audit timetable.

Exhibit 1 – impact of national issues on this year’s audit timetable

Timetable	<p>Given the continuing slippage arising from the COVID-19 pandemic and national issues relating to the audit of infrastructure assets, the Welsh Government provided flexibility in terms of both the accounts preparation deadlines and the audit deadlines:</p> <ul style="list-style-type: none">• the timescale for completing your accounts was revised by the Welsh Government from 31 May 2022 to 31 August 2022;• we received the draft accounts on 16 November 2022, 11 weeks after the revised deadline;• our deadline for completing our audit was changed from 31 July 2022 to 31 January 2023; and• we expect your audit report to be signed on 31 March 2023.
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Proposed audit opinion

- 12 We intend to issue an unqualified audit opinion on this year’s accounts once you have provided us with a Letter of Representation based on that set out in **Appendix 1**. The Letter of Representation contains certain confirmations we are required to obtain from you under auditing standards along with confirmation of other specific information you have provided to us during our audit.
- 13 We issue a ‘qualified’ audit opinion where we have material concerns about some aspects of your accounts; otherwise we issue an unqualified opinion.
- 14 Our proposed audit report is set out in **Appendix 2**.

Significant issues arising from the audit

Uncorrected misstatements

- 15 During our audit, three misstatements were identified in the statement of accounts which have been discussed with management, but management have chosen not to adjust. We do not consider these to be material to our audit opinion.
- 16 The Council’s 2020-21 statement of accounts received a qualified audit opinion, because the historic cost depreciation transfer between the revaluation reserve and capital adjustment account for revalued assets had not been accounted for in accordance with the requirements of the Code of Practice on Local Authority Accounting. This resulted in both unusable reserves being potentially materially misstated which the Council were unable to accurately quantify. Although the Council has undertaken a review in 2021-22 to quantify and correct the misstatement, until all affected assets have been revalued over the Council’s five-year revaluation programme, the misstatement will not be fully corrected. The work

the Council has undertaken in 2021-22 has substantially assured me that the remaining misstatement is not material.

- 17 The Council's debtor with the Welsh Government in respect of national domestic rates (NDR) income due to the Council is overstated by £3.9 million. The debtor incorrectly included £1.2 million relating to a prior year debt for Wales retail relief which had been previously reimbursed and £2.7 million due to a mis-posting of high street relief in prior years. There is a corresponding overstatement in income of £3.9 million which the Council will correct in 2022-23 by a transfer from reserves.
- 18 The debtors balance includes £787,000 as a payment in advance for hotel services to be provided in 2022-23. As the payment was not made until April 2023, this is not a payment in advance and the debtors balance is overstated. The creditors balance is correspondingly overstated.
- 19 Whilst Auditing Standards require us to request that these are corrected, we accept management's view that given the number of entries required to amend the statements for relatively low values and the timescale for closure of the audit, there is little benefit in amending the statement of accounts. We request that the Council considers approving management's rationale for this and include this in the Letter of Representation.

Corrected misstatements

- 20 There were initially misstatements in the accounts that have now been corrected by management. However, we believe that these should be drawn to your attention and they are set out with explanations in **Appendix 3**.

Other significant issues arising from the audit

- 21 During the audit, we consider a number of matters relating to the accounts and report any significant issues arising to you. There were no issues arising in these areas this year.

Recommendations

- 22 Following the audit certification by the Auditor General, we will continue to work with the Council's finance team to further improve the accounts production process for 2022-23.

Appendix 1

Final Letter of Representation

The City and County of Swansea Letterhead

Auditor General for Wales
Wales Audit Office
1 Capital Quarter
Tyndall Street
Cardiff
CF10 4BZ

30 March 2023

Representations regarding the 2021-22 financial statements

This letter is provided in connection with your audit of the financial statements of the City and County of Swansea for the year ended 31 March 2022 for the purpose of expressing an opinion on their truth and fairness and their proper preparation.

We confirm that to the best of our knowledge and belief, having made enquiries as we consider sufficient, we can make the following representations to you.

Management representations

Responsibilities

We have fulfilled our responsibilities for:

- the preparation of the financial statements in accordance with legislative requirements and the CIPFA Code of Practice on Local Authority Accounting in the United Kingdom 2021-22; in particular the financial statements give a true and fair view in accordance therewith; and
- the design, implementation, maintenance and review of internal control to prevent and detect fraud and error.

Information provided

We have provided you with:

- full access to:
 - all information of which we are aware that is relevant to the preparation of the financial statements such as books of account and supporting documentation, minutes of meetings and other matters;

- additional information that you have requested from us for the purpose of the audit; and
- unrestricted access to staff from whom you determined it necessary to obtain audit evidence;
- the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud;
- our knowledge of fraud or suspected fraud that we are aware of and that affects the Council and involves:
 - management;
 - employees who have significant roles in internal control; or
 - others where the fraud could have a material effect on the financial statements;
- our knowledge of any allegations of fraud, or suspected fraud, affecting the financial statements communicated by employees, former employees, regulators or others;
- our knowledge of all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements; and
- the identity of all related parties and all the related party relationships and transactions of which we are aware.

Financial statement representations

All transactions, assets and liabilities have been recorded in the accounting records and are reflected in the financial statements.

The methods, the data and the significant assumptions used in making accounting estimates, and their related disclosures are appropriate to achieve recognition, measurement or disclosure that is reasonable in the context of the applicable financial reporting framework.

Related party relationships and transactions have been appropriately accounted for and disclosed.

All events occurring subsequent to the reporting date which require adjustment or disclosure have been adjusted for or disclosed.

All known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to the auditor and accounted for and disclosed in accordance with the applicable financial reporting framework.

The financial statements are free of material misstatements, including omissions. The effects of uncorrected misstatements identified during the audit are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. A summary of these items is set out below:

- the Council's 2020-21 statement of accounts received a qualified audit opinion because the historic cost depreciation transfer between the revaluation reserve and capital adjustment account for revalued assets had not been accounted for in accordance with the requirements of the Code of Practice on Local Authority Accounting. This resulted in both unusable reserves being potentially materially misstated which the Council were unable to accurately quantify. Although the Council has undertaken a review in 2021-22 to quantify and correct the misstatement, until all affected assets have been revalued over the Council's five-year revaluation programme, the misstatement will not be fully corrected. The work the Council has undertaken in 2021-22 has substantially assured me that the remaining misstatement is not material.
- the Council's debtor with the Welsh Government in respect of national domestic rates (NDR) income due to the Council is overstated by £3.9 million. The debtor incorrectly included £1.2 million relating to a prior year debt for Wales retail relief which had been previously reimbursed and £2.7 million due to a mis-posting of high street relief in prior years. There is a corresponding overstatement in income of £3.9 million which the Council will correct in 2022-23 by a transfer from reserves.
- the debtors balance includes £787,000 as a payment in advance for hotel services to be provided in 2022-23. As the payment was not made until April 2023, this is not a payment in advance and the debtors balance is overstated. The creditors balance is correspondingly overstated.

Representations by the City and County of Swansea

We acknowledge that the representations made by management, above, have been discussed with us.

We acknowledge our responsibility for the preparation of true and fair financial statements in accordance with the applicable financial reporting framework. The financial statements were approved by Members of the City and County of Swansea on 30 March 2023.

We confirm that we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that it has been communicated to you. We confirm that, as far as we are aware, there is no relevant audit information of which you are unaware.

Signed by:

Director of Finance

Date: 30 March 2023

Signed by:

Leader of the Council – signed on behalf of those charged with governance

Date: 30 March 2023

Appendix 2

Proposed Audit Report

The independent auditor's report of the Auditor General for Wales to the members of the City and County of Swansea

Opinion on financial statements

I have audited the financial statements of:

- the City and County of Swansea; and
- the City and County of Swansea Group

for the year ended 31 March 2022 under the Public Audit (Wales) Act 2004.

The City and County of Swansea's financial statements comprise the Expenditure and Funding Analysis, the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet, the Cash Flow Statement, the Movement on the Housing Revenue Account Statement, the Housing Revenue Account Income and Expenditure Statement and the related notes, including a summary of significant accounting policies.

The City and County of Swansea's Group financial statements comprise the Group Movement in Reserves Statement, the Group Comprehensive Income and Expenditure Statement, the Group Balance Sheet, the Group Cash Flow Statement and the related notes, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Code of Practice on Local Authority Accounting in the United Kingdom 2021-22.

In my opinion the financial statements:

- give a true and fair view of the financial position of the City and County of Swansea and the City and County of Swansea Group as at 31 March 2022 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with legislative requirements and UK adopted international accounting standards as interpreted and adapted by the Code of Practice on Local Authority Accounting in the United Kingdom 2021-22.

Basis of opinion

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)) and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my report. I am independent of the Council and its group in

accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the City and County of Swansea and the group's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the responsible financial officer with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the statement of accounts report other than the financial statements and my auditor's report thereon. The Responsible Financial Officer is responsible for the other information contained within the annual report. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Report on other requirements

Opinion on other matters

In my opinion, based on the work undertaken in the course of my audit:

- the information contained in the Narrative Report for the financial year for which the financial statements are prepared is consistent with the financial statements and

the Narrative Report has been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2021-22; and

- the information given in the Annual Governance Statement for the financial year for which the financial statements are prepared is consistent with the financial statements and the Annual Governance Statement has been prepared in accordance with guidance.

Matters on which I report by exception

In the light of the knowledge and understanding of the City and County of Swansea and the group and its environment obtained in the course of the audit, I have not identified material misstatements in the Narrative Report or the Annual Governance Statement.

I have nothing to report in respect of the following matters, which I report to you, if, in my opinion:

- adequate accounting records have not been kept, or returns adequate for my audit have not been received from branches not visited by my team;
- the financial statements are not in agreement with the accounting records and returns; or
- I have not received all the information and explanations I require for my audit.

Responsibilities

Responsibilities of the responsible financial officer for the financial statements

As explained more fully in the Statement of Responsibilities for the Statement of Accounts, the responsible financial officer is responsible for the preparation of the statement of accounts, including the City and County of Swansea's Group financial statements, which give a true and fair view, and for such internal control as the responsible financial officer determines is necessary to enable the preparation of statements of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the statement of accounts, the responsible financial officer is responsible for assessing the City and County of Swansea's and the group's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless deemed inappropriate.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK)

will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- enquiring of management and those charged with governance, relating to the City and County of Swansea and group's policies and procedures concerned with:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the following areas: revenue recognition, posting of unusual journals.
- obtaining an understanding of the City and County of Swansea and group's framework of authority as well as other legal and regulatory frameworks that the Council operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the Council.

In addition to the above, my procedures to respond to identified risks included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of management, the Governance and Audit Committee about actual and potential litigation and claims;
- reading minutes of meetings of those charged with governance, the Cabinet and Council; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I also communicated relevant identified laws and regulations and potential fraud risks to all audit team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the City and County of Swansea and group's controls, and the nature, timing and extent of the audit procedures performed.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

Certificate of completion of audit

I certify that I have completed the audit of the accounts of the City and County of Swansea and group in accordance with the requirements of the Public Audit (Wales) Act 2004 and the Auditor General for Wales' Code of Audit Practice.

Adrian Crompton
Auditor General for Wales
31 March 2023

1 Capital Quarter
Tyndall Street
Cardiff
CF10 4BZ

Appendix 3

Summary of corrections made

During our audit, we identified the following misstatements that have been corrected by management, but which we consider should be drawn to your attention due to their relevance to your responsibilities over the financial reporting process.

Exhibit 2: summary of corrections made

Value of correction	Nature of correction	Reason for correction
Disclosure only	Note 14 Property plant and equipment The movements in the net book value of infrastructure assets disclosed gross cost and accumulated depreciation. The disclose was amended to take advantage of the temporary reliefs in the Update to the Code and the 2022 amendments to the Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003.	To correctly disclose movements in the net book value of infrastructure assets in line with the Code update and Regulations.
£284,851,000	Leasing – Council as lessor The minimum income the Council was committed to receive under operating leases for land and buildings was not disclosed in the draft statement of accounts.	To comply with CIPFA disclosure requirements.
Disclosure only	Note 27a Officers Remuneration The remuneration disclosed for the Chief Executive exceeded £150,000 but the Chief Executive was not named as required by the Accounts and Audit (Wales) Regulations 2014.	To comply with the disclosure requirements of the Accounts and Audit (Wales) Regulations 2014.

Value of correction	Nature of correction	Reason for correction
Disclosure only	Note 27b Remuneration bands The number of employees included in the remuneration bandings was based on actual salaries received rather than on FTE salary for employees who are on part-time contracts.	To correctly disclose the number of employees whose remuneration exceeded £60,000.
Remuneration ratio from 6.1 to 6.3 Median salary from £24,491 to £ 25,600	Note 27b Remuneration ratio The remuneration ratio and median salary disclosed were not calculated on the correct basis.	To correctly disclose the remuneration ratio and median salary.
£466,000	Note 28 Grant income Education grant income in respect of teachers' pay awards was disclosed twice in Note 28 rather than in other grants.	To correctly disclose grant income received in the year.

There have also been a number of minor amendments and disclosure updates as a result of our work.



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We welcome correspondence and telephone calls in Welsh and English.
Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg.

Agenda Item 10.



Report of the Section 151 Officer

Council – 30 March 2023

Statement of Accounts 2021/22

Purpose:	The Council is required to approve the 2021/22 accounts on or before 31 st July 2022.
Policy Framework:	Budget and Accounts 2021/22.
Consultation:	Legal, Finance and Access to Services.
Recommendation(s):	It is recommended that:- 1) Council approves the 2021/22 Statement of Accounts attached at Appendix A.
Report Author:	Amanda Thomas
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Catherine Window

1.0 Introduction

1.1 The Statement of Accounts for the year 2021/22 is attached in Appendix A and is recommended to Council for approval.

2.0 Timetable for completion and audit of the 2021/22 accounts

2.1 The key dates in relation to the 2021/22 accounts process are as follows:-

31 st July 2022	Statutory date for the completion of the external audit of the Statement of Accounts.

10 th November 2022	The draft Statement of Accounts was completed and certified by the Section 151 Officer in line with the requirements of the Accounts and Audit Regulations.
8 th March 2023	Audit Committee has reviewed the draft Statement of Accounts and the draft Auditor's report.
30 th March 2023	Council is asked to formally approve the 2021/22 Statement of Accounts.

3. Changes to the format and content of the Statement of Accounts

3.1 During the year, the Authority has changed the internal management reporting structure. The reporting segments in the Expenditure and Funding Analysis, Comprehensive Income and Expenditure Statement, Group Comprehensive Income and Expenditure Statement and the note to the Expenditure and Funding Analysis have been amended to reflect the new internal management reporting structure. The main statements and disclosure notes for 2020/21 have been restated to reflect the changes.

3.2 The 31st March 2021 Balance Sheet and Group Balance Sheet have been restated to correct prior period errors. There was no impact on Net Assets or Total Reserves. There were adjusting entries between the Revaluation Reserve and the Capital Adjustment Account.

3.3 The 2020/21 figures have been restated to correct historical cost depreciation adjustments between the Revaluation Reserve and the Capital Adjustment Account. For prior periods an adjustment has been made to reset the Revaluation Reserve to nil.

4.0 Financial Implications

4.1 There are no direct financial implications arising from this report.

5.0 Legal Implications

5.1 There are no legal implications associated with this report.

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.

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'.

Our integrated Impact Assessment 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 The Revenue Budget of the Council was approved following the application of the corporate Equality Impact Assessment (EIA) process throughout the Budget setting process. This process has since been replaced with 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. An IIA has been undertaken on this report. This report outlines the statement of accounts and there are no implications to consider at this time.

Background Papers: None.

Appendices: Appendix 'A' – Statement of Accounts 2021/22.
Appendix 'B' – IIA Screening form.

Statement of Accounts 2021/22



Swansea Council | Cyngor Abertawe

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Introduction



Swansea Council is located on the South Wales Coast and is one of twenty two current unitary local authorities providing local government services in Wales.

The area of the Council includes the Gower peninsula, designated as Britain's first area of outstanding natural beauty.

Approximately 246,600 people live within the boundaries of the Council of which:

- 41,600 are aged under 16
- 56,500 are of pensionable age
- 23,000 are aged 75 years and over



The County has a mixed agricultural and industrial economy. The City sits at the mouth of the River Tawe, from which its Welsh name, Abertawe, derives.

This Statement of Accounts is one of a number of publications, which include the revenue and capital budgets, produced to comply with the law and designed to provide information about the Council's financial affairs.

Copies of these accounts can be obtained from:

Director of Finance & Section 151 Officer
Swansea Council
Guildhall
Swansea
SA1 4PE

Narrative Report

Services

The Council provides a range of services, supporting local communities and improving the lives of local people, some of which are shown below.

Corporate Services	Finance
Corporate Management Team Support	Financial Strategy
Corporate Communications and Marketing	Accountancy Services
Design Print Unit	Internal Audit
Corporate Customer Services Unit	Housing Benefits
Overview & Scrutiny function	Council Tax
Democracy, Member and Mayoral Services	Business Rates
Web Development	Procurement & Commercial activities
Performance & Delivery function	
Legal Services	
Coroners Service	
Human Resources & Organisational Development	
Emergency Management Services Unit	
Digital Services & Transformation	
Social Services	Education
Child protection and family support	Primary, secondary and special schools
Support to enable vulnerable people to live independently	Education improvement
Long-term and short-term residential care	School meals
Poverty and prevention	School transport
Community safety	Special Education Needs
Early intervention	Education Planning and Resources
Partnership, performance & commissioning	
Tackling poverty	
Lifelong learning and young peoples' services	
Place	Housing Revenue Account (HRA)
Waste management	Landlord Services
Refuse collection & recycling	Strategic Housing
Street cleaning	
Highways	
Street lighting	
Land drainage & coast protection	
Road safety	
Car parks	
Sewerage services	
Property and building services	
Culture, sport, leisure and tourism	
Planning and city regeneration	
Public protection and housing services	
Bereavement services	

Narrative Report

Democracy

The Council had 72 elected councillors for 2021/22 (increasing to 75 in 2022/23) from a range of political groups who are the Council's decision makers, agreeing policies and spending priorities.

The Council Constitution is the framework that sets out how the Council operates and how decisions are made together with the procedures which are followed to ensure that decisions and functions are efficient, transparent and accountable to the people of Swansea. The Council annually selects a Lord Mayor to perform a civic role and promote the city. The Council appoints a Leader of the Council who appoints Cabinet Members, each with responsibility for a specific portfolio of services.

The role of Cabinet is to:

- provide leadership,
- be responsible for most major decisions,
- propose the budget framework and subsequent budget.

Scrutiny will act as a 'critical friend' to Cabinet and other decision makers to promote better services, policies and decisions. The role of Scrutiny is to hold the Cabinet members to account, to be the voice of the public and to help drive improvement of the Council's public services.

Regulatory and other committees support the delivery of Council services. The Governance and Audit Committee reviews and scrutinises the Council's financial affairs and makes reports and recommendations in relation to the Council's financial affairs. The Governance and Audit Committee is responsible for reviewing the Statement of Accounts. Council is responsible for approving the Statement of Accounts.

The Corporate Management Team (CMT) is led by the Chief Executive and includes Directors and the Chief Legal Officer (and Monitoring Officer).

The Corporate Management Team are responsible for:

- providing impartial advice on policy to all Members,
- implementing decisions of Cabinet and Council,
- delivery of services and performance.

Corporate Plan

Swansea Council published its Corporate Plan in 2017 as required by the Well-Being of Future Generations (Wales) Act 2015, which included a summary of its Well-being Statement and key priorities, known as 'Well-being Objectives'.

The Corporate Plan and Well-being Objectives have been reviewed and refreshed for 2022/23.

Narrative Report

There will be a further review of the Council's Corporate Plan for the next five years 2022/27 following local government elections in May 2022 and the appointment of a new permanent Chief Executive.

The Council has prioritised six Well-being Objectives.

These are:

- **Safeguarding** people from harm - so that our citizens are free from harm and exploitation.
- Improving **Education & Skills** - so that everyone in Swansea gains the skills and qualifications they need to succeed in life.
- Transforming our **Economy & 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.
- Delivering on **Nature Recovery and Climate Change** - so that we maintain and enhance nature and biodiversity in Swansea, reduce our carbon footprint and tackle climate change.
- **Transformation & Future Council** development - so that we and the service that we provide are sustainable and fit for the future.

The 'Delivering on Nature Recovery and Climate Change' objective is new for 2022/23 and is a development from the previous Well-being Objective 'Maintaining and enhancing Swansea's natural resources and biodiversity'.

This new Well-being Objective has been adopted to place particular emphasis on addressing the long-term challenges arising from climate change and the threat to biodiversity; following Welsh Government declarations for Wales, the Council has declared both a Climate Emergency and a Nature Emergency, which will be responded to through this Well-being Objective.

Corporate Risks

The annual review of Corporate Risks by Corporate Management Team (CMT) took place on 14th May 2021. The Council's Corporate Risks in 2021/22 are aligned to the Council's Well-being Objectives. They are those risks that, should they come into effect, would have an impact on the whole of the Council and would have a detrimental impact on the ability of the Council to achieve its priorities and objectives.

As at the time of writing, the Council's Corporate risks are:

- Safeguarding.
- Availability of Domiciliary Care.
- WCCIS.
- Covid-19.
- Covid-19 (Social Services).
- Financial Control - MTFP aspects of Sustainable Swansea.
- Achieving Better Together - transformation programme delivery.
- Achieving Better Together - recovery.
- Reducing and Tackling Fraud.
- Local economy and infrastructure.

Narrative Report

- Pupil attainment and achievement.
- Workforce strategy.
- Digital, data and cyber security.
- Oracle Fusion.
- Emergency planning, resilience and business continuity.
- Health & Safety.
- New legislative and statutory requirements.
- Regional working.

As at the time of writing, the following Corporate Risks were removed (closed or de-escalated) from the list of Corporate Risks during 2021/22:

- Supply of construction materials (now to be supplanted by a wider inflation/supply side risk)
- Post EU exit.
- Tax Evasion.
- Sustainable Swansea Transformation Programme Delivery.

A monthly review of risk took place at CMT during 2021/22 and a monthly/quarterly report provided, which sets out:

- Number of new risks added to the Risk Register.
- Number of risks deactivated from the Risk Register.
- Numbers of Red, Amber and Green status risks.
- Number and percentage of risks not recorded as being updated.
- Number of risks increased/decreased from Red status.
- Number of risks escalated/de-escalated.
- Number of risks where a response is missing or projected completion date has expired.

The details of risks in all categories are included in the report.

The Governance and Audit Committee has continued to receive a quarterly report and overview on the overall status of risk in the Council during 2021/22. This report coincides each quarter with Directors attending the committee on a rotational basis to present on their internal control environment, including risk management.

Work has continued during 2021/22 to improve compliance to the Council's Risk Management Framework. Training specifically on Control Measures took place at Leadership Team (Directors, Heads of Service and some other senior managers) as planned on 25th May 2021.

A video based on the Leadership Team training was created and uploaded, which is now directly accessible through the Risk Register along with all other videos provided on risk management and on using the Risk Register. The video has also been signposted to all Directors, Heads of Services and responsible officers and reminders to review and revise control measures in line with the training and video have also been issued each month since June 2021. In addition, Control Measures and changes to Control Measures in the Corporate Risks have been reviewed and feedback/advice on improving them has been provided to responsible officers.

Narrative Report

Internal Audit continue to review the Council's Risk Management arrangements each year in order to provide assurance to the Governance and Audit Committee. Corporate and Social Services risk management arrangements, with a particular focus on Control measures, were reviewed during 2021/22.

Corporate Performance

This Council reports performance results each quarter and annually delivering the Council's Well-being Objectives that are described in the Corporate Plan. The outturn for 2021/22 was reported in July 2022; a fuller self-assessment of performance now required under Part 6 of the Local Government & Elections Act 2021 will be fully published in January 2023 after a wider consultation, scrutiny process and governance and audit review.

The Council has prepared for the new performance arrangements introduced by Part 6 of the Local Government & Elections Act by:

- Developing and issuing a self-assessment tool adapted from the tool developed by the Future Generations Commissioners Officer for return with performance data, providing an assessment of progress delivering the Council's Well-being Objectives for 2021/22.
- Issuing statements to Directors for self-assessment and assurance on governance and performance arrangements during 2021/22.
- Public consultation underway on the extent the Council is meeting the new performance requirements.

The information will be used in conjunction with other evidence to develop the first self-assessment report for 2021/22, which will be incorporated with the annual Well-being report to be published in January 2023.

The ongoing Covid-19 pandemic has brought huge challenges and changes to the Council, its services and workforce. The Council has never undertaken such change in such a short timescale and in such challenging circumstances. A number of non-essential services were partly suspended during 2020/21 and 2021/22 in order to redeploy resources to areas where they were most needed.

This inevitably has had a significant impact on the usual areas of performance across the Council and that is why targets for performance indicators were not set for 2020/21 and 2021/22, although comparisons between the same periods of the preceding years were retained.

This has been an unprecedented time and the Council's response to the pandemic, whilst not necessarily reflected in the established performance indicators, has been extraordinary.

In summary, since March 2020 the Council has transformed the way it works to manage the impact of the pandemic. Thousands of staff were successfully mobilised to work remotely and/or from home within a matter of weeks. This took a massive effort from our ICT team to provide the necessary changes enabling staff and councillors to have full network links at their preferred location.

Other changes include:

- Supporting the Welsh Government's Shielding Programme by setting up a new call centre and providing daily support to thousands of vulnerable people.
- Focusing social services care on the most vulnerable, re-opening a care home and supporting the private care sector.
- Overseeing the planning and construction of the Bay Field Hospital on Fabian Way.
- Remodelling schools into care settings for key workers' children.
- Providing meals to care settings and delivering free school meals.
- Providing food banks across the city and county.
- Providing financial support in excess of £100 million to thousands of businesses.
- Setting up a Track, Trace and Protect function and providing community testing centres.
- Prepare for mass vaccination in our communities.

The performance results for 2021/22 when available, should therefore be considered within this wider context, the ongoing pandemic and achievements noted.

Internal Audit reviewed the Council's Performance Management arrangements during 2021/22 and provided a 'high' level of assurance, which is the maximum level of assurance available.

Financial Performance

We incur two main types of expenditure – revenue expenditure and capital expenditure.

Revenue expenditure covers spending on the day to day costs of our services such as staff salaries and wages, maintenance of buildings and general supplies and equipment. This expenditure is paid for by the income we receive from Council taxpayers, business ratepayers, the fees and charges made for certain services, and by the grants we receive from Government.

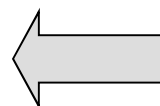
Capital expenditure covers spending on assets such as roads, redevelopment and the major renovation of buildings. These assets will provide benefits to the community for several years and the expenditure is largely financed by borrowing, capital grants and the sale of fixed assets. Amounts borrowed for capital purposes are repaid in part each year as part of our revenue expenditure.

Sources of borrowing utilised include the Public Works Loan Board (PWLB) and capital markets. The PWLB is a Government agency which provides longer-term loans to local authorities.

Narrative Report

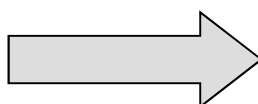
Revenue spending in 2021/22

	£'m	%
Revenue support grant	274.3	29
Non domestic rates	82.9	9
Council tax	137.7	15
Other income (rents, fees and charges, specific grants)	441.1	47
	936.0	100



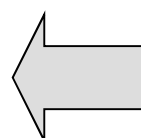
Where our money comes from

What we spend it on



	£'m	%
Employees	428.7	46
Capital charges	41.2	4
Running costs	382.0	41
Precepts/Levies	42.9	5
Reserve transfers	41.2	4
	936.0	100

	£'m	%
Corporate Services	33.3	3
Finance	84.9	9
Social Services	229.9	25
Education	279.4	30
Place	249.5	27
Housing Revenue Account (HRA)	38.7	4
Reserve transfers	41.2	4
Other	-20.9	-2
	936.0	100



And the services it provides

The reserve transfers of £41.2m are the revenue reserve transfers in 2021/22 which include the General Fund, Housing Revenue Account and Earmarked Reserves.

Authority services

The net directorate expenditure for 2021/22 was £425.625m against a revised budget of £445.774m. The revenue outturn position of the Authority for 2021/22 resulted in a decrease in expenditure on services of £20.149m compared to adjusted budget, boosted especially by recovery of one off settlements of covid related spending, compensation for income losses and additional grant support from the Welsh Government. In addition, the revenue outturn position reflects a further £0.794m of one off expenditure on an invest to save basis, that was partly met from the Authority's contingency and restructuring funds primarily to fund early retirement and voluntary redundancy costs as the Authority seeks to reduce its underlying operating costs and adjust to potential future grant levels. The bulk of planned contingency was therefore not used and taken with centrally managed sums received boosted the outturn by a further £20.373m.

The underlying spend on Services reflects forecast and known pressures, across all directorates, but especially within Social Services and Schools budgets, which have been partly reflected in 2022/23 budget proposals.

The 2021/22 budget proposals continued to be overtaken by events given the Covid-19 pandemic and short term spending increased substantially, savings plans put on hold, and service income was materially lower than forecast across all Council functions. For 2021/22 this has again been recompensed by substantial Welsh Government support. Continuation of support into 2022/23 is limited. The Council has prudently rolled forward another £25m of service underspending in the locally funded Recovery Fund (earmarked revenue reserve) to pump prime recovery activity for 2022/23 and into 2023/24. The longer term financial outlook remains incredibly uncertain for the Council especially given growing inflationary pressures.

Other budget variations

Other budget savings during the year arose from reductions in capital repayments and interest charges (£6.195m). The MRP (Minimum Revenue Provision) Policy was reviewed in 2018/19 and Council approved a change in MRP Policy which helped lower capital repayment charges in the short to medium-term. In line with the Council's agreed reserve policy, the whole capital financing underspend has been transferred to a capital equalisation reserve.

For all supported borrowing, including capital expenditure incurred before 1st April 2008, the charge to revenue will be over 40 years by the straight line method, which is commensurate with the average of existing asset useful economic lives. In essence this replaces the 4% reducing balance method with a 2.5% straight line method. This can be considered a more prudent approach than the current provision because it introduces a more certain period for eliminating the debt liability in full.

Narrative Report

Housing Revenue Account

The Housing Revenue Account of the Authority is a ring fenced account dealing exclusively with income and expenditure arising from the Authority's housing stock. For 2021/22 there was a net decrease in HRA reserves at year end of £1.005m (2020/21 net increase £0.903m). Total income for the year was £70.238m, which funded revenue expenditure of £32.599m. In addition, this was also offset against other adjustments and contributed towards the Capital Programme £38.644m. In total, £44.777m (2020/21 £43.006m) Capital was spent on HRA properties and a breakdown of both Revenue and Capital income and expenditure can be found on pages 153 to 156.

Details of the annual Revenue, Capital and HRA outturn reports can be found on the agenda of the Council's Cabinet for the meeting on 21st July 2022.

Covid-19

The following table sets out the additional costs identified as incurred during the year as a result of the Covid-19 pandemic together with the funding received from Welsh Government. Not all of the additional costs incurred by the Authority were eligible for funding from the Welsh Government. Some of these costs related to "local decisions" made by the Authority and others as a result of Welsh Government determining and applying its eligibility criteria.

	Costs/Loss of Income 2021/22 £'000s	Grant Income 2021/22 £'000s
Services	33,960	32,500
Corporate	35,771	34,474
Agency on behalf of Welsh Government	19,771	19,771
	89,502	86,745
	2020/21 £'000s	2020/21 £'000s
Services	51,086	46,171
Corporate	37,615	37,754
Agency on behalf of Welsh Government	104,826	104,826
	193,527	188,751

The costs and income for Services and Corporate are included in the Authority's figures and are therefore within the figures disclosed in the Comprehensive Income and Expenditure Statement. Where the Authority is acting as Agent on behalf of Welsh Government the figures are excluded from the Authority's figures. Please see disclosure note 31 for more information.

Narrative Report

Capital spending in 2021/22

	£'000
External borrowing	48,564
Government grants	59,732
Other grants/contributions	4,059
Capital receipts	6,079
Revenue and reserves	32,260
Spend to be financed in 2022/23	-5,346
	145,348

Where our money comes from

What services we spend it on

Some of the assets it provided

	£'000
Corporate Services	1,593
Finance	75
Place Services	124,783
Education	18,064
Social Services	833
	145,348

	£'000		£'000
Education		Palace Theatre	1,004
Tan-y-Lan primary	3,996	Copper Powerhouse	2,827
YGG Tirdeunaw primary	5,509	Wind Street improvements	2,318
YG Gwyr secondary school extension	1,714	Housing (General Fund)	
Bishopston Comprehensive refurbishment	4,404	Housing Disabled Facilities Grants	3,844
Place Services: Housing (HRA)		Highways and Transportation	
HRA More Homes programme	12,713	Carriageways & Footways	4,344
HRA refurbishment (includes kitchens and bathrooms)	12,140	Local Transport Fund	2,873
HRA Adaptation works	2,601	Active Travel schemes	4,736
HRA Wind & Weatherproofing (includes High-rise flats)	5,845	Vehicle replacements	854
HRA landscaping and enhancement	6,595	Other Services	
Economic Development		Capital Maintenance, including Schools	7,003
71-72 Kingsway Offices	2,507	Community Play schemes	873
City Centre Redevelopment - Swansea Central Phase 1	32,855	Corporate Services	
Transforming Towns placemaking schemes	1,683	Agile and mobile IT equipment	714
Community Hub (former BHS)	2,446		

Provisions and Reserves

The Authority maintains a number of provisions and reserves. Provisions are disclosed in Note 21 on pages 100 and 101. The information regarding reserves are disclosed in the Movement in Reserves Statement on pages 31 to 35 and Note 10 on page 79.

Provisions are amounts included in the accounts as liabilities where there has been a past event which is likely to result in a financial liability but where there is uncertainty over timing and the precise value of the liability that has been incurred. It is therefore the Authority's best estimate of the financial liability as at 31st March 2022.

The Council holds Earmarked Reserves for specific purposes, together with a level of General Reserves which are available to support overall Council expenditure. However, due to the nature, size and complexity of the Council's operations, and in particular the potential for short term volatility in terms of elements of income and expenditure, it is prudent to maintain a level of General Reserves sufficient to meet anticipated and known financial risks.

At the end of the year, the Authority's revenue reserve balances amounted to £191.934m (2020/21 £150.754m).

International Accounting Standard 19 Employee Benefits (IAS 19)

The Accounts comply with the requirements of the above standard in that they reflect in the revenue accounts the current year cost of pension provision to employees as advised by the Authority's actuary. The Statements also contain, within the Balance Sheet, the actuary's assessment of the Authority's share of the Pension Fund liability as at 31st March 2022 and the reserve needed to fund that liability.

The pension fund liability that is disclosed within the Balance Sheet is the total projected deficit that exists over the expected life of the fund. This deficit will change on an annual basis dependent on the performance of investments and the actuarial assumptions that are made in terms of current pensioners, deferred pensioners and current employees.

The fund is subject to a 3 yearly actuarial valuation which assesses the then state of the pension fund and advises the various admitted bodies on the appropriate rate of employers contributions that needs to be made in order to restore the fund to a balanced position over a period of time. The contribution rate used in 2021/22 relates to the valuation undertaken on 31st March 2019.

The Local Government Pension Scheme is a statutory scheme and, as such, benefits accruing under the scheme can only be changed by legislation. The Department for Communities and Local Government legislated for a new scheme which commenced in April 2014 which was designed to have a material and beneficial effect on the projected cost of the scheme over future years.

Narrative Report

The Pension Fund Deficit at 31st March 2022 is £714.623m (31st March 2021 £961.094m).

Group Accounts

Group Accounts are prepared where Local Authorities have material interests in subsidiaries, associated companies and joint ventures. Group Accounts have been prepared to include the National Waterfront Museum and the Wales National Pool. The Group Accounts comprise the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet, the Cash Flow Statement and associated disclosure notes.

Changes in the form and content of the Statement

The Statement has been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2021/22. The code is published by the Chartered Institute of Public Finance and Accountancy (CIPFA).

The Statement also complies with the requirements of the Accounts and Audit (Wales) (Amendment) Regulations 2018.

During the year, the Authority has changed the internal management reporting structure. The reporting segments in the Expenditure and Funding Analysis, Comprehensive Income and Expenditure Statement, Group Comprehensive Income and Expenditure Statement and the note to the Expenditure and Funding Analysis have been amended to reflect the new internal management reporting structure. The main statements and disclosure notes for 2020/21 have been restated to reflect the changes.

The 31st March 2021 Balance Sheet and Group Balance Sheet have been restated to correct prior period errors. There was no impact on Net Assets or Total Reserves. There were adjusting entries between the Revaluation Reserve and the Capital Adjustment Account.

The 2020/21 figures have been restated to correct historical cost depreciation adjustments between the Revaluation Reserve and the Capital Adjustment Account. Where practicable, for periods after 2011/12 (2016/17 for Council Dwellings), historical cost depreciation has been adjusted by £740k with the remaining to be adjusted on a rolling programme basis. For prior periods an adjustment of £141,763k has been made to reset the Revaluation Reserve to nil.

Narrative Report

A housekeeping exercise has resulted in 2020/21 figures being restated between the Revaluation Reserve and the Capital Adjustment Account, with a movement of £18,374k relating to prior year additions (from 2006/07 onwards) and some correction of errors totalling -£66k.

Please see pages 103 and 104 for information on the prior period errors.

Financial Statements

The main elements of this Statement of Accounts comprise:-

- * The Expenditure and Funding Analysis which shows how annual expenditure is used and funded from resources by the Authority in comparison with those resources consumed or earned by the Authority in accordance with generally accepted accounting practices. It also shows how this expenditure is allocated for decision making purposes between the Council's directorates.
- * The Comprehensive Income and Expenditure Statement, which shows the income from, and spending on, Authority services for the year. It also shows how much money we get from the Welsh Government, business ratepayers and Council taxpayers together with the net deficit/surplus for the year.
- * The Movement in Reserves Statement, which shows the movement in the year on the different reserves held by the Authority, analysed into 'usable reserves' (i.e. those that can be applied to fund expenditure or reduce local taxation) and other reserves.
- * The Balance Sheet, showing a snapshot of the Authority's financial position at the 31st March 2022.
- * The Cash Flow Statement, which shows transactions for the year on a cash basis rather than on an accruals basis.
- * The notes to the accounts, incorporating the main accounting policies, which show the basis on which we have prepared the accounts and the accounting principles the Authority has adopted. The notes also offer further analysis of items appearing in the main financial statements.
- * The Housing Revenue Account (HRA) Income and Expenditure Statement, which shows income from, and spending on, Council housing for the year. This account is stated separately as required by statute although the overall results are incorporated into the Authority's Comprehensive Income and Expenditure Statement.
- * The Group Accounts, which show the consolidated accounts of the Authority and its group companies.

Narrative Report

- * The Certificate and Statement of Responsibilities of the Chief Finance Officer who is the responsible officer for the production of the statement.
- * The Annual Governance Statement, which gives an indication of the arrangements for and effectiveness of internal control procedures within the Authority.
- * The auditor's opinion and certificate relating to the Statement of Accounts.

Financial outlook for the Authority.

On the 3rd March 2022 the Authority approved a medium term financial plan which highlighted potential revenue shortfalls (savings required and council tax increases) rising from £11.6m in 2023/24 to £38.7m in 2025/26 reflecting expected modest future cash increases to cash settlements and a planning assumption of 3-7% rises needed in council tax in all future years of the medium term plan. Net cash investment was forecast in all scenarios but after growth and especially inflation is taken into account unless grant rises faster than assumed, real term cuts are still likely to persist. If grant rises were maintained at recent trajectories there would be likely additional real terms funding to invest in services.

That report also contained a range of potential future savings options including continued focus on a range of reviews linked to the Recovery Plan "Achieving Better Together" as the pace and scale of transformative change needed to fit to forecast reducing real terms resources levels continues. This will be significantly assisted by the creation at outturn, from predominantly planned and managed underspends, of a further £25m to the locally funded Economic Recovery Fund.

Notwithstanding the information contained within the medium term financial plan, it is clear that the financial outlook for the Authority is hugely dependent upon the scale of Central Government funding and support for both Revenue and Capital expenditure. The Authority is likely to still be under pressure in real terms in the medium term, despite UK Government comments indicating an end to austerity. The Comprehensive Spending Review 2021 is looking rather dated already given the especially pronounced current and medium term inflationary outlook. Equally the Authority continues to have ambitious plans to invest substantially in its capital infrastructure, a significant part of which will need to be financed from its own revenue resources, as well as from wider stakeholders including, but not limited to, the Swansea Bay City Region Deal.

Whilst overall levels of total funding available for 2022/23 and the 2 years beyond have been announced, current indications are that continued medium term reduction in real terms funding is very likely when price, pay and demand pressures are factored in. If the additional cash funding increases for 2022/23 are replicated, then there will be investment and service enhancement choices to be made. The Authority is already undertaking work to plan for all scenarios.

Narrative Report

The Authority continues to face a challenging agenda following the introduction of an equal pay compliant pay and grading structure, development of regional partnership arrangements in line with Welsh Government policy, and compliance with any legislative and other changes, especially around the Local Government and Elections (Wales) Act 2021, the Wellbeing of Future Generations, the Environment Act, the Socio Economic Duty and Education Additional Learning Needs.

Local Government regionalisation, driven by the Welsh Government and Local Government collectively, will continue to evolve and change. Whilst a range of future options remain, there is continued expectation of a degree of likely increasing mandatory regional working on a range of services, though with local discretion, in the future especially through the now established Corporate Joint Committees.

At this stage, it is still too early to form a view as to the overall impact of these proposals, nor what any final outcome may eventually be, but is clearly of some significance for the Authority as a whole.

Intrinsically linked to part of this regionalisation agenda is the shared vision between four councils (including Swansea), the Welsh Government, the UK Government and other public sector partners (NHS, University sectors) as well as the private sector in delivering the £1.3bn Swansea Bay City Region deal. Overall funding obligations for the Council and delivery expectations will become clearer as the City Deal project develops. The announced acceleration of the UK Government funding to a 10 year rather than 15 year funding cycle will help with cash flow and initial borrowing costs.

Furthermore there may be impact as a result of ongoing options around the proposed Swansea Bay Tidal Lagoon project. Whilst the UK Government has formally decided not to proceed, this Council and a range of stakeholders remain committed to explore all alternative delivery models and vehicles. Whilst it does not manifestly directly involve the Local Authority in the same way as the city region deal, nonetheless it offers a scale and significance to the local area and economy whose potential impact ought to be initially recognised.

The UK left the European Union on 31st January 2020 and entered into an eleven month long transition period, which ended on 31st December 2020 with a trade deal between the UK and EU. The trade deal provides for free trade in goods and limited mutual market access in services, as well as for cooperation mechanisms in a range of policy areas, transitional provisions about EU access to UK fisheries, and UK participation in some EU programmes.

The full impact of the UK exit from the EU is still to be determined. On 12th February 2021 Welsh Government published a guidance document on what the Trade and Cooperation Act means for Wales. The document tries to set out in an objective way what has changed since we left the transition period at the end of December 2020 and to signpost businesses and citizens to further information.

Narrative Report

Throughout the whole financial year the Authority, in line with actions around the whole world, was repurposed to respond to the growing Covid-19 pandemic as an emergency responder to save lives and keep essential services running. The pandemic position remains fluid and ongoing. There was a material impact on the 21/22 accounts as well.

Costs incurred at this stage, future costs, plus income foregone now, and for the immediate future, and the impact across all operations, and partners, including UK and Welsh Governments cannot be assessed with any accuracy at year end but are bound to be very substantial for Swansea Council alone. It will have a profound and material impact on the coverage of the accounts, their completeness, timeliness and accuracy in the current and following years.

Further information

You can get more information about the accounts from the Director of Finance & Section 151 Officer, Swansea Council, Guildhall, Swansea, SA1 4PE.

Director of Finance & Section 151 Officer's Certificate & Statement of Responsibilities for the Statement of Accounts

I hereby certify that the statement of accounts on pages 26 to 156 presents a true and fair view of the financial position of the Authority at the accounting date and its income and expenditure for the year ended 31st March 2022.

Ben Smith
Director of Finance & Section 151 Officer

The Authority's Responsibilities

The Authority is required to:

- Make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In this Authority, that officer is the Director of Finance & Section 151 Officer;
- Manage its affairs to secure economic, efficient and effective use of resources and safeguard its assets; and
- Approve the statement of accounts.

The Director of Finance & Section 151 Officer's Responsibilities

The Director of Finance & Section 151 Officer is responsible for the preparation of the Authority's Statement of Accounts in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in the United Kingdom (the Code).

In preparing this Statement of Accounts, the Director of Finance & Section 151 Officer has:

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that were reasonable and prudent;
- complied with the local authority Code.

The Director of Finance & Section 151 Officer has also:

- kept proper accounting records which were up to date; and
- taken reasonable steps for the prevention and detection of fraud and other irregularities.

Date of Authorisation for Issue

The 2021/22 Statement of Accounts was authorised for issue on 30th March 2023 by Ben Smith, Director of Finance & Section 151 Officer of the Council. This is the date up to which events after the Balance Sheet date have been considered.

The 2021/22 Statement of Accounts was formally approved by Council on 30th March 2023.

Jan Curtice
Chairwoman

The independent auditor's report of the Auditor General for Wales to the members of City and County of Swansea

Opinion on financial statements

I have audited the financial statements of:

- City and County of Swansea, and
- City and County of Swansea Group

for the year ended 31 March 2022 under the Public Audit (Wales) Act 2004.

The City and County of Swansea's financial statements comprise the Expenditure and Funding Analysis, the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet, the Cash Flow Statement, the Movement on the Housing Revenue Account Statement, the Housing Revenue Account Income and Expenditure Statement and the related notes, including a summary of significant accounting policies.

The City and County of Swansea's Group financial statements comprise the Group Movement in Reserves Statement, the Group Comprehensive Income and Expenditure Statement, the Group Balance Sheet, the Group Cash Flow Statement and the related notes, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Code of Practice on Local Authority Accounting in the United Kingdom 2021-22.

In my opinion the financial statements:

- give a true and fair view of the financial position of the City and County of Swansea and the City and County of Swansea Group as at 31 March 2022 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with legislative requirements and UK adopted international accounting standards as interpreted and adapted by the Code of Practice on Local Authority Accounting in the United Kingdom 2021-22.

Basis of opinion

I conducted my audit in accordance with applicable law and International Standards on Auditing in the UK (ISAs (UK)) and Practice Note 10 'Audit of Financial Statements of Public Sector Entities in the United Kingdom'. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of my report. I am independent of the Council and its group in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK including the Financial Reporting Council's Ethical Standard, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the City and County of Swansea and the group's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the responsible financial officer with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the statement of accounts report other than the financial statements and my auditor's report thereon. The Responsible Financial Officer is responsible for the other information contained within the annual report. My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my report, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Report on other requirements

Opinion on other matters

In my opinion, based on the work undertaken in the course of my audit:

- the information contained in the Narrative Report for the financial year for which the financial statements are prepared is consistent with the financial statements and the Narrative Report has been prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2021-22;
- the information given in the Annual Governance Statement for the financial year for which the financial statements are prepared is consistent with the financial statements and the Annual Governance Statement has been prepared in accordance with guidance.

Matters on which I report by exception

In the light of the knowledge and understanding of the City and County of Swansea and the group and its environment obtained in the course of the audit, I have not identified material misstatements in the Narrative Report or the Annual Governance Statement.

I have nothing to report in respect of the following matters, which I report to you, if, in my opinion:

- adequate accounting records have not been kept, or returns adequate for my audit have not been received from branches not visited by my team;
- the financial statements are not in agreement with the accounting records and returns; or
- I have not received all the information and explanations I require for my audit.

Responsibilities

Responsibilities of the responsible financial officer for the financial statements

As explained more fully in the Statement of Responsibilities for the Statement of Accounts, the responsible financial officer is responsible for the preparation of the statement of accounts, including the City and County of Swansea's Group financial statements, which give a true and fair view, and for such internal control as the responsible financial officer determines is necessary to enable the preparation of statements of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the statement of accounts, the responsible financial officer is responsible for assessing the City and County of Swansea's and the group's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless deemed inappropriate.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

My procedures included the following:

- enquiring of management and those charged with governance, relating to the City and County of Swansea and group's policies and procedures concerned with:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- considering as an audit team how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, I identified potential for fraud in the following areas: revenue recognition, posting of unusual journals; and
- obtaining an understanding of the City and County of Swansea and group's framework of authority as well as other legal and regulatory frameworks that the Council operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the Council.

In addition to the above, my procedures to respond to identified risks included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- enquiring of management, the Governance and Audit Committee about actual and potential litigation and claims;

Auditor's Report to the City & County of Swansea

- reading minutes of meetings of those charged with governance, the Cabinet and Council; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

I also communicated relevant identified laws and regulations and potential fraud risks to all audit team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

The extent to which my procedures are capable of detecting irregularities, including fraud, is affected by the inherent difficulty in detecting irregularities, the effectiveness of the City and County of Swansea and group's controls, and the nature, timing and extent of the audit procedures performed.

A further description of the auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my auditor's report.

Certificate of completion of audit

I certify that I have completed the audit of the accounts of the City and County of Swansea and group in accordance with the requirements of the Public Audit (Wales) Act 2004 and the Auditor General for Wales' Code of Audit Practice.

Adrian Crompton
Auditor General for Wales
31st March 2023

24 Cathedral Road
Cardiff
CF11 9LJ

Expenditure and Funding Analysis

The expenditure and funding analysis shows how annual expenditure is used and funded from resources (government grants, rents, council tax and business rates) by local authorities in comparison with those resources consumed or earned by authorities in accordance with generally accepted accounting practices. It also shows how this expenditure is allocated for decision making purposes between the Council's directorates. Income and expenditure accounted for under generally accepted accounting practices are presented more fully in the Comprehensive Income and Expenditure Statement.

	Restated 2020/21				2021/22		
	Net Expenditure Chargeable to the General Fund and HRA Balances	Adjustments (Note 6)	Net Expenditure in the Comprehensive Income and Expenditure Statement		Net Expenditure Chargeable to the General Fund and HRA Balances	Adjustments (Note 6)	Net Expenditure in the Comprehensive Income and Expenditure Statement
	£'000	£'000	£'000		£'000	£'000	£'000
	18,482	3,482	21,964	Corporate Services	20,051	6,297	26,348
	24,278	-18,274	6,004	Finance	18,304	-2,896	15,408
	113,521	9,059	122,580	Social Services	118,298	15,256	133,554
	164,697	13,429	178,126	Education	177,631	28,301	205,932
	51,217	38,523	89,740	Place	56,330	71,607	127,937
	-41,386	8,710	-32,676	Housing Revenue Account (HRA)	-39,298	7,801	-31,497
	330,809	54,929	385,738	Net Cost of Services	351,316	126,366	477,682
	-382,470	-80,236	-462,706	Other Income and Expenditure	-392,496	-87,655	-480,151
	-51,661	-25,307	-76,968	Surplus(-) or Deficit on Provision of Services	-41,180	38,711	-2,469

Expenditure and Funding Analysis

General Fund and HRA				General Fund and HRA		
-99,093			Opening Balance as at 1 April	-150,754		
-51,661			Surplus(-) or Deficit	-41,180		
-150,754			Closing Balance as at 31 March *	-191,934		

* For a split of this balance between the General Fund and the HRA - see the Movement in Reserves Statement.

The service expenditure analysis has been restated for 2020/21 following changes to how the Authority reports internally on budget, budget monitoring and revenue outturn.

Comprehensive Income and Expenditure Statement

The Comprehensive Income and Expenditure Statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation (or rents). Authorities raise taxation (and rents) to cover expenditure in accordance with statutory requirements; this may be different from the accounting cost. The taxation position is shown in both the Expenditure and Funding Analysis and the Movement in Reserves Statement.

Restated 2020/21				Note	2021/22		
Gross Expenditure	Gross Income	Net Expenditure			Gross Expenditure	Gross Income	Net Expenditure
£'000	£'000	£'000			£'000	£'000	£'000
25,175	-3,211	21,964	Corporate Services		33,276	-6,928	26,348
82,787	-76,783	6,004	Finance		84,868	-69,460	15,408
210,408	-87,828	122,580	Social Services		229,922	-96,368	133,554
241,296	-63,170	178,126	Education		279,441	-73,509	205,932
219,784	-130,044	89,740	Place		249,457	-121,520	127,937
36,313	-68,989	-32,676	Housing Revenue Account (HRA)		38,695	-70,192	-31,497
815,763	-430,025	385,738	Cost of Services		915,659	-437,977	477,682
39,473	0	39,473	Other operating expenditure	11	42,757	0	42,757
78,114	-30,355	47,759	Financing and investment income and expenditure	12	78,192	-37,039	41,153
0	-549,938	-549,938	Taxation and non-specific grant income	13	0	-564,061	-564,061
		-76,968	Surplus(-)/Deficit on Provision of Services				-2,469
		-10,878	Surplus(-)/Deficit on revaluation of Property, Plant and Equipment assets	22			-171,922
		100,360	Remeasurement of the net defined benefit liability/asset(-)	22			-310,830
		89,482	Other Comprehensive Income and Expenditure				-482,752
		12,514	Total Comprehensive Income(-) and Expenditure				-485,221

The service expenditure analysis has been restated for 2020/21 following changes to how the Authority reports internally on budget, budget monitoring and revenue outturn.

Group Income and Expenditure Statement

Restated 2020/21				2021/22		
Gross Expenditure	Gross Income	Net Expenditure		Gross Expenditure	Gross Income	Net Expenditure
£'000	£'000	£'000		£'000	£'000	£'000
25,175	-3,211	21,964	Corporate Services	33,276	-6,928	26,348
82,787	-76,783	6,004	Finance	84,868	-69,460	15,408
210,408	-87,828	122,580	Social Services	229,922	-96,368	133,554
241,296	-63,170	178,126	Education	279,441	-73,509	205,932
219,784	-130,044	89,740	Place	249,457	-121,520	127,937
36,313	-68,989	-32,676	Housing Revenue Account (HRA)	38,695	-70,192	-31,497
815,763	-430,025	385,738	Cost of Services	915,659	-437,977	477,682
39,473	0	39,473	Other operating expenditure	42,757	0	42,757
78,114	-30,355	47,759	Financing and investment income and expenditure	78,192	-37,039	41,153
0	-549,938	-549,938	Taxation and non-specific grant income	0	-564,061	-564,061
		-76,968	Surplus(-) or Deficit on Provision of Services			-2,469
		253	Share of the surplus(-) or deficit on the provision of services by associates and joint ventures			427
		-76,715	Group Surplus(-) or Deficit			-2,042
		-10,001	Surplus(-) or deficit on revaluation of Property, Plant and Equipment assets			-173,002

Group Income and Expenditure Statement

Restated 2020/21				2021/22		
Gross Expenditure	Gross Income	Net Expenditure		Gross Expenditure	Gross Income	Net Expenditure
£'000	£'000	£'000		£'000	£'000	£'000
		100,360	Remeasurement of the net defined benefit liability/asset(-)			-310,830
		90,359	Other Comprehensive Income and Expenditure			-483,832
		13,644	Total Comprehensive Income(-) and Expenditure			-485,874

The Group Income and Expenditure Statement for 2020/21 has been restated as the service expenditure analysis for the Authority has been restated following changes to how the Authority reports internally on budget, budget monitoring and revenue outturn.

Movement in Reserves Statement

The Movement in Reserves Statement shows the movement in the year on the different reserves held by the Authority, analysed into 'usable reserves' (i.e. those that can be applied to fund expenditure or reduce local taxation) and unusable reserves.

The Statement shows how the movements in year of the Authority's reserves are broken down between gains and losses incurred in accordance with generally accepted accounting practices and the statutory adjustments required to return to the amounts chargeable to council tax (or rents) for the year.

The Net Increase/Decrease line shows the statutory General Fund Balance and Housing Revenue Account Balance movements in the year following those adjustments.

Movement in Reserves Statement

2020/21	Note	General Fund Balance £'000	Earmarked General Fund Reserves £'000	Housing Revenue Account £'000	Capital Receipts Reserve £'000	Capital Grants Unapplied Account £'000	Total Usable Reserves £'000	Unusable Reserves £'000	Total Authority Reserves £'000
Balance at 31 March 2020 carried forward		9,352	84,400	5,341	6,373	21,043	126,509	172,282	298,791
<u>Movement in reserves during 2020/21</u>									
Surplus/Deficit (-) on the provision of services		40,305	0	36,663	0	0	76,968	0	76,968
Other Comprehensive Income and Expenditure		0	0	0	0	0	0	-89,482	-89,482
Total Comprehensive Income and Expenditure		40,305	0	36,663	0	0	76,968	-89,482	-12,514
Adjustments between accounting basis & funding basis under regulations	8	10,453	0	-35,760	-162	5,773	-19,696	19,696	0
Net Increase/Decrease(-) before Transfers to Earmarked Reserves		50,758	0	903	-162	5,773	57,272	-69,786	-12,514
Transfers from(-)/to Earmarked Reserves	10	-50,110	50,110	0	0	0	0	0	0
Increase/Decrease(-) in 2020/21		648	50,110	903	-162	5,773	57,272	-69,786	-12,514
Balance at 31 March 2021 carried forward		10,000	134,510	6,244	6,211	26,816	183,781	102,496	286,277

Movement in Reserves Statement

2021/22	Note	General Fund Balance £'000	Earmarked General Fund Reserves £'000	Housing Revenue Account £'000	Capital Receipts Reserve £'000	Capital Grants Unapplied Account £'000	Total Usable Reserves £'000	Unusable Reserves £'000	Total Authority Reserves £'000
Balance at 31 March 2021 carried forward		10,000	134,510	6,244	6,211	26,816	183,781	102,496	286,277
<u>Movement in reserves during 2021/22</u>									
Surplus/Deficit (-) on the provision of services		-29,881	0	32,350	0	0	2,469	0	2,469
Other Comprehensive Income and Expenditure		0	0	0	0	0	0	482,752	482,752
Total Comprehensive Income and Expenditure		-29,881	0	32,350	0	0	2,469	482,752	485,221
Adjustments between accounting basis & funding basis under regulations	8	72,066	0	-33,355	-614	3,611	41,708	-41,708	0
Net Increase/Decrease(-) before Transfers to Earmarked Reserves		42,185	0	-1,005	-614	3,611	44,177	441,044	485,221
Transfers from(-)/to Earmarked Reserves	10	-42,185	42,185	0	0	0	0	0	0
Increase/Decrease(-) in 2021/22		0	42,185	-1,005	-614	3,611	44,177	441,044	485,221
Balance at 31 March 2022 carried forward		10,000	176,695	5,239	5,597	30,427	227,958	543,540	771,498

Group Movement in Reserves Statement

2020/21	Note	General Fund Balance £'000	Earmarked General Fund Reserves £'000	Housing Revenue Account £'000	Capital Receipts Reserve £'000	Capital Grants Unapplied Account £'000	Total Usable Reserves £'000	Unusable Reserves £'000	Total Authority Reserves £'000	Authority's Share of Subsidiaries, Associates and Joint Ventures £'000	Total Group Reserves £'000
Balance at 31 March 2020 carried forward		9,352	84,400	5,341	6,373	21,043	126,509	172,282	298,791	23,702	322,493
<u>Movement in reserves during 2020/21</u>											
Surplus/Deficit (-) on the provision of services		40,305	0	36,663	0	0	76,968	0	76,968	-253	76,715
Other Comprehensive Income and Expenditure		0	0	0	0	0	0	-89,482	-89,482	-877	-90,359
Total Comprehensive Income and Expenditure		40,305	0	36,663	0	0	76,968	-89,482	-12,514	-1,130	-13,644
Adjustments between group accounts & authority accounts		0	0	0	0	0	0	0	0	0	0
Adjustments between accounting basis & funding basis under regulations	8	10,453	0	-35,760	-162	5,773	-19,696	19,696	0	0	0
Net Increase/Decrease(-) before Transfers to Earmarked Reserves		50,758	0	903	-162	5,773	57,272	-69,786	-12,514	-1,130	-13,644
Transfers from(-)/to Earmarked Reserves	10	-50,110	50,110	0	0	0	0	0	0	0	0
Increase/Decrease(-) in 2020/21		648	50,110	903	-162	5,773	57,272	-69,786	-12,514	-1,130	-13,644
Balance at 31 March 2021 carried forward		10,000	134,510	6,244	6,211	26,816	183,781	102,496	286,277	22,572	308,849

Group Movement in Reserves Statement

2021/22	Note	General Fund Balance £'000	Earmarked General Fund Reserves £'000	Housing Revenue Account £'000	Capital Receipts Reserve £'000	Capital Grants Unapplied Account £'000	Total Usable Reserves £'000	Unusable Reserves £'000	Total Authority Reserves £'000	Authority's Share of Subsidiaries, Associates and Joint Ventures £'000	Total Group Reserves £'000
Balance at 31 March 2021 carried forward		10,000	134,510	6,244	6,211	26,816	183,781	102,496	286,277	22,572	308,849
<u>Movement in reserves during 2021/22</u>											
Surplus/Deficit (-) on the provision of services		-29,881	0	32,350	0	0	2,469	0	2,469	-427	2,042
Other Comprehensive Income and Expenditure		0	0	0	0	0	0	482,752	482,752	1,080	483,832
Total Comprehensive Income and Expenditure		-29,881	0	32,350	0	0	2,469	482,752	485,221	653	485,874
Adjustments between group accounts & authority accounts		0	0	0	0	0	0	0	0	0	0
Adjustments between accounting basis & funding basis under regulations	8	72,066	0	-33,355	-614	3,611	41,708	-41,708	0	0	0
Net Increase/Decrease(-) before Transfers to Earmarked Reserves		42,185	0	-1,005	-614	3,611	44,177	441,044	485,221	653	485,874
Transfers from(-)/to Earmarked Reserves	10	-42,185	42,185	0	0	0	0	0	0	0	0
Increase/Decrease(-) in 2021/22		0	42,185	-1,005	-614	3,611	44,177	441,044	485,221	653	485,874
Balance at 31 March 2022 carried forward		10,000	176,695	5,239	5,597	30,427	227,958	543,540	771,498	23,225	794,723

Balance Sheet

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Authority. The net assets of the Authority (assets less liabilities) are matched by the reserves held by the Authority. Reserves are reported in two categories. The first category of reserves are usable reserves, i.e. those reserves that the Authority may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use (for example the Capital Receipts Reserve that may only be used to fund capital expenditure or repay debt). The second category of reserves are those that the Authority is not able to use to provide services. This category of reserves includes reserves that hold unrealised gains and losses (for example the Revaluation Reserve), where amounts would only become available to provide services if the assets are sold; and reserves that hold timing differences shown in the Movement in Reserves Statement line 'Adjustments between accounting basis and funding basis under regulations'.

Published 31 March 2021 £'000	Restated 31 March 2021 £'000		Note	31 March 2022 £'000
425,246	425,246	Council Dwellings	14	525,129
671,587	671,587	Other Land and Buildings	14	838,261
14,731	14,731	Vehicles, Plant, Furniture and Equipment	14	21,494
256,307	256,307	Infrastructure Assets	14	265,550
8,607	8,607	Community Assets	14	11,703
83,893	83,893	Surplus Assets	14	79,215
134,486	134,486	Assets under Construction	14	73,259
1,594,857	1,594,857	Property, Plant & Equipment		1,814,611
32,002	32,002	Heritage Assets	15	32,179
55,093	55,093	Investment Properties	16	54,182
515	515	Intangible Assets		1,107
109	109	Long Term Investments	17	104
6,426	6,426	Long Term Debtors	17	8,764
1,689,002	1,689,002	Long Term Assets		1,910,947
54,505	54,505	Short Term Investments	17	191,169
50	50	Assets Held for Sale		350
2,681	2,681	Inventories		3,173
113,409	113,409	Short Term Debtors	18	125,537
63,818	63,818	Cash and Cash Equivalents	19	65,680
234,463	234,463	Current Assets		385,909
-7,174	-7,174	Short Term Borrowing	17	-9,381
-89,120	-89,120	Short Term Creditors	20	-95,561
-2,670	-2,670	Provisions	21	-4,233
0	0	Capital Grants Receipts in Advance		0
-98,964	-98,964	Current Liabilities		-109,175

Balance Sheet

Published 31 March 2021 £'000	Restated 31 March 2021 £'000		Note	31 March 2022 £'000
-2,688	-2,688	Long Term Creditors	17	-2,943
-9,211	-9,211	Provisions	21	-9,572
-565,231	-565,231	Long Term Borrowing	17	-689,045
-961,094	-961,094	Other Long Term Liabilities	35	-714,623
-1,538,224	-1,538,224	Long Term Liabilities		-1,416,183
286,277	286,277	NET ASSETS		771,498
		Financed by:		
10,000	10,000	Balances - General Fund		10,000
6,244	6,244	Balances - Housing Revenue Account	10	5,239
6,211	6,211	Capital Receipts Reserve		5,597
26,816	26,816	Capital Grants Unapplied Account		30,427
134,510	134,510	Earmarked Reserves	10	176,695
183,781	183,781	Usable Reserves		227,958
369,024	208,213	Revaluation Reserve	22	369,420
-961,094	-961,094	Pensions Reserve	22	-714,623
712,144	872,955	Capital Adjustment Account	22	904,661
-2,294	-2,294	Financial Instrument Adjustment Account		-2,219
-15,284	-15,284	Accumulated Absences Account	22	-13,699
102,496	102,496	Unusable Reserves		543,540
286,277	286,277	TOTAL RESERVES		771,498

The 31st March 2021 Balance Sheet has been restated to correct prior period errors. There was no impact on Net Assets or Total Reserves. There were adjusting entries between the Revaluation Reserve and the Capital Adjustment Account. Please see pages 103 and 104 for information on the prior period errors.

Group Balance Sheet

Published 31 March 2021 £'000	Restated 31 March 2021 £'000		Note	31 March 2022 £'000
425,246	425,246	Council Dwellings	14	525,129
671,587	671,587	Other Land and Buildings	14	838,261
14,731	14,731	Vehicles, Plant, Furniture and Equipment	14	21,494
256,307	256,307	Infrastructure Assets	14	265,550
8,607	8,607	Community Assets	14	11,703
83,893	83,893	Surplus Assets	14	79,215
134,486	134,486	Assets under Construction	14	73,259
1,594,857	1,594,857	Property, Plant & Equipment		1,814,611
32,002	32,002	Heritage Assets	15	32,179
55,093	55,093	Investment Properties	16	54,182
515	515	Intangible Assets		1,107
109	109	Long Term Investments	17	104
22,572	22,572	Investments in Associates and Joint Ventures		23,225
6,426	6,426	Long Term Debtors	17	8,764
1,711,574	1,711,574	Long Term Assets		1,934,172
54,505	54,505	Short Term Investments	17	191,169
50	50	Assets Held for Sale		350
2,681	2,681	Inventories		3,173
113,409	113,409	Short Term Debtors	18	125,537
63,818	63,818	Cash and Cash Equivalents	19	65,680
234,463	234,463	Current Assets		385,909
-7,174	-7,174	Short Term Borrowing	17	-9,381
-89,120	-89,120	Short Term Creditors	20	-95,561
-2,670	-2,670	Provisions	21	-4,233
0	0	Capital Grants Receipts in Advance		0
-98,964	-98,964	Current Liabilities		-109,175
-2,688	-2,688	Long Term Creditors	17	-2,943
-9,211	-9,211	Provisions	21	-9,572
-565,231	-565,231	Long Term Borrowing	17	-689,045
-961,094	-961,094	Other Long Term Liabilities	35	-714,623
-1,538,224	-1,538,224	Long Term Liabilities		-1,416,183
308,849	308,849	NET ASSETS		794,723

Group Balance Sheet

Published 31 March 2021 £'000	Restated 31 March 2021 £'000		Note	31 March 2022 £'000
		Financed by:		
20,960	20,960	Balances - General Fund		20,533
6,244	6,244	Balances - Housing Revenue Account	10	5,239
6,211	6,211	Capital Receipts Reserve		5,597
26,816	26,816	Capital Grants Unapplied Account		30,427
134,510	134,510	Earmarked Reserves	10	176,695
194,741	194,741	Usable Reserves		238,491
380,636	219,825	Revaluation Reserve	22	382,112
-961,094	-961,094	Pensions Reserve	22	-714,623
712,144	872,955	Capital Adjustment Account	22	904,661
-2,294	-2,294	Financial Instrument Adjustment Account		-2,219
-15,284	-15,284	Accumulated Absences Account	22	-13,699
114,108	114,108	Unusable Reserves		556,232
308,849	308,849	TOTAL RESERVES		794,723

The 31st March 2021 Balance Sheet has been restated to correct prior period errors. There was no impact on Net Assets or Total Reserves. There were adjusting entries between the Revaluation Reserve and the Capital Adjustment Account. Please see pages 103 and 104 for information on the prior period errors.

Cash Flow Statement

The Cash Flow Statement shows the changes in cash and cash equivalents of the Authority during the reporting period. The Statement shows how the Authority generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which the operations of the Authority are funded by way of taxation and grant income or from the recipients of services provided by the Authority. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the Authority's future service delivery. Cash flows arising from financing activities are useful in predicting claims on future cash flows by providers of capital (i.e. borrowing) to the Authority.

2020/21 £'000		Note	2021/22 £'000
76,968	Net surplus or deficit(-) on the provision of services		2,469
81,044	Adjustments to net surplus or deficit(-) on the provision of services for non-cash movements	23	144,585
-99,146	Adjustments for items included in the net surplus or deficit(-) on the provision of services that are investing and financing activities	23	-67,966
58,866	Net cash flows from operating activities		79,088
-174,569	Purchase of property, plant and equipment, investment property and intangible assets		-138,911
-1,454,025	Purchase of short-term and long-term investments		-1,556,850
1,935	Proceeds from the sale of property, plant and equipment, investment property and intangible assets		5,263
1,467,080	Proceeds from short-term and long-term investments		1,420,255
99,146	Other receipts from investing activities		67,966
-60,433	Net cash flows from investing activities		-202,277
20,696	Cash receipts of short-term and long-term borrowing		134,414
-12,244	Repayments of short-term and long-term borrowing		-9,363
8,452	Net cash flows from financing activities	24	125,051
6,885	Net decrease(-) or increase in cash and cash equivalents		1,862
56,933	Cash and cash equivalents at the beginning of the reporting period		63,818
63,818	Cash and cash equivalents at the end of the reporting period	19	65,680

Group Cash Flow Statement

2020/21 £'000		Note	2021/22 £'000
76,968	Net surplus or deficit(-) on the provision of services		2,469
81,044	Adjustments to net surplus or deficit(-) on the provision of services for non-cash movements	23	144,585
-99,146	Adjustments for items included in the net surplus or deficit(-) on the provision of services that are investing and financing activities	23	-67,966
58,866	Net cash flows from operating activities		79,088
-174,569	Purchase of property, plant and equipment, investment property and intangible assets		-138,911
-1,454,025	Purchase of short-term and long-term investments		-1,556,850
1,935	Proceeds from the sale of property, plant and equipment, investment property and intangible assets		5,263
1,467,080	Proceeds from short-term and long-term investments		1,420,255
99,146	Other receipts from investing activities		67,966
-60,433	Net cash flows from investing activities		-202,277
20,696	Cash receipts of short-term and long-term borrowing		134,414
-12,244	Repayments of short-term and long-term borrowing		-9,363
8,452	Net cash flows from financing activities	24	125,051
6,885	Net decrease(-) or increase in cash and cash equivalents		1,862
56,933	Cash and cash equivalents at the beginning of the reporting period		63,818
63,818	Cash and cash equivalents at the end of the reporting period	19	65,680

Notes to the Accounts

1. Accounting Policies

i. General Principles

The Statement of Accounts summarises the Authority's transactions for the 2021/22 financial year and its position at the year-end of 31st March 2022.

The Authority is required to prepare an annual Statement of Accounts by virtue of the Accounts and Audit (Wales) (Amendment) Regulations 2018. These regulations require the Accounts to be prepared in accordance with proper accounting practices.

These practices are set out in the Code of Practice on Local Authority Accounting in the United Kingdom 2021/22 (the Code), supported by International Financial Reporting Standards (IFRS).

The Accounts have been prepared on a historical cost basis, with the exception of certain categories of non-current assets that are measured at current value, and financial instruments which are now carried within the balance sheet at fair value as defined by the Code.

The Group Accounts consolidate Swansea Council's accounts with the accounts of companies in which the Authority has an interest and are considered to be part of our group.

The CIPFA Code of Practice on Local Authority Accounting 2021/22 requires that Group Accounting Statements have to be prepared, consolidating the accounts of the parent and any subsidiary, associate or joint undertakings. An assessment of the activities and interests of Swansea Council has been undertaken, which has determined that the Swansea Council Group consists of the Local Authority as the parent, and the following companies:

Wales National Pool Swansea (WNPS)	Joint Venture
National Waterfront Museum Swansea (NWMS)	Joint Venture
Swansea Community Energy & Enterprise Scheme (SCEES)	Associate

Notes have been provided to the Group Accounting Statements only where the disclosure for the Group differs from that required for the Local Authority due to the combination of the accounts of the various entities.

IAS 19 requires that entries are included in the Group Balance Sheet for the Group's share of assets and liabilities of the Local Authority Pension Scheme.

The Accounts are prepared on a going concern basis.

Notes to the Accounts

ii. Accruals of Income and Expenditure

The Accounts are maintained on an accruals basis in accordance with the Code. This means that sums due to or from the Authority, where the supply or service was provided or received during the year, are included in the Accounts whether or not the cash has actually been received or paid in the year.

Accruals are made in respect of grants claimed or claimable for Revenue and Capital purposes. Some grant claims are finalised after the Accounts have been completed and in this case the grant is accrued on the basis of the best estimate available, and any differences are accounted for in the following year.

Revenue from contracts with service recipients, whether for services or the provision of goods, is recognised when (or as) the goods or services are transferred to the service recipient in accordance with the performance obligations in the contract.

Supplies are recorded as expenditure when they are consumed - where there is a gap between the date supplies are received and their consumption, they are carried as inventories on the Balance Sheet.

Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.

Interest receivable on investments and payable on borrowings is accounted for respectively as income and expenditure in the main on the basis of the effective interest rate for the relevant financial instrument.

Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

iii. Cash and Cash Equivalents

Cash or cash equivalents will be any cash investment which is held for short-term cash flow purposes which can be readily realised without a significant change in value.

In the Cash Flow Statement, cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Authority's cash management.

Notes to the Accounts

iv. Exceptional Items

When items of income and expense are material, their nature and amount is disclosed separately, either on the face of the Comprehensive Income and Expenditure Statement or in the notes to the accounts, depending on how significant the items are to an understanding of the Authority's financial performance.

v. Changes in Accounting Policies and Estimates and Errors

Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events or conditions on the Authority's financial position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

As part of a review of Property, Plant and Equipment changes in assumptions have been made regarding the remaining useful lives of some operational and some non-operational assets during 2021/22.

Where appropriate, consideration has been given to the estimated useful life of individual asset components (primarily electrical, mechanical, and fabric); revenue charges for depreciation reflect the differing useful lives of asset components for other land and building assets revalued as per the Authority's rolling programme between 1st April 2010 and 31st March 2016. Revenue charges for depreciation on assets, revalued as per the rolling programme from 1st April 2016, will be charged on the building component of Other Land and Buildings assets. Annual depreciation has been charged on opening balances from 1st April 2017.

The Council Tax bad debt provision was originally reviewed during 2020/21. Following an analysis of the original outstanding debt, current outstanding debt and the level of write offs the Authority realised that the estimate for council tax bad debt provision was too high and therefore needed to be revised. The Council Tax bad debt provision is now based on the historic average of uncollected debt. There are external factors like the changes in universal credit and the impact of the Covid-19 pandemic that are likely to affect the council tax collection rate and the level of outstanding debt. Therefore the council tax bad debt provision will be reviewed annually for the next three years.

vi. Charges to Revenue for Non-Current Assets

Services, support services and trading accounts are debited with the following amounts to record the cost of holding non-current assets during the year:

- depreciation attributable to the assets used by the relevant service.
- revaluation and impairment losses on assets used by the service where there are no accumulated gains in the Revaluation Reserve against which the losses can be written off.
- amortisation of intangible assets attributable to the service, based on any intangible asset held subject to the de minimis policy on capitalisation set out in note xvi.

Notes to the Accounts

The Authority is not required to raise council tax to fund depreciation, revaluation and impairment losses or amortisation. However, it is required to make an annual contribution from revenue towards the reduction in its overall borrowing requirement (equal to an amount calculated on a prudent basis determined by the Authority in accordance with statutory guidance). Depreciation, revaluation and impairment losses and amortisation are therefore replaced by the contribution in the General Fund Balance (Minimum Revenue Provision), by way of an adjusting transaction with the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

vii. Employee Benefits

Benefits Payable During Employment

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include such benefits as wages and salaries, paid annual leave, paid sick leave and bonuses. Any non-monetary benefits for current employees are recognised as an expense for services in the year in which employees render service to the Authority. An accrual is made for the cost of holiday entitlements (or any form of leave, e.g. flexi leave) earned by employees but not taken before the year-end, which employees can carry forward into the next financial year. The accrual is made at the wage and salary rates applicable in the following accounting year, being the period in which the employee takes the benefit. The accrual is charged to Surplus or Deficit on the Provision of Services, but then reversed out through the Movement in Reserves Statement to the Accumulated Absences Account so that holiday entitlements are charged to revenue in the financial year in which the holiday absence occurs.

Termination Benefits

Termination benefits are amounts payable as a result of a decision by the Authority to terminate an officer's employment before the normal retirement date, or an officer's decision to accept voluntary redundancy. Costs relating to termination benefits are charged on an accruals basis to the relevant Cost of Service lines in the Comprehensive Income and Expenditure Statement only when the Authority is demonstrably committed to the termination of the employment of an officer, or group of officers, or making an offer to encourage voluntary redundancy.

Post Employment Benefits

Employees of the Authority are members of two separate pension schemes:

- The Teachers' Pension Scheme, administered by CAPITA on behalf of the Department for Education.
- The Local Government Pensions Scheme, administered by Swansea Council.

Both schemes provide defined benefits to members (retirement lump sums and pensions), earned by employees during their period of employment with the Authority.

Notes to the Accounts

However, the arrangements for the teachers' scheme means that liabilities for these benefits cannot ordinarily be identified specifically to the Authority. The scheme is therefore accounted for as if it were a defined contribution scheme and no liability for future payments of benefits is recognised in the Balance Sheet. The Education line in the Comprehensive Income and Expenditure Statement is charged with the employer's contributions payable to the Teachers' Pensions in the year.

The Local Government Pension Scheme

The Local Government Pension Scheme is accounted for as a defined benefits scheme:

- The liabilities of the Swansea Council pension fund attributable to the Authority are included in the Balance Sheet on an actuarial basis using the projected unit method - i.e. an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions about mortality rates, employee turnover rates, etc, and projected earnings for current employees.
- Liabilities are discounted to their value at current prices, using a discount rate based on the indicative rate of return on high quality corporate bonds as required by IAS 19.
- The assets of the Swansea Council pension fund attributable to the Authority are included in the Balance Sheet at their fair value:
 - quoted securities - current bid price
 - unquoted securities - industry accepted techniques
 - unitised securities - current bid price
 - property - market value.

The change in the net pensions liability is analysed into the following components:

- Service cost comprising:
 - current service cost - the increase in liabilities as a result of years of service earned this year - allocated in the Comprehensive Income and Expenditure Statement to the services for which the employees worked.
 - past service cost - the increase in liabilities as a result of a scheme amendment or curtailment whose effect relates to years of service earned in earlier years - debited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement.
 - net interest on the net defined benefit liability (asset), i.e. net interest expense for the Authority - the change during the period in the net defined benefit liability (asset) that arises from the passage of time charged to the Financing and Investment Income and Expenditure line of the Comprehensive Income and Expenditure Statement - this is calculated by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the net defined benefit liability (asset) at the beginning of the period - taking into account any changes in the net defined benefit liability (asset) during the period as a result of contribution and benefit payments.

Notes to the Accounts

- Remeasurements comprising:
 - the return on plan assets - excluding amounts included in net interest on the net defined benefit liability (asset) - charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
 - actuarial gains and losses - changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions - charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- contributions paid to the Swansea Council pension fund - cash paid as employer's contributions to the pension fund in settlement of liabilities; not accounted for as an expense.

In relation to retirement benefits, statutory provisions require the General Fund balance to be charged with the amount payable by the Authority to the pension fund or directly to pensioners in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, this means that there are transfers to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with debits for the cash paid to the Pension Fund and pensioners and any such amounts payable but unpaid at the year-end. The negative balance that arises on the Pensions Reserve thereby measures the beneficial impact to the General Fund of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

Discretionary Benefits

The Authority also has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff (including teachers) are accrued in the year of the decision to make the award and accounted for using the same policies as are applied to the Local Government Pension Scheme. No such discretionary powers were used during the year.

viii. Events After the Balance Sheet Date

Events after the Balance Sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of events can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period - the Statement of Accounts is adjusted to reflect such events.
- those that are indicative of conditions that arose after the reporting period - the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect.

Notes to the Accounts

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

ix. Financial Instruments

Financial Liabilities

Financial liabilities are recognised on the Balance Sheet when the Authority becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value and are carried at their amortised cost. Annual charges to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest payable are based on the carrying amount of the liability, multiplied by the effective rate of interest for the instrument. The effective interest rate is the rate that exactly discounts estimated future cash payments over the life of the instrument to the amount at which it was originally recognised.

For most of the borrowings that the Authority has, this means that the amount presented in the Balance Sheet is the outstanding principal repayable (plus accrued interest); and interest charged to the Comprehensive Income and Expenditure Statement is the amount payable for the year according to the loan agreement.

Where premiums and discounts have been charged to the Comprehensive Income and Expenditure Statement, regulations allow the impact on the General Fund Balance to be spread over future years. The Authority has a policy of spreading the gain or loss over the term that was remaining on the loan against which the premium was payable or discount receivable when it was repaid. The reconciliation of amounts charged to the Comprehensive Income and Expenditure Statement to the net charge required against the General Fund Balance is managed by a transfer to or from the Financial Instruments Adjustment Account in the Movement in Reserves Statement.

Financial Assets

Financial assets are classified based on a classification and measurement approach that reflects the business model for holding the financial assets and their cashflow characteristics.

There are three main classes of financial assets measured at:

- amortised cost,
- fair value through profit or loss, and
- fair value through other comprehensive income.

The Authority's business model is to hold investments to collect contractual cash flows. Financial assets are therefore classified as amortised cost, except for those whose contractual payments are not solely payment of principal and interest (i.e. where the cash flows do not take the form of a basic debt instrument).

Notes to the Accounts

Financial Assets Measured at Amortised Cost

Financial assets measured at amortised cost are recognised on the Balance Sheet when the Authority becomes a party to the contractual provisions of a financial instrument and are initially measured at fair value. They are subsequently measured at their amortised cost. Annual credits to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement for interest receivable are based on the carrying amount of the asset multiplied by the effective rate of interest for the instrument. For most of the financial assets held by the Authority, this means that the amount presented in the Balance Sheet is the outstanding principal receivable (plus accrued interest) and interest credited to the Comprehensive Income and Expenditure Statement is the amount receivable for the year in the loan agreement.

However, the Authority has made loans to voluntary organisations and third parties at less than market rates (soft loans). When soft loans are made, a loss is recorded in the Comprehensive Income and Expenditure Statement (debited to the appropriate service) for the present value of the interest that will be foregone over the life of the instrument, resulting in a lower amortised cost than the outstanding principal.

Interest is credited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement at a marginally higher effective rate of interest than the rate receivable from the voluntary organisations, with the difference serving to increase the amortised cost of the loan in the Balance Sheet. Statutory provisions require that the impact of soft loans on the General Fund Balance is the interest receivable for the financial year - the reconciliation of amounts debited and credited to the Comprehensive Income and Expenditure Statement to the net gain required against the General Fund Balance is managed by a transfer to or from the Financial Instruments Adjustment Account in the Movement in Reserves Statement.

Any gains and losses that arise on the derecognition of a financial asset are credited or debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.

Expected Credit Loss Model

The Authority recognises expected credit losses on all of its financial assets held at amortised cost, either on a 12-month or lifetime basis. The expected credit loss model also applies to lease receivables and contract assets. Only lifetime losses are recognised for trade receivables (debtors) held by the Authority.

Notes to the Accounts

Impairment losses are calculated to reflect the expectation that the future cash flows might not take place because the borrower could default on their obligations. Credit risk plays a crucial part in assessing losses. Where risk has increased significantly since an instrument was initially recognised, losses are assessed on a lifetime basis. Where risk has not increased significantly or remains low, losses are assessed on the basis of 12-month expected losses.

The Authority has a portfolio of a significant number of loans to local businesses. It does not have reasonable and supportable information that is available without undue cost or effort to support the measurement of lifetime expected losses on an individual instrument basis. It has therefore assessed losses for the portfolio on a collective basis.

Financial Assets Measured at Fair Value through Profit or Loss

Financial assets that are measured at fair value through profit or loss are recognised on the Balance Sheet when the Authority becomes a party to the contractual provisions of a financial instrument and are initially measured and carried at fair value. Fair value gains and losses are recognised as they arrive in the Surplus or Deficit on the Provision of Services.

The fair value measurements of the financial assets are based on the following techniques:

- instruments with quoted market prices - the market price.
- other instruments with fixed and determinable payments - discounted cash flow analysis.

The inputs to the measurement techniques are categorised in accordance with the following three levels:

- Level 1 inputs - quoted prices (unadjusted) in active markets for identical assets that the Authority can access at the measurement date.
- Level 2 inputs - inputs other than quoted prices included within Level 1 that are observable for the asset, either directly or indirectly.
- Level 3 inputs - unobservable inputs for the asset.

Any gains and losses that arise on the derecognition of the asset are credited or debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.

Notes to the Accounts

x. Government Grants and Contributions

Whether paid on account, by instalments or in arrears, government grants and third party contributions and donations are recognised as due to the Authority when there is reasonable assurance that:

- the Authority will comply with the conditions attached to the payments, and
- the grants or contributions will be received.

Amounts recognised as due to the Authority are not credited to the Comprehensive Income and Expenditure Statement until conditions attached to the grant or contribution have been satisfied. Conditions are stipulations that specify that the future economic benefits or service potential embodied in the asset received in the form of the grant or contribution are required to be consumed by the recipient as specified, or future economic benefits or service potential must be returned to the transferor.

Monies advanced as grants and contributions for which conditions have not been satisfied are carried in the Balance Sheet as creditors. When conditions are satisfied, the grant or contribution is credited to the relevant service line (attributable revenue grants and contributions) or Taxation and Non-Specific Grant Income (non-ring fenced revenue grants and all capital grants) in the Comprehensive Income and Expenditure Statement.

Where capital grants are credited to the Comprehensive Income and Expenditure Statement, they are reversed out of the General Fund Balance in the Movement in Reserves Statement. Where the grant has yet to be used to finance capital expenditure, it is posted to the Capital Grants Unapplied Account. Where it has been applied, it is posted to the Capital Adjustment Account. Amounts in the Capital Grants Unapplied Account are transferred to the Capital Adjustment Account once they have been applied to fund capital expenditure.

xi. Heritage Assets

Heritage assets are assets with historical, artistic, scientific, technological, geophysical or environmental qualities that are held and maintained by the Authority, principally for their contribution to knowledge and culture.

Subject to specific requirements, Heritage Assets are accounted for in accordance with the Authority's policies of Property, Plant and Equipment (including the treatment of revaluation gains and losses and de minimis policy).

The Authority does not normally purchase fixed assets of a heritage nature; all assets disclosed have been donated into the Authority's possession. All assets are open to access by members of the public, with no restrictions other than those resulting from the normal operational limitations of venues (opening and closing times, and public safety).

Notes to the Accounts

Management of these assets is undertaken by designated specialists and other personnel employed by the Authority. These personnel are responsible for the maintenance of all historical records relating to the assets the Authority is in possession of, access to which can be granted through local arrangement. Any preservation works required, either enhancing or non-enhancing in nature, will be undertaken through the Authority's main capital program, with minor works undertaken ad-hoc per the standard Authority internal systems for revenue expenditure.

No heritage assets disposals are actively undertaken by the Authority. Under such circumstance that asset disposal is required, it shall be undertaken in accordance with the Authority's standard asset disposal procedures.

Valuation of heritage assets may be made by any method that is appropriate and relevant. The Authority's assets are mostly valued at insurance valuation and replacement cost (based on construction methods and materials used).

Depreciation is not required on heritage assets which have indefinite lives. Impairment reviews will only be carried out where there is reported physical deterioration or new doubts as to the authenticity of a heritage asset.

Where information on the cost or value is not available, and the cost of obtaining the information outweighs the benefits to users of the financial statements, the asset is not recognised on the balance sheet. Items such as Hafod Copperworks, memorials and some museum and library collections have been considered but not recognised as value/cost information is unavailable.

xii. Interests in Companies and Other Entities

The Authority has material interests in companies and other entities that have the nature of subsidiaries, associates and jointly controlled entities and require it to prepare group accounts. In the Authority's own single-entity accounts, the interests in companies and other entities are recorded as financial assets at cost, less any provision for losses.

xiii. Investment Property

Investment properties are those that are used solely to earn rentals and/or for capital appreciation. The definition is not met if the property is used in any way to facilitate the delivery of services or production of goods or is held for sale.

Notes to the Accounts

Investment properties are measured initially at cost (in accordance with the Council's de minimis policy for capitalisation as set out in note xvi) and subsequently at fair value, being the price that would be received to sell such an asset in an orderly transaction between market participants at the measurement date. As a non-financial asset, investment properties are measured at highest and best use. Investment properties are not depreciated but are revalued annually according to market conditions at the year-end. Gains and losses on revaluation are posted to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement. The same treatment is applied to gains and losses on disposal.

Rentals received in relation to investment properties are credited to the Financing and Investment Income line and result in a gain for the General Fund Balance. However, revaluation and disposal gains and losses are not permitted by statutory arrangements to have an impact on the General Fund Balance. The gains and losses are therefore reversed out of the General Fund Balance in the Movement in Reserves Statement and posted to the Capital Adjustment Account and (for any sale proceeds greater than £10,000) the Capital Receipts Reserve.

xiv. Jointly Controlled Operations and Jointly Controlled Assets

Jointly controlled operations are activities undertaken by the Authority in conjunction with other venturers that involve the use of assets and resources rather than the establishment of a separate entity. The Authority recognises on its Balance Sheet the assets that it controls and the liabilities that it incurs and debits and credits the Comprehensive Income and Expenditure Statement with the expenditure it incurs and the share of income it earns from the activity of the operation.

Jointly controlled assets are items of property, plant or equipment that are jointly controlled by the Authority and other venturers, with the assets being used to obtain benefits for the venturers. The joint venture does not involve the establishment of a separate entity. The Authority accounts for only its share of the jointly controlled assets, the liabilities and expenses that it incurs on its own behalf or jointly with others in respect of its interest in the joint venture and income that it earns from the venture.

xv. Leases

Leases are classified as finance leases where the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the property, plant or equipment from the lessor to the lessee. All other leases are classified as operating leases.

Where a lease covers both land and buildings, the land and buildings elements are considered separately for classification.

Arrangements that do not have the legal status of a lease but convey a right to use an asset in return for payment are accounted for under this policy where fulfilment of the arrangement is dependent on the use of specific assets.

Notes to the Accounts

The Authority as Lessee

Finance Leases

Property, plant and equipment held under finance leases is recognised on the Balance Sheet at the commencement of the lease at its fair value measured at the lease's inception (or the present value of the minimum lease payments, if lower). The asset recognised is matched by a liability for the obligation to pay the lessor. Initial direct costs of the Authority are added to the carrying amount of the asset. Premiums paid on entry into a lease are applied to writing down the lease liability. Contingent rents are charged as expenses in the periods in which they are incurred.

Lease payments are apportioned between:

- a charge for the acquisition of the interest in the property, plant or equipment - applied to write down the lease liability, and
- a finance charge (debited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement).

Property, Plant and Equipment recognised under finance leases is accounted for using the policies applied generally to such assets, subject to depreciation being charged over the lease term if this is shorter than the asset's estimated useful life (where ownership of the asset does not transfer to the Authority at the end of the lease period).

The Authority is not required to raise council tax to cover depreciation or revaluation and impairment losses arising on leased assets. Instead, a prudent annual contribution is made from revenue funds towards the deemed capital investment in accordance with statutory requirements. Depreciation and revaluation and impairment losses are therefore substituted by a revenue contribution in the General Fund Balance, by way of an adjusting transaction with the Capital Adjustment Account in the Movement in Reserves Statement for the difference between the two.

Operating Leases

Rentals paid under operating leases are charged to the Comprehensive Income and Expenditure Statement as an expense of the services benefiting from use of the leased property, plant or equipment. Charges are made on a straight-line basis over the life of the lease, even if this does not match the pattern of payments (e.g. there is a rent-free period at the commencement of the lease).

Notes to the Accounts

The Authority as Lessor

Finance Leases

Where the Authority grants a finance lease over a property or an item of plant or equipment, the relevant asset is written out of the Balance Sheet as a disposal. At the commencement of the lease, the carrying amount of the asset in the Balance Sheet (whether Property, Plant and Equipment or Assets Held for Sale) is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. A gain, representing the Authority's net investment in the lease, is credited to the same line in the Comprehensive Income and Expenditure Statement also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of disposal), matched by a lease (long-term debtor) asset in the Balance Sheet.

Lease rentals receivable are apportioned between:

- a charge for the acquisition of the interest in the property - applied to write down the lease debtor (together with any premiums received), and
- finance income (credited to the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement).

The gain credited to the Comprehensive Income and Expenditure Statement on disposal is not permitted by statute to increase the General Fund Balance and is required to be treated as a capital receipt. Where a premium has been received, this is posted out of the General Fund Balance to the Capital Receipts Reserve in the Movement in Reserves Statement. Where the amount due in relation to the lease asset is to be settled by the payment of rentals in future financial years, this is posted out of the General Fund Balance to the Deferred Capital Receipts Reserve in the Movement in Reserves Statement.

When the future rentals are received, the element for the capital receipt for the disposal of the asset is used to write down the lease debtor. At this point, the deferred capital receipts are transferred to the Capital Receipts Reserve.

The written-off value of disposals is not a charge against council tax, as the cost of non-current assets is fully provided for under separate arrangements for capital financing. Amounts are therefore appropriated to the Capital Adjustment Account from the General Fund Balance in the Movement in Reserves Statement.

Notes to the Accounts

Operating Leases

Where the Authority grants an operating lease over a property or an item of plant or equipment, the asset is retained in the Balance Sheet. Rental income is credited to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement. Credits are made on a straight-line basis over the life of the lease, even if this does not match the pattern of payments (e.g. there is a premium paid at the commencement of the lease). Initial direct costs incurred in negotiating and arranging the lease are added to the carrying amount of the relevant asset and charged as an expense over the lease term on the same basis as rental income.

Most leases granted by the Authority as lessor relate to commercial properties.

xvi. Property, Plant and Equipment

Assets that have physical substance and are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes and that are expected to be used during more than one financial year are classified as Property, Plant and Equipment.

Recognition

Expenditure on the acquisition, creation or enhancement of Property, Plant and Equipment is capitalised on an accruals basis, provided that it is probable that the future economic benefits or service potential associated with the item will flow to the Authority and the cost of the item can be measured reliably. Expenditure that maintains but does not add to an asset's potential to deliver future economic benefits or service potential (i.e. repairs and maintenance) is charged as an expense when it is incurred.

The Council maintains a de minimis value of £20,000 for any asset (or group of similar assets) to be capitalised within the General Fund.

Measurement

Assets are initially measured at cost, comprising:

- the purchase price,
- any costs attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

The Authority does not capitalise borrowing costs incurred whilst assets are under construction.

Notes to the Accounts

The cost of assets acquired other than by purchase is deemed to be its fair value, unless the acquisition does not have commercial substance (i.e. it will not lead to a variation in the cash flows of the Authority). In the latter case, where an asset is acquired via an exchange, the cost of the acquisition is the carrying amount of the asset given up by the Authority.

Donated assets are measured initially at fair value. The difference between fair value and any consideration paid is credited to the taxation and non-specific grant income and expenditure line of the comprehensive income and expenditure statement, unless the donation has been made conditionally. Until conditions are satisfied, the gain is held in the donated assets account. Where gains are credited to the comprehensive income and expenditure statement, they are reversed out of the general fund balance to the capital adjustment account in the movement in reserves statement.

Assets are then carried in the Balance Sheet using the following measurement bases:

- infrastructure and community assets - depreciated historical cost,
- council dwellings - current value, determined using the basis of existing use value for social housing (EUV-SH),
- school buildings - current value, but because of their specialist nature, are measured at depreciated replacement cost which is used as an estimate of current value,
- surplus assets - the current value measurement base is fair value, estimated at highest and best use from a market participant's perspective,
- all other assets - current value, determined as the amount that would be paid for the asset in its existing use (existing use value - EUV).

Where there is no market-based evidence of current value because of the specialist nature of an asset, depreciated replacement cost (DRC) is used as an estimate of current value.

Where non-property assets that have short useful lives or low values (or both), depreciated historical cost basis is used as a proxy for current value.

Assets included in the Balance Sheet at current value are revalued sufficiently regularly to ensure that their carrying amount is not materially different from their current value at the year-end, but as a minimum every five years. Increases in valuations are matched by credits to the Revaluation Reserve to recognise unrealised gains. Exceptionally, gains might be credited to the Comprehensive Income and Expenditure Statement where they arise from the reversal of a loss previously charged to a service.

Where decreases in value are identified, they are accounted for as follows:

- for a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains).

Notes to the Accounts

- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the relevant service line(s) in the Comprehensive Income and Expenditure Statement.

The Revaluation Reserve contains revaluation gains recognised since 1 April 2007 only, the date of its formal implementation. Gains arising before that date have been consolidated into the Capital Adjustment Account.

Impairment

Assets are assessed at each year-end as to whether there is any indication that an asset may be impaired. Where indications exist and any possible differences are estimated to be material, the recoverable amount of the asset is estimated and, where this is less than the carrying amount of the asset, an impairment loss is recognised for the shortfall.

Where impairment losses are identified, they are accounted for as follows:

- for a balance of revaluation gains for the asset in the Revaluation Reserve, the carrying amount of the asset is written down against that balance (up to the amount of the accumulated gains).
- where there is no balance in the Revaluation Reserve or an insufficient balance, the carrying amount of the asset is written down against the relevant service line(s) in the Comprehensive Income and Expenditure Statement.

Where an impairment loss is reversed subsequently, the reversal is credited to the relevant service line(s) in the Comprehensive Income and Expenditure Statement, up to the amount of the original loss, adjusted for depreciation that would have been charged if the loss had not been recognised.

Depreciation

Depreciation is provided for on all Property, Plant and Equipment assets by the systematic allocation of their depreciable amounts over their estimated useful lives. No charge is made for assets without a determinable finite useful life (i.e. freehold land and certain Community Assets) and assets that are not yet available for use (i.e. assets under construction). From 1st April 2017 the Authority charges depreciation based on opening balances.

Depreciation is calculated on the following bases:

- dwellings - straight-line allocation over the estimated useful life of the property (30 to 80 years),
- non traditional dwellings - straight-line allocation over the estimated useful life of the property (30 years),
- other buildings - straight-line allocation over the estimated useful life of the property and, where applicable, its significant components (1 to 60 years),
- vehicles, plant, furniture and equipment - straight line allocation over the estimated useful life of the asset (2 to 10 years),

Notes to the Accounts

- infrastructure / community assets - straight-line allocation over the estimated useful life of the asset (20 to 40 years),
- surplus assets - per original allocated estimated useful life from original categorisation unless indication of amendments required to this assessment is apparent.

Each accounting period the estimated useful life assigned to individual assets is assessed. Where there is evidence to indicate the departure from a standard useful life the asset's estimated useful life will be amended.

Component Accounting

In recognition that single assets may have a number of different components each having a different estimated useful life, two factors are taken into account to determine whether a separate valuation of components is to be recognised in the accounts in order to provide an accurate figure for depreciation of the Authority's other land and building assets revalued since 1st April 2010.

1. Suitability of assets.

To 31st March 2016, the Authority deemed assets revalued during the year to be of a suitable significant nature. Asset valuation therefore reflected assessment of component apportionment of Building Fabric 79%, Mechanical 13%, Electrical 8% and respective remaining estimated useful economic life. From 1st April 2016, the Authority has deemed assets revalued under the 5 year rolling programme to be apportioned between land and buildings.

2. Difference in rate of depreciation compared to the overall asset.

Only those elements that normally depreciate at a significantly different rate from the non land element as a whole, had been identified for componentisation. From 1st April 2016, the whole building element will be depreciated using the building fabric's useful life (unless evidence suggests this is to be amended).

Assets that fall below the de-minimis levels and tests above are disregarded for componentisation on the basis that any adjustment to depreciation charges would not result in a material mis-statement in the accounts.

Professional judgement will be used in establishing materiality levels: the significance of components and apportionment applied, useful lives, depreciation methods and apportioning asset values over recognised components.

Where there is a major refurbishment of an asset, a new valuation will be sought in the year of completion and a reassessment of the useful life.

Notes to the Accounts

Disposals and Non-Current Assets Held for Sale

When it becomes probable that the carrying amount of an asset will be recovered principally through a sale transaction rather than through its continuing use, it is reclassified as an Asset Held for Sale. The asset is revalued immediately before reclassification and then carried at the lower of this amount and fair value less costs to sell. Where there is a subsequent decrease to fair value less costs to sell, the loss is posted to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement. Gains in fair value are recognised only up to the amount of any previous losses recognised in the Surplus or Deficit on Provision of Services. Depreciation is not charged on Assets Held for Sale.

If assets no longer meet the criteria to be classified as Assets Held for Sale, they are reclassified back to non-current assets and valued at the lower of their carrying amount before they were classified as held for sale; adjusted for depreciation, amortisation or revaluations that would have been recognised had they not been classified as Held for Sale, and their recoverable amount at the date of the decision not to sell.

When an asset is disposed of or decommissioned, the carrying amount of the asset in the Balance Sheet (whether Property, Plant and Equipment or Assets Held for Sale) is written off to the Other Operating Expenditure line in the Comprehensive Income and Expenditure Statement as part of the gain or loss on disposal. Receipts from disposals (if any) are credited to the same line in the Comprehensive Income and Expenditure Statement also as part of the gain or loss on disposal (i.e. netted off against the carrying value of the asset at the time of disposal). Any revaluation gains accumulated for the asset in the Revaluation Reserve are transferred to the Capital Adjustment Account.

Amounts received for a disposal in excess of £10,000 are categorised as capital receipts. Such receipts are required to be credited to the Capital Receipts Reserve, and can then only be used for new capital investment or set aside to reduce the Authority's underlying need to borrow (the capital financing requirement). Receipts are appropriated to the Reserve from the General Fund Balance in the Movement in Reserves Statement.

The written-off value of disposals is not a charge against council tax, as the cost of non current assets is fully provided for under separate arrangements for capital financing. Amounts are appropriated to the Capital Adjustment Account from the General Fund Balance in the Movement in Reserves Statement.

xvii. Provisions, Contingent Liabilities and Contingent Assets

Provisions

Provisions are made where an event has taken place that gives the Authority a legal or constructive obligation that probably requires settlement by a transfer of economic benefits or service potential, and a reliable estimate can be made of the amount of the obligation. For instance, the Authority may be involved in a court case that could eventually result in the making of a settlement or the payment of compensation.

Provisions are charged as an expense to the appropriate service line in the Comprehensive Income and Expenditure Statement in the year that the obligation arises, and are measured at the best estimate at the Balance Sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

When payments are eventually made, they are charged to the provisions carried in the Balance Sheet. Estimated settlements are reviewed at the end of each financial year - where it becomes less than probable that a transfer of economic benefits will now be required (or a lower settlement than anticipated is made), the provision is reversed and credited back to the relevant service.

Where some or all of the payment required to settle a provision is expected to be recovered from another party (e.g. from an insurance claim), this is only recognised as income for the relevant service if it is virtually certain that reimbursement will be received if the Authority settles the obligation.

Provision for Back Pay Arising from Unequal Pay Claims

The Authority implemented an equal pay compliant pay and grading structure from 1st April 2014.

During 2021/22 the Council settled one unequal pay claim totalling £1,432 (including payment to HMRC). In 2020/21 the Council did not settle any unequal pay claims and made a payment of £386 to HMRC. These were funded from existing provisions.

Contingent Liabilities

A contingent liability arises where an event has taken place that gives the Authority a possible obligation whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Authority. Contingent liabilities also arise in circumstances where a provision would otherwise be made but either it is not probable that an outflow of resources will be required or the amount of the obligation cannot be measured reliably.

Notes to the Accounts

Contingent liabilities are not recognised in the Balance Sheet but disclosed in a note to the accounts.

Contingent Assets

A contingent asset arises where an event has taken place that gives the Authority a possible asset whose existence will only be confirmed by the occurrence or otherwise of uncertain future events not wholly within the control of the Authority.

Contingent assets are not recognised in the Balance Sheet but disclosed in a note to the accounts where it is probable that there will be an inflow of economic benefits or service potential.

xviii. Reserves

The Authority sets aside specific amounts as reserves for future policy purposes or to cover contingencies. Reserves are created by transferring amounts out of the General Fund Balance. When expenditure to be financed from a reserve is incurred, it is charged to the appropriate service in that year to score against the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement. The reserve is then appropriated back into the General Fund Balance so that there is no net charge against council tax for the expenditure.

Certain reserves are kept to manage the accounting processes for non-current assets, financial instruments, local taxation, retirement and employee benefits and do not represent usable resources for the Authority - these reserves are explained in the relevant policies.

xix. Revenue Expenditure Funded from Capital under Statute

Expenditure incurred during the year that may be capitalised under statutory provisions but that does not result in the creation of a non-current asset has been charged as expenditure to the relevant service in the Comprehensive Income and Expenditure Statement in the year. Where the Authority has determined to meet the cost of this expenditure from existing capital resources or by borrowing, a transfer in the Movement in Reserves Statement from the General Fund Balance to the Capital Adjustment Account then reverses out the amounts charged so that there is no impact on the level of council tax.

xx. VAT

VAT payable is included as an expense only to the extent that it is not recoverable from Her Majesty's Revenue and Customs (HMRC). VAT receivable is excluded from income.

Notes to the Accounts

The Authority undertakes an annual review of its de-minimus VAT position under s33 of the VAT Act 1993 as required by HMRC. For the year ended 31st March 2022 the Authority believes that it will be below the de-minimus level in respect of exempt related input tax and hence will be entitled to recovery of input tax in full.

xxi. Fair Value Measurement of non-financial assets

The Authority's accounting policy for fair value measurement of financial assets is set out in note ix. The Authority also measures some of its non-financial assets such as surplus assets and investment properties and some of its financial instruments such as equity shareholdings at fair value at each reporting date. Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at the measurement date. The fair value measurement assumes that the transaction to sell the asset takes place either :

- a) in the principal market for the asset, or
- b) in the absence of a principal market, in the most advantageous market for the asset.

The Authority measures the fair value of an asset using the assumptions that market participants would use when pricing the asset, assuming that market participants act in their economic best interest.

When measuring the fair value of a non-financial asset, the authority takes into account a market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Authority uses valuation techniques that are appropriate in the circumstances and for which sufficient data is available, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Inputs to the valuation techniques in respect of assets for which fair value is measured or disclosed in the authority's financial statements are categorised within the fair value hierarchy, as follows:

Level 1 - quoted prices (unadjusted) in active markets for identical assets that the authority can access at the measurement date,

Level 2 - inputs other than quoted prices included within Level 1 that are observable for the asset, either directly or indirectly,

Level 3 - unobservable inputs for the asset.

xxii. Group Accounting Policies

The accounting policies for both City and County of Swansea and City and County of Swansea Group are materially aligned except for the valuation of assets in respect of the Wales National Pool Swansea. The assets of the Wales National Pool Swansea have been valued on a different basis within the company's accounts to that used by the Council for assets of this nature. For the purposes of the Group accounts, the National Pool has been separately valued by the Council in accordance with its own accounting policies. Full disclosure of the different valuations have been included on page 127 to the financial statements.

2. Accounting standards that have been issued but have not yet been adopted

The Code of Practice on Local Authority Accounting in the United Kingdom 2021/22 (the Code) has introduced accounting policy changes in relation to the following:

a) Annual Improvements to IFRS Standards 2018-2020.

The annual IFRS improvement programme notes four changed standards:

- IFRS 1 (First-time adoption) - amendment relates to foreign operations of acquired subsidiaries transitioning to IFRS.
- IAS 37 (Onerous contracts) - clarifies the intention of the standard.
- IFRS 16 (Leases) - amendment removes a misleading example that is not referenced in the Code material.
- IAS 41 (Agriculture) - one of a small number of IFRSs that are only expected to apply to local authorities in limited circumstances.

b) Property, Plant and Equipment: Proceeds before Intended Use (Amendments to IAS16).

The adoption of the accounting standards mentioned above may incur amendments that can be made retrospectively by prior period restatement (if possible) or through the adjustment of opening balances as at 1st April 2022.

Opening balances will be adjusted in the Authority and Group Accounts where the changes are material.

Accounting policy changes that are material will require the Authority to publish a third Balance Sheet for the beginning of the earliest comparative period for the Authority and Group Accounts.

None of these disclosures are expected to have a material impact on the Council.

3. Critical judgements in applying accounting policies

In applying the accounting policies set out in note 1, the Authority has had to make certain judgements about complex transactions or those involving uncertainty about future events.

The critical judgements made in the Statement of Accounts are:-

- The medium term financial plan approved by the Authority on 3rd March 2022 detailed significant ongoing uncertainty over forecast revenue funding shortfalls over the medium term. Indications were that there were a range of scenarios for funding which range from significant real terms reductions in support to broadly maintained real terms support from Central Government from 2023/24 onwards, following the national Spending Review. All spending and funding assumptions were set before the ongoing full substantial economic scale, and potential recovery, of the Covid 19 pandemic was fully clear. Rising inflationary and supply side pressures mean risks are increasingly on the downside. Whilst the Authority will consider future spending plans in line with projected funding announcements there is no indication at present that any of the assets of the Authority may be impaired as a result of a need to change the level of service provision. There is however material uncertainty over this assumption.
- It remains not entirely clear as to the scale of additional spending, the loss of income, and the funding arrangements for reimbursement in part that the Authority faces in responding both locally, with partners, and supporting the national strategic response to the Covid 19 pandemic and now increasingly the wider economic spillover effects especially in inflation and supply side shocks. The impact was directly financially material on the 2021/22 accounts but the national lockdown arrangements and the prioritisation of the response to Covid 19 may have impaired our ability to prepare the accounts to our normally exceptionally high standards in line with accounting standards. Any necessary deviations caused will be disclosed separately throughout these accounts. The impact will continue to be financially material, but markedly less so for the 2022/23 accounts (still tens of millions and predominantly where acting as agent for UK or Welsh Government), but its net impact is less certain; however by way of exemplification our increased costs, and lost income, will now not likely exceed available general reserves so the presumption is that all, or the very vast bulk of all costs will now be met locally unless acting as agent for partners, Welsh Government or UK Government through contributions or grant.
- The Authority implemented an equality compliant pay and grading structure for its employees from 1st April 2014. At the same time, the Authority continues to face a small and dwindling residual number of claims from past and existing employees based on equal pay grounds. In determining the extent of the resources to be set aside the Authority has made assumptions regarding the number of potential claimants and the potential value of their respective claims. The Authority is confident that it has sufficient resource to meet the remaining liabilities arising from equal pay issues.

- The Government has made fundamental changes in respect of the provision of public sector pensions. Changes to employer contribution rates in the Teachers' Pension Scheme rose to 23.68% from September 2019. Welsh Government block grant has helped alleviate this substantial pressure in 2019/20 and 2020/21. A re-modelled Local Government Pension scheme was introduced from 1st April 2014 but there is no indication that the finances of the Authority will be adversely affected by any of the changes. The LGPS triennial valuation in 2019 has confirmed the affordability of future contribution rates. We await the forthcoming 2022 revaluation results but expect the strong investment returns achieved to be especially beneficial to our funding position. There remains significant uncertainty as to the impact of the UK Government recompensing scheme members for the McCloud judgement and a prudent sum has been factored in by the actuary in the valuation results for the pension fund and individual employer contribution rates.
- In line with accounting standards the Authority has made a significant provision in respect of final remedial work and future maintenance/monitoring of its major waste disposal site at Tir John. Assumptions regarding remediation and aftercare costs have been based on legal requirements to monitor the site for a period of 60 years following closure and have been calculated taking into account commitments currently within the Council's Capital Programme.
- The Authority undertook a fundamental review in 2012/13 of its Schools portfolio with a view to both rationalising and significantly improving the quality of school premises available across the City and County (21st Century Schools Programme). In the light of this scheme and the outline timescale for implementation, the useful lives of some school buildings have been re-evaluated and considerably reduced from that previously used. The effect of this is to accelerate residual depreciation affecting both the Comprehensive Income and Expenditure Statement and the net book value as shown on the Balance Sheet. As the Schools Programme has progressed there has been further re-evaluations however there are no adjustments in 2021/22.

4. Assumptions made about the future and other major sources of estimation uncertainty

The Statement of Accounts contains estimated figures that are based on assumptions made by the Authority about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. The assumptions and other sources of estimation uncertainty disclosed relate to the estimates that require the Authority's most difficult, subjective or complex judgements. As the number of variables and assumptions affecting the possible future resolution of the uncertainties increases, those judgements become more subjective and complex. As a result, balances cannot be determined with certainty and actual results could be materially different from the assumptions and estimates.

Notes to the Accounts

The items in the Authority's Balance Sheet as at 31st March 2022 for which there is a significant risk of material adjustment in the forthcoming year are as follows:-

Item	Uncertainties	Effect if actual results differ from assumptions
Property, Plant and Equipment	<p>Assets are depreciated over useful lives that are dependant upon assumptions over the specific life expectancy of those assets. As stated in note 3 a review has been undertaken of a significant number of school buildings and in particular the impact of the Council's strategic 21st Century Schools Programme plan for asset replacement.</p> <p>In addition revised useful lives have been applied to a number of assets during 2021/22 in line with professional judgement.</p>	<p>To the extent that useful lives have been determined inappropriately the result could be:-</p> <p>a) In the event of a further reduction in useful lives there would be an additional charge to revenue and a reduction in the carrying value of the asset.</p> <p>b) In the event that useful lives have been underestimated this would result in a substantially reduced revenue charge and an increase in the carrying value of such assets as and when the useful life is deemed to be extended.</p> <p>In any event the effect of depreciation is reversed out of the Comprehensive Income and Expenditure Statement to have nil effect on the Council taxpayer.</p>
Provisions	<p>The Authority has made a significant capital provision for the future remediation and maintenance of major land refuse disposal sites. Uncertainty arises because of the 60 year timescale for liability on this issue.</p>	<p>Any shortfall in future years will have to be funded via the capital programme.</p>

Notes to the Accounts

Item	Uncertainties	Effect if actual results differ from assumptions
Pension liabilities	<p>The Authority's share of the Local Government pension fund liability as at 31st March 2022 is £714.623m. However, the fund is subject to a triennial valuation which at present reviews the level of employers contributions in order to ensure the long term sustainability of the fund. Changes to the Local Government Pension Scheme introduced on 1st April 2014 were designed to ensure the long term affordability of the scheme. The Covid 19 Pandemic means that the pension fund liability may be subject to wider than usual uncertainty over valuations assumptions, estimate accuracy and formal certification by third parties.</p>	<p>The Pension Fund is designed to be sustainable over the long term and it is unlikely that there will be any significant short term impact on the Authority's finances arising from any assumptions currently made or decisions that are likely in the coming financial year.</p>
Insurance Provisions and Reserves	<p>The Authority has set aside provisions to meet contractual excess amounts from known and existing insurance claims. In deciding the level of provision to make in respect of ongoing claims, the Authority has taken advice from its legal advisers and/or its contracted loss adjusters. The Authority also maintains an insurance reserve which is used to meet the cost of future unforeseen events based on previous experience.</p>	<p>Should the sums set aside prove insufficient to meet these payments there would be an immediate revenue effect in the year that the available sums were exhausted. Equally, the Authority regularly reviews the level of both provisions and reserves with a view to releasing funds back to revenue if appropriate.</p>

Notes to the Accounts

Item	Uncertainties	Effect if actual results differ from Assumptions
Fair value measurements	<p>When the fair values of financial assets and financial liabilities cannot be measured based on quoted prices in active markets (i.e. Level 1 inputs), their fair value is measured using valuation techniques (e.g. quoted prices for similar assets or liabilities in active markets or the discounted cash flow (DCF) model).</p> <p>Where possible, the inputs to these valuation techniques are based on observable data, but where this is not possible judgement is required in establishing fair values. These judgements typically include considerations such as uncertainty and risk. However, changes in the assumptions used could affect the fair value of the Authority's assets and liabilities.</p> <p>Where Level 1 inputs are not available, the Authority employs experts to identify the most appropriate valuation techniques to determine fair value (for example for surplus assets and investment properties, the Authority's internal property valuation team).</p> <p>Information about the valuation techniques and inputs used in determining the fair value of the Authority's assets and liabilities is disclosed in notes:</p> <p>14. Non-operational PPE (Surplus Assets) 16. Investment Properties 17. Financial Instruments</p>	<p>The authority uses the discounted cash flow (DCF) model to measure the fair value of some of its financial assets / liabilities.</p> <p>The significant unobservable inputs used in the fair value measurement include assumptions regarding rent levels, vacancy levels (for investment properties), investment yields and discount rates - for some financial assets.</p> <p>Significant changes in any of the unobservable inputs would result in a significantly lower or higher fair value measurement for the surplus assets, investment properties and financial assets.</p>

Notes to the Accounts

5. Material items of income and expense

The Authority does not have any items of material income and expenditure to report that requires additional information in 2020/21 or 2021/22.

6) Note to the Expenditure and Funding Analysis

Adjustments between Funding and Accounting Basis 2021/22						
Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes (Note 1) £'000	Net Change for Pension Adjustments (Note 2) £'000	Other Statutory Adjustments (Note 3) £'000	Total Statutory Adjustments £'000	Other (Non-statutory) Adjustments (Note 4) £'000	Total Adjustments £'000
Corporate Services	2,150	4,218	-71	6,297	0	6,297
Finance	19,414	885	-99	20,200	-23,096	-2,896
Social Services	2,146	13,424	-314	15,256	0	15,256
Education	20,249	8,736	-738	28,247	54	28,301
Place	52,100	15,160	-394	66,866	4,741	71,607
Housing Revenue Account (HRA)	5,540	2,296	-35	7,801	0	7,801
Net Cost of Services	101,599	44,719	-1,651	144,667	-18,301	126,366
Other income and expenditure from the Expenditure and Funding Analysis	-125,538	19,640	-58	-105,956	18,301	-87,655
Difference between General Fund Surplus or Deficit and Comprehensive Income and Expenditure Statement Surplus or Deficit on the Provision of Services	-23,939	64,359	-1,709	38,711	0	38,711

Notes to the Accounts

Adjustments between Funding and Accounting Basis Restated 2020/21

Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes (Note 1) £'000	Net Change for Pension Adjustments (Note 2) £'000	Other Statutory Adjustments (Note 3) £'000	Total Statutory Adjustments £'000	Other (Non-statutory) Adjustments (Note 4) £'000	Total Adjustments £'000
Corporate Services	1,431	1,675	376	3,482	0	3,482
Finance	5,027	-497	359	4,889	-23,163	-18,274
Social Services	1,683	6,430	946	9,059	0	9,059
Education	8,732	1,875	2,768	13,375	54	13,429
Place	27,502	7,268	1,021	35,791	2,732	38,523
Housing Revenue Account (HRA)	7,313	1,132	265	8,710	0	8,710
Net Cost of Services	51,688	17,883	5,735	75,306	-20,377	54,929
Other income and expenditure from the Expenditure and Funding Analysis	-119,016	18,400	3	-100,613	20,377	-80,236
Difference between General Fund Surplus or Deficit and Comprehensive Income and Expenditure Statement Surplus or Deficit on the Provision of Services	-67,328	36,283	5,738	-25,307	0	-25,307

The service expenditure analysis has been restated for 2020/21 following changes to how the Authority reports internally on budget, budget monitoring and revenue outturn.

Notes to the Accounts

Adjustments for Capital Purposes

1) Adjustments for capital purposes - this column adds in depreciation and impairment and revaluation gains and losses in the service line, and for:

- **Other operating expenditure** - adjusts for capital disposals with a transfer of income on disposal of assets and the amounts written off for those assets.

- **Financing and investment income and expenditure** - the statutory charges for capital financing i.e. Minimum Revenue Provision (MRP) and other revenue contributions are deducted from other income and expenditure as these are not chargeable under generally accepted accounting practices.

- **Taxation and non-specific grant income and expenditure** - capital grants are adjusted for income not chargeable under generally accepted accounting practices. Revenue grants are adjusted from those receivable in the year to those receivable without conditions or for which conditions were satisfied throughout the year. The Taxation and Non Specific Grant Income and Expenditure line is credited with capital grants receivable in the year without conditions or for which conditions were satisfied in the year.

Net Change for Pension Adjustments

2) Net change for the removal of pension contributions and the addition of IAS19 Employee Benefits pension related expenditure and income:

For **services** this represents the removal of the employer pension contributions made by the Authority as allowed by statute and the replacement with current service costs and past service costs.

For **Financing and investment income and expenditure** - the net interest on the defined benefit liability is charged to the Comprehensive Income and Expenditure Statement.

Other Statutory Adjustments

3) Other statutory adjustments between amounts debited/credited to the Comprehensive Income and Expenditure Statement and amounts payable/receivable to be recognised under statute:

For **Financing and investment income and expenditure** the other statutory adjustments column recognises adjustments to the General Fund for the timing differences for premiums and discounts.

The charge under **Taxation and non-specific grant income and expenditure** represents the difference between what is chargeable under statutory regulations for council tax and NDR that was projected to be received at the start of the year and the income recognised under generally accepted accounting practices in the Code. This is a timing difference as any difference will be brought forward in future Surpluses or Deficits on the Collection Fund.

Other Non-statutory Adjustments

- 4) Other non-statutory adjustments represent amounts debited/credited to service segments which need to be adjusted against the 'Other income and expenditure from the Expenditure and Funding Analysis' line to comply with the presentational requirements in the Comprehensive Income and Expenditure Statement:

For **Financing and investment income and expenditure** the other non-statutory adjustments column recognises adjustments to service segments e.g. for interest income and expenditure and changes in the fair values of investment properties.

For **Taxation and non-specific grant income and expenditure** the other non-statutory adjustments column recognises adjustments to service segments e.g. for unringfenced government grants.

Notes to the Accounts

7. Expenditure and Income Analysed by Nature

The Authority's expenditure and income is analysed as follows:

Expenditure/Income	2020/21 £'000	2021/22 £'000
Expenditure		
Employee expenses	387,429	428,714
Premises	52,869	53,950
Transport	25,308	29,396
Supplies & Services	99,070	126,841
Other Costs	260,578	243,104
Depreciation, amortisation and impairment	45,889	87,512
Interest payments	22,734	24,335
Precepts and levies	40,479	42,909
Gain or loss on the disposal of assets	-1,006	-153
Total expenditure	933,350	1,036,608
Income		
Fees, charges and other service income	-217,107	-251,036
Interest and investment income	-244	-230
Income from council tax	-130,297	-137,731
Government grants and contributions	-662,670	-650,080
Total income	-1,010,318	-1,039,077
Surplus(-) or Deficit on the Provision of Services	-76,968	-2,469

The £251.036m (20/21 £217.107m) of fees, charges and other service income reported in the Comprehensive Income and Expenditure Statement includes £197.475m (20/21 £171.802m) of revenue recognised from contracts with service recipients.

8. Adjustments Between Accounting Basis and Funding Basis Under Regulations

This note details the adjustments that are made to the total Comprehensive Income and Expenditure recognised by the Authority in the year in accordance with proper accounting practice to arrive at the resources that are specified by statutory provisions as being available to the Authority to meet future capital and revenue expenditure.

The following sets out a description of the reserves that the adjustments are made against.

General Fund Balance

The General Fund is the statutory fund into which all the receipts of an Authority are required to be paid and out of which all liabilities of the Authority are to be met, except to the extent that statutory rules might provide otherwise. These rules can also specify the financial year in which liabilities and payments should impact on the General Fund Balance, which is not necessarily in accordance with proper accounting practice. The General Fund Balance therefore summarises the resources that the Council is statutorily empowered to spend on its services or on capital investment (or the deficit of resources that the Council is required to recover) at the end of the financial year.

Notes to the Accounts

Housing Revenue Account Balance

The Housing Revenue Account Balance reflects the statutory obligation to maintain a revenue account for local authority council housing provision in accordance with Part VI of the Local Government and Housing Act 1989. It contains the balance of income and expenditure as defined by the 1989 Act that is available to fund future expenditure in connection with the Council's landlord function or (where in deficit) that is required to be recovered from tenants in future years.

Capital Receipts Reserve

The Capital Receipts Reserve holds the proceeds from the disposal of land or other assets, which are restricted by statute from being used other than to fund new capital expenditure or to be set aside to finance historical capital expenditure. The balance on the reserve shows the resources that have yet to be applied for these purposes at the year-end.

Capital Grants Unapplied

The Capital Grants Unapplied Account (Reserve) holds the grants and contributions received towards capital projects for which the Council has met the conditions that would otherwise require repayment of the monies but which have yet to be applied to meet expenditure. The balance is restricted by grant terms as to the capital expenditure against which it can be applied and/or the financial year in which this can take place.

2021/22				
	Usable Reserves			
	General Fund Balance £'000	Housing Revenue Account £'000	Capital Receipts Reserve £'000	Capital Grants Unapplied £'000
Adjustments to the Revenue Resources				
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:				
- Pensions costs (transferred to (or from) the Pensions Reserve)	61,081	3,278	0	0
- Financial instruments (transferred to the Financial Instruments Adjustments Account)	-75	0	0	0
- Holiday pay (transferred to the Accumulated Absences Reserve)	-1,550	-35	0	0

Notes to the Accounts

2021/22				
	Usable Reserves			
	General Fund Balance £'000	Housing Revenue Account £'000	Capital Receipts Reserve £'000	Capital Grants Unapplied £'000
Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account):	30,149	-4,817	0	3,611
Total Adjustments to Revenue Resources	89,605	-1,574	0	3,611
Adjustments between Revenue and Capital Resources				
Transfer of non-current asset sale proceeds from revenue to the Capital Receipts Reserve	-153	0	5,263	0
Statutory provision for the repayment of debt (transfer from the Capital Adjustment Account)	-13,250	-3,657	0	0
Capital expenditure financed from revenue balances (transfer to the Capital Adjustment Account)	-4,136	-28,124	0	0
Total Adjustments between Revenue and Capital Resources	-17,539	-31,781	5,263	0
Adjustments to Capital Resources				
Use of Capital Receipts Reserve to finance capital expenditure	0	0	-5,877	0
Total Adjustments to Capital Resources	0	0	-5,877	0
Total Adjustments	72,066	-33,355	-614	3,611

Notes to the Accounts

2020/21 Comparative Figures				
	Usable Reserves			
	General Fund Balance £'000	Housing Revenue Account £'000	Capital Receipts Reserve £'000	Capital Grants Unapplied £'000
Adjustments to the Revenue Resources				
Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:				
- Pensions costs (transferred to (or from) the Pensions Reserve)	34,232	2,052	0	0
- Financial instruments (transferred to the Financial Instruments Adjustments Account)	5	0	0	0
- Holiday pay (transferred to the Accumulated Absences Reserve)	5,520	264	0	0
Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account):	-12,028	-5,510	0	5,773
Total Adjustments to Revenue Resources	27,729	-3,194	0	5,773
Adjustments between Revenue and Capital Resources				
Transfer of non-current asset sale proceeds from revenue to the Capital Receipts Reserve	-1,006	0	1,935	0
Statutory provision for the repayment of debt (transfer from the Capital Adjustment Account)	-11,536	-3,366	0	0
Capital expenditure financed from revenue balances (transfer to the Capital Adjustment Account)	-4,734	-29,200	0	0
Total Adjustments between Revenue and Capital Resources	-17,276	-32,566	1,935	0

Notes to the Accounts

2020/21 Comparative Figures				
	Usable Reserves			
	General Fund Balance £'000	Housing Revenue Account £'000	Capital Receipts Reserve £'000	Capital Grants Unapplied £'000
Adjustments to Capital Resources				
Use of Capital Receipts Reserve to finance capital expenditure	0	0	-2,097	0
Total Adjustments to Capital Resources	0	0	-2,097	0
Total Adjustments	10,453	-35,760	-162	5,773

9. Events After the Balance Sheet Date

Events after the Balance Sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue.

Two types of events can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period - the Statement of Accounts is adjusted to reflect such events.

- those that are indicative of conditions that arose after the reporting period - the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect.

The Covid 19 Pandemic had a material effect on the Council's financial position throughout 2021/22 and beyond. The immediate direct revenue financial impact on the 2021/22 accounts was substantial, both in accounting and cash flow terms, with significant financial support from the Welsh Government and this is already reflected. Future targeted financial support is not at all assured but we are seeing ongoing implications for the wider economy during 2022/23 and local government still being chosen as a core delivery partner by UK and Welsh Governments, predominantly acting as agent. In producing the statement of accounts the explicit assumption has been made that the Council remains a going concern, that physical asset closures are temporarily only and that they are not permanently impaired, and that financial assets and liabilities (especially in relation to property and the pension fund) may be subject to wider than usual uncertainty over valuation assumptions, estimate accuracy and formal certification by third parties.

Notes to the Accounts

10. Movements In Earmarked Reserves

This note sets out the amounts set aside from the General Fund and HRA balances in earmarked reserves to provide financing for future expenditure plans and the amounts posted back from earmarked reserves to meet General Fund and HRA expenditure in 2021/22.

	Balance at 1st April 2020 £'000	Transfers Out 2020/21 £'000	Transfers In 2020/21 £'000	Balance at 31st March 2021 £'000	Transfers Out 2021/22 £'000	Transfers In 2021/22 £'000	Balance at 31st March 2022 £'000
General Fund:							
Balances held by schools under the scheme of delegation	7,729	0	13,051	20,780	0	7,611	28,391
Primary School Sickness Scheme Reserve	93	-93	315	315	-315	308	308
Information technology reserves	1,642	-187	6,390	7,845	-268	5,118	12,695
Development reserves	4,621	0	230	4,851	-67	122	4,906
Insurance reserves	16,332	-265	922	16,989	-34	822	17,777
Restructuring Costs reserve	3,000	0	0	3,000	-203	203	3,000
Contingency Fund reserve	6,306	-6,759	10,453	10,000	-20,205	14,760	4,554
Recovery Fund reserve	0	0	20,000	20,000	-6,993	26,060	39,068
Other earmarked revenue reserves	16,244	-459	10,492	26,277	-3,367	10,486	33,396
Revenue reserve earmarked to fund future capital expenditure	28,433	-4,089	109	24,453	-3,086	11,233	32,600
Total	84,400	-11,852	61,962	134,510	-34,538	76,723	176,695
HRA:							
Housing Revenue Account	5,341	0	903	6,244	-1,005	0	5,239
Total	5,341	0	903	6,244	-1,005	0	5,239

Notes to the Accounts

11. Other Operating Expenditure

2020/21 £'000		2021/22 £'000
1,582	Community Council precepts	1,641
25,069	South Wales Police Authority precept	27,060
13,828	Levies and Contributions	14,209
-1,006	Gains(-)/losses on the disposals of non-current assets	-153
39,473		42,757

12. Financing and Investment Income and Expenditure

2020/21				2021/22		
Gross Exp £'000	Gross Income £'000	Net Exp £'000		Gross Exp £'000	Gross Income £'000	Net Exp £'000
22,734	0	22,734	Interest payable and similar charges	24,335	0	24,335
43,970	-25,570	18,400	Net interest on the net defined benefit liability/asset(-)	49,830	-30,190	19,640
0	-244	-244	Interest receivable and similar income	0	-230	-230
9,961	-4,541	5,420	Income and expenditure in relation to investment properties and changes in their fair value	2,748	-6,619	-3,871
1,449	0	1,449	Impairment losses	1,279	0	1,279
78,114	-30,355	47,759		78,192	-37,039	41,153

The income generated from investment properties during the year amounted to £5.908m (2020/21 £3.689m) and changes to the fair value of investment properties amounted to -£0.905m (2020/21 -£8.192m).

13. Taxation and Non Specific Grant Income

2020/21 £'000		2021/22 £'000
-130,297	Council tax income (note 37)	-137,731
-78,175	Non domestic rates	-82,917
-261,206	Non-ringfenced government grants	-274,282
-77,689	Capital grants and contributions	-66,378
-2,584	Covid-19 Council tax loss support grant	-2,753
13	High street rate relief	0
-549,938		-564,061

Notes to the Accounts

14. Property, Plant and Equipment

Movements in 2021/22:							
	Council Dwellings £'000	Other Land and Buildings £'000	Vehicles, Plant, Furniture & Equipment £'000	Community Assets £'000	Surplus Assets £'000	Assets Under Construction £'000	Total Property, Plant and Equipment £'000
Cost or valuation							
At 1 April 2021	432,406	714,971	36,265	15,989	85,472	134,502	1,419,605
Additions (Cap Exp)	36,517	41,675	8,274	1,538	3,347	29,085	120,436
Other additions and adjustments	0	152	2,526	0	77	0	2,755
Revaluation increases / decreases(-) recognised in the Revaluation Reserve	50,369	46,052	0	0	4,922	0	101,343
Revaluation increases / decreases(-) recognised in the Surplus/Deficit on the Provision of Services	10	-28,088	-3,600	-85	-7,014	0	-38,777
Impairment losses recognised in the Revaluation Reserve	0	0	0	0	0	0	0
Impairment losses recognised in the Surplus/Deficit on the Provision of Services	0	-1,366	-196	-93	-22	0	-1,677
Derecognition - disposals	0	-1,174	-1,210	0	-4,266	0	-6,650
Assets reclassified to/from Held for Sale	0	0	0	0	-350	0	-350

Notes to the Accounts

Movements in 2021/22 (continued):

	Council Dwellings £'000	Other Land and Buildings £'000	Vehicles, Plant, Furniture & Equipment £'000	Community Assets £'000	Surplus Assets £'000	Assets Under Construction £'000	Total Property, Plant and Equipment £'000
Assets under construction reclassified	4,145	77,553	1,017	2,077	53	-90,289	-5,444
Other reclassifications	1,682	768	-437	47	-1,984	0	76
At 31 March 2022	525,129	850,543	42,639	19,473	80,235	73,298	1,591,317
Accumulated Depreciation and Impairment							
At 1 April 2021	-7,160	-43,384	-21,534	-7,382	-1,579	-16	-81,055
Depreciation charge	-7,177	-24,795	-3,979	-388	-1,227	0	-37,566
Depreciation written out to the Revaluation Reserve	14,384	55,018	0	0	3,164	0	72,566
Depreciation written out to the Surplus/Deficit on the Provision of Services	-4	-746	3,406	9	-456	0	2,209
Impairment losses recognised in the Revaluation Reserve	0	0	0	0	0	0	0
Impairment losses recognised in the Surplus/Deficit on the Provision of Services	0	0	0	0	0	0	0
Derecognition - disposals	0	625	918	0	47	0	1,590
Other movements in depreciation and impairment	-43	1,000	44	-9	-969	-23	0
At 31 March 2022	0	-12,282	-21,145	-7,770	-1,020	-39	-42,256
Net Book Value							
At 1 April 2021	425,246	671,587	14,731	8,607	83,893	134,486	1,338,550
At 31 March 2022	525,129	838,261	21,494	11,703	79,215	73,259	1,549,061

Notes to the Accounts

Comparative Movements in 2020/21:

	Council Dwellings £'000	Other Land and Buildings £'000	Vehicles, Plant, Furniture & Equipment £'000	Community Assets £'000	Surplus Assets £'000	Assets Under Construction £'000	Total Property, Plant and Equipment £'000
Cost or valuation							
At 1 April 2020	431,332	659,826	29,642	15,989	84,317	72,288	1,293,394
Additions (Cap Exp)	34,622	17,295	4,614	22	2,049	88,634	147,236
Other additions and adjustments	0	711	2,358	0	430	0	3,499
Revaluation increases / decreases(-) recognised in the Revaluation Reserve	-37,390	19,345	0	0	1,845	0	-16,200
Revaluation increases / decreases(-) recognised in the Surplus/Deficit on the Provision of Services	0	7,574	-57	-20	-4,528	0	2,969
Impairment losses recognised in the Revaluation Reserve	0	0	0	0	0	0	0
Impairment losses recognised in the Surplus/Deficit on the Provision of Services	0	-1,387	-43	-2	-664	0	-2,096
Derecognition - Disposals	0	0	-444	0	-1,063	0	-1,507
Assets reclassified to/from Held for Sale	0	3,656	0	0	300	0	3,956
Assets under construction reclassified	3,342	11,020	195	0	217	-26,420	-11,646
Other reclassifications	500	-3,069	0	0	2,569	0	0
At 31 March 2021	432,406	714,971	36,265	15,989	85,472	134,502	1,419,605

Notes to the Accounts

Comparative Movements in 2020/21 (continued):

	Council Dwellings £'000	Other Land and Buildings £'000	Vehicles, Plant, Furniture & Equipment £'000	Community Assets £'000	Surplus Assets £'000	Assets Under Construction £'000	Total Property, Plant and Equipment £'000
Accumulated Depreciation and Impairment							
At 1 April 2020	0	-45,126	-19,283	-6,994	-1,783	-16	-73,202
Depreciation charge	-7,160	-22,945	-2,752	-388	-1,243	0	-34,488
Depreciation written out to the Revaluation Reserve	21	22,260	0	0	2,285	0	24,566
Depreciation written out to the Surplus/Deficit on the Provision of Services	0	54	57	0	1,240	0	1,351
Impairment losses recognised in the Revaluation Reserve	0	0	0	0	0	0	0
Impairment losses recognised in the Surplus/Deficit on the Provision of Services	0	0	0	0	0	0	0
Derecognition - disposals	0	0	444	0	134	0	578
Other movements in depreciation and impairment	-21	2,373	0	0	-2,212	0	140
At 31 March 2021	-7,160	-43,384	-21,534	-7,382	-1,579	-16	-81,055
Net Book Value							
At 1 April 2020	431,332	614,700	10,359	8,995	82,534	72,272	1,220,192
At 31 March 2021	425,246	671,587	14,731	8,607	83,893	134,486	1,338,550

Notes to the Accounts

In accordance with the Temporary Relief offered by the Update to the Code on infrastructure assets this note does not include disclosure of gross cost and accumulated depreciation for infrastructure assets because historical reporting practices and resultant information deficits mean that this would not faithfully represent the asset position to the users of the financial statements.

The Authority has chosen not to disclose this information as the previously reported practices and resultant information deficits mean that gross cost and accumulated depreciation are not measured accurately and would not provide the basis for the users of the financial statements to take economic or other decisions relating to infrastructure assets.

The Authority has determined in accordance with Regulation 24L Wales of the Local Authorities (Capital Finance and Accounting) (Wales) regulations 2003 (as amended) that the carrying amounts to be derecognised for infrastructure assets when there is replacement expenditure is nil.

Capital Commitments

As at 31st March 2022 the Authority has entered into a number of contracts for the construction or enhancement of Property, Plant and Equipment in 2022/23 and future years budgeted to cost £50.766m. Similar commitments at 31st March 2021 were £65.38m.

The major commitments are:

	£'000
YG Gwyr secondary school extension	505
Bishopston comprehensive refurbishment	1,978
HRA environmental and general capital schemes	5,131
HRA More Homes scheme	375
Swansea Central Phase 1 - construction phase	5,735
Kingsway Digital Village	31,555
Hafod-Copperworks Powerhouse	1,067
Palace Theatre - construction phase	3,941
Community Hub (former BHS)	479

Revaluations

The Authority carries out a rolling programme that ensures that all property, plant and equipment required to be measured at current value is revalued at least every five years. All valuations were carried out internally. Valuations of land and buildings were carried out in accordance with the methodologies and bases for estimation set out in the professional standards of the Royal Institution of Chartered Surveyors. The valuation dates for 2021/22 were 30th June 2021, 30th September 2021, 31st December 2021 and 31st March 2022.

Notes to the Accounts

The main asset groups revalued during 2021/22 are shown below within the current rolling programme:

Year	Other Land & Buildings	Surplus Assets	Council Dwellings
2020/21	Secondary Schools, Other Education, Community Centres, Day Centres, Centres for Older People and Youth Clubs	City Centre	-
2021/22	Car Parks, Toilets, Changing Rooms, Pavilions, Industrial, Homes for Older Persons	Land Only and Miscellaneous	-
2022/23	Primary Schools, Leisure Facilities, Civic Amenity Sites and Miscellaneous	Residential shared % and Agricultural	-
2023/24	Libraries and Offices	Industrial Estates and Residential Freehold	Sheltered Housing Complexes
2024/25	-	-	Council Houses / Flats

During 2021/22, there were significant movements in build costs and house prices. Assets valued on a Depreciated Replacement Cost (DRC) basis and the Council's housing stock have been impacted by these movements. Therefore, they have also been revalued as at 31st March 2022. For some group of assets, e.g. primary schools, a sample of properties were revalued and the % change in these assets was applied to the remainder in that group.

Assets transferred from Assets Under Construction are also revalued internally each year, with the exception of Swansea Arena which was valued externally.

Notes to the Accounts

Non-operational Property, Plant and Equipment (Surplus Assets)

Fair Value Hierarchy

Details of the Authority's surplus assets and information about fair value hierarchy as at 31 March 2022 and 31 March 2021 are as follows:

	Quoted prices in active markets for identical assets	Other significant observable inputs	Significant unobservable inputs	Fair Value as at 31st March
	(Level 1)	(Level 2)	(Level 3)	
2021/22				
Recurring fair value measurements using:	£'000	£'000	£'000	£'000
Agricultural	0	0	538	538
City Centre	0	4,691	8,193	12,884
Industrial Units	0	0	3,535	3,535
Land only	0	1,654	41,499	43,153
High Value	0	0	280	280
Residential Freeholds (LRA)	0	181	0	181
Residential shared %	0	0	833	833
Miscellaneous	0	6,021	12,810	18,831
Total	0	12,547	67,688	80,235

2020/21 Comparative Figures

	(Level 1)	(Level 2)	(Level 3)	
Recurring fair value measurements using:	£'000	£'000	£'000	£'000
Agricultural	0	0	537	537
City Centre	0	4,691	11,228	15,919
Industrial Units	0	0	3,190	3,190
Land only	0	1,237	44,590	45,827
High Value	0	0	260	260
Residential Freeholds (LRA)	0	181	0	181
Residential shared %	0	0	833	833
Miscellaneous	0	6,281	12,444	18,725
Total	0	12,390	73,082	85,472

Notes to the Accounts

Valuation Techniques used to Determine Level 2 and 3 Fair Values for Surplus Assets

Significant Observable Inputs - Level 2

The fair value for some properties has been based on the market approach using current market conditions and recent sales prices and other relevant information for similar assets in the local Authority area. Market conditions are such that similar properties are actively purchased and sold and the level of observable inputs are significant, leading to the properties being categorised at Level 2 in the fair value hierarchy.

Significant Unobservable Inputs - Level 3

The surplus land located in the local authority are measured using a value per acre of land derived from sale transactions of comparable parcels of land in similar locations. The approach has been developed using the Authority's own data requiring it to factor in assumptions such as the location, date of sale and size of land sold.

The Authority's surplus land is therefore categorised as Level 3 in the fair value hierarchy as the measurement technique uses significant unobservable inputs to determine the fair value measurements (and there is no reasonably available information that indicates that market participants would use different assumptions).

Highest and Best Use of Surplus Assets

In estimating the fair value of the Authority's surplus assets, the highest and best use of the properties is sometimes their current use and sometimes, as in the case of vacant land and buildings, is the value assuming planning permission would be granted for development / or refurbishment.

Notes to the Accounts

Quantitative Information about Fair Value Measurement of Surplus Assets using Significant Unobservable Inputs - Level 3

	As at 31/03/2022 £'000	Valuation technique used to measure fair value	Unobservable inputs	Range (weighted average used)	Sensitivity
Agricultural	538	Market Approach	Land Value per acre	£2,000 - £5,000 per acre	Significant changes in land value and yield will result in significantly lower or higher fair value
City Centre	8,193	Market Approach	Rents	Zone A £125 to £550 per sq m	Significant changes in rent and yields will result in significantly lower or higher fair value
			Yield	6 - 12%	
Industrial Units	3,535	Market Approach	Yield	6 - 11%	Significant changes in rent and yields will result in significantly lower or higher fair value
			Rents	Various	
Land Only	41,499	Market Approach	Land Value per acre	£80,000 to £600,000 per acre	Significant changes in rent and yields will result in significantly lower or higher fair value
High Value	280	Market Approach	Yield	Various	Significant changes in rent and yields will result in significantly lower or higher fair value
			Rents	Various	
Residential shared %	833	Market Approach	Capital Value	£115,000 - £135,000	Significant changes in capital value will result in a change to the fair value
Miscellaneous	12,810	Market Approach	Yield	5 - 12%	Significant changes in rent and yields will result in significantly lower or higher fair value
			Rents	Various	
TOTAL	67,688				

Notes to the Accounts

Valuation Process for Surplus Assets

The fair value of the Authority's surplus assets is measured under a rolling programme. All valuations are carried out internally, in accordance with the methodologies and bases for estimation set out in the professional standards of the Royal Institution of Chartered Surveyors (RICS). The Authority's valuation experts work closely with finance officers reporting directly to the Director of Finance & Section 151 Officer on a regular basis regarding all valuation matters.

15. Heritage Assets

Reconciliation of the Carrying Value of Heritage Assets Held by the Authority.

	Heritage Land, Buildings & Infrastructure £'000	Art & Museums £'000	Furniture, Fixtures & Fittings £'000	Other £'000	Total Assets £'000
Cost or Valuation					
At 1st April 2020	5,159	21,845	2,955	1,774	31,733
Additions (Cap Exp)	184	5	0	15	204
Additions (Other)	0	265	0	0	265
Revaluations recognised in the Revaluation Reserve	0	-3	0	2	-1
Revaluations recognised in the Surplus/Deficit on the Provision of Services	0	0	0	0	0
Impairments recognised in the Surplus/Deficit on the Provision of Services	-261	0	0	-15	-276
Reclassifications	77	0	0	0	77
At 31st March 2021	5,159	22,112	2,955	1,776	32,002
Cost or Valuation					
At 1st April 2021	5,159	22,112	2,955	1,776	32,002
Additions (Cap Exp)	161	0	0	53	214
Additions (Other)	0	91	0	2	93
Revaluations recognised in the Revaluation Reserve	0	506	0	17	523
Revaluations recognised in the Surplus/Deficit on the Provision of Services	0	0	0	0	0
Impairments recognised in the Surplus/Deficit on the Provision of Services	-29	0	0	-53	-82
Reclassifications	-571	0	0	0	-571
At 31st March 2022	4,720	22,709	2,955	1,795	32,179

Notes to the Accounts

Heritage Land, Buildings and Infrastructure

The Authority's heritage land, buildings and infrastructure assets are reported in the Balance Sheet at historic cost (e.g. Oystermouth Castle) and at valuation (e.g. Swiss Cottage, Singleton Park or Morfa Bridge - off Normandy Road, Landore). Valuations have been carried out internally by the Authority's internal RICS valuer and internal highways engineer.

Art & Museums

The Authority's art and museums assets are mainly included at insurance valuation by external valuers. This category includes the Brangwyn Hall panels and other paintings also various exhibitions held by the Authority.

Other

Most of the remaining assets included are reported in the Balance Sheet at insurance valuation (e.g. Brangwyn Hall Organ). However, there are some held at historic cost (e.g. Cenotaph) and others valued internally by the Authority's internal County Archivist (e.g. West Glamorgan owned collections).

16. Investment Properties

The following items of income and expense have been accounted for in the Financing and Investment Income and Expenditure line in the Comprehensive Income and Expenditure Statement.

2020/21 £'000		2021/22 £'000
3,689	Rental income from investment property	5,908
-917	Direct operating expenses arising from investment property	-1,132
2,772	Net gain	4,776

There are no restrictions on the Authority's ability to realise the value inherent in its investment property or on the Authority's right to the remittance of income and the proceeds of disposal. The Authority has no contractual obligations to purchase, construct or develop investment property or repairs, maintenance or enhancement.

The following table summarises the movement in the fair value of investment properties over the year:

2020/21 £'000		2021/22 £'000
55,805	Balance at start of the year	55,093
	Additions:	
7,480	- Construction (Current)	0
0	- Other	70
-8,192	Net gains/losses(-) from fair value adjustments	-905
0	Transfers from Property, Plant and Equipment	-76
55,093	Balance at end of the year	54,182

Notes to the Accounts

Fair Value measurement of investment property - Fair Value Hierarchy

Details of the Authority's investment properties and information about fair value hierarchy as at 31 March 2022 and 31 March 2021 are as follows:

2021/22				
	Quoted prices in active markets for identical assets	Other significant observable inputs	Significant unobservable inputs	Fair value as at 31st March
Recurring fair value measurements using:	(Level 1)	(Level 2)	(Level 3)	
	£'000	£'000	£'000	£'000
Enterprise Park	0	10,427	14,362	24,789
High Value	0	4,708	24,685	29,393
Total	0	15,135	39,047	54,182
2020/21 Comparative Figures				
Recurring fair value measurements using:	(Level 1)	(Level 2)	(Level 3)	
	£'000	£'000	£'000	£'000
Enterprise Park	0	10,419	14,209	24,628
High Value	0	2,199	28,266	30,465
Total	0	12,618	42,475	55,093

Valuation Techniques used to Determine Level 2 and 3 Fair Values for Investment Properties

Significant Observable Inputs - Level 2

The fair value of some of the commercial portfolio has been based on the market approach using current market conditions and recent sales prices and other relevant information for similar assets in the local Authority area. Sometimes market conditions are such that similar properties are actively purchased and sold and the level of observable inputs are significant, leading to the properties being categorised at Level 2 in the fair value hierarchy.

Significant Unobservable Inputs - Level 3

Some of the Authority's commercial portfolio is categorised as Level 3 in the fair value hierarchy as the measurement technique uses significant unobservable inputs to determine the fair value measurements (and there is no reasonably available information that indicates that market participants would use different assumptions).

Highest and Best Use of Surplus Assets

In estimating the fair value of some of the Authority's investment properties, the highest and best use of the properties is their current use. In some cases, alternative uses have been assumed (subject to planning permission being granted).

Notes to the Accounts

Quantitative Information about Fair Value Measurement of Investment Properties using Significant Unobservable Inputs - Level 3

	As at 31/03/2022 £'000	Valuation technique used to measure fair value	Unobservable inputs	Range (weighted average used)	Sensitivity
Enterprise Park	14,362	Market Approach	Yield	5 - 12%	Significant changes in rents and yields will result in significantly lower or higher fair value
			Rent	Various	
High Value	24,685	Market Approach	Yield	Various	Significant changes in rents and yields will result in significantly lower or higher fair value
			Rent	Various	
TOTAL	39,047				

Notes to the Accounts

17. Financial Instruments

Categories of Financial Instruments

The following categories of financial instrument are carried in the Balance Sheet:

Financial Assets:

	Non-Current				Current				Totals	
	Investments		Debtors		Investments		Debtors		31st March 2022	31st March 2021
	31st March 2022	31st March 2021	31st March 2022	31st March 2021	31st March 2022	31st March 2021	31st March 2022	31st March 2021		
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Fair value through profit or loss	0	0	0	0	0	0	0	0	0	0
Amortised cost	24	24	8,764	6,426	191,169	54,505	118,261	107,049	318,218	168,004
Fair value through other comprehensive income - designated equity instruments	0	0	0	0	0	0	0	0	0	0
Fair value through other comprehensive income - other	80	85	0	0	0	0	0	0	80	85
Total financial assets	104	109	8,764	6,426	191,169	54,505	118,261	107,049	318,298	168,089
Assets not defined as financial instruments	0	0	0	0	0	0	0	0	0	0
Total	104	109	8,764	6,426	191,169	54,505	118,261	107,049	318,298	168,089

Financial Liabilities:

	Non-Current				Current				Totals	
	Borrowings		Creditors		Borrowings		Creditors		31st March 2022	31st March 2021
	31st March 2022	31st March 2021	31st March 2022	31st March 2021	31st March 2022	31st March 2021	31st March 2022	31st March 2021		
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Fair value through profit or loss	0	0	0	0	0	0	0	0	0	0
Amortised cost	689,045	565,231	2,943	2,688	9,381	7,174	80,821	79,044	782,190	654,137
Total financial liabilities	689,045	565,231	2,943	2,688	9,381	7,174	80,821	79,044	782,190	654,137
Liabilities not defined as financial instruments	0	0	0	0	0	0	0	0	0	0
Total	689,045	565,231	2,943	2,688	9,381	7,174	80,821	79,044	782,190	654,137

Notes to the Accounts

Income, Expense, Gains and Losses

	2021/22		2020/21	
	Surplus or Deficit on the Provision of Services	Other Comprehensive Income and Expenditure	Surplus or Deficit on the Provision of Services	Other Comprehensive Income and Expenditure
	£'000	£'000	£'000	£'000
Net gains/losses on:				
Financial assets measured at fair value through profit or loss	0	0	0	0
Financial assets measured at amortised cost	0	0	0	0
Investments in equity instruments designated at fair value through other comprehensive income	0	0	0	0
Financial assets measured at fair value through other comprehensive income	0	0	0	0
Financial liabilities measured at fair value through profit or loss	0	0	0	0
Financial liabilities measured at amortised cost	0	0	0	0
Total net gains/losses	0	0	0	0
Interest revenue:				
Financial assets measured at amortised cost	269	0	285	0
Other financial assets measured at fair value through other comprehensive income	0	0	0	0
Total interest revenue	269	0	285	0
Interest expense	-24,342	0	-22,675	0
Fee income:				
Financial assets or financial liabilities that are not at fair value through profit or loss	0	0	0	0
Trust and other fiduciary activities	0	0	0	0
Total fee income	0	0	0	0
Fee expense:				
Financial assets or financial liabilities that are not at fair value through profit or loss	0	0	0	0
Trust and other fiduciary activities	0	0	0	0
Total fee expense	0	0	0	0

Notes to the Accounts

Fair Values of Assets and Liabilities that are not measured at Fair Value

Except for the financial assets carried at fair value, all other financial liabilities and financial assets held by the authority are carried in the Balance Sheet at amortised cost. We have calculated fair values for all instruments in the portfolio, but only disclose those which are materially different from the carrying value. The fair values calculated are as follows:

Financial Liabilities

	2021/22		2020/21	
	Carrying amount	Fair Value	Carrying amount	Fair Value
	£'000	£'000	£'000	£'000
Financial liabilities held at amortised cost	659,080	829,691	539,080	790,878
Long-term creditors	2,943	2,943	2,688	2,688
Total	662,023	832,634	541,768	793,566

The fair value of borrowings is higher than the carrying amount because the Authority's portfolio of loans includes a number of fixed rate loans where the interest rate payable is higher than the prevailing rates at the Balance Sheet date. This shows a notional future loss (based on economic conditions at 31 March 2022) arising from a commitment to pay interest to lenders above current market rates.

Financial Assets

	2021/22		2020/21	
	Carrying amount	Fair Value	Carrying amount	Fair Value
	£'000	£'000	£'000	£'000
Financial assets held at amortised cost	191,169	191,169	54,505	54,505
Long-term debtors	8,764	8,764	6,426	6,426
Total	199,933	199,933	60,931	60,931

The fair value of the financial assets is equivalent to the carrying amount because the authority's portfolio of investments comprises of short dated investments whose fair value is equivalent to the carrying value as at 31st March 2022.

Short-term debtors and creditors are carried at cost as this is a fair approximation of their value.

Notes to the Accounts

Fair Value hierarchy for financial assets and financial liabilities that are not measured at fair value

	31 March 2022			
	Quoted prices in active markets for identical assets (Level 1) £'000	Other significant observable inputs (Level 2) £'000	Significant unobservable inputs (Level 3) £'000	Total £'000
Recurring fair value measurements using:				
Financial liabilities				
<i>Financial liabilities held at amortised cost:</i>				
Loans/borrowings	0	28,390	0	28,390
Long-term creditors	0	0	0	0
Total	0	28,390	0	28,390
Financial assets				
<i>Financial assets held at amortised cost:</i>				
Other financial assets	0	0	0	0
Total	0	0	0	0

	31 March 2021 Comparative Year			
	Quoted prices in active markets for identical assets (Level 1) £'000	Other significant observable inputs (Level 2) £'000	Significant unobservable inputs (Level 3) £'000	Total £'000
Recurring fair value measurements using:				
Financial liabilities				
<i>Financial liabilities held at amortised cost:</i>				
Loans/borrowings	0	24,560	0	24,560
Long-term creditors	0	0	0	0
Total	0	24,560	0	24,560
Financial assets				
<i>Financial assets held at amortised cost:</i>				
Other financial assets	0	0	0	0
Total	0	0	0	0

Notes to the Accounts

The fair value for financial liabilities and financial assets that are not measured at fair value included in levels 2 and 3 in the previous table have been arrived at using a discounted cash flow analysis, with the most significant inputs being the discount rate.

The fair value for financial liabilities and financial assets that are not measured at fair value can be assessed by calculating the present value of the cash flows that will take place over the remaining term of the instruments, using the following assumptions:

Financial Assets	Financial Liabilities
- no early repayment or impairment is recognised	- no early repayment is recognised
- estimated ranges of interest rates at 31 March 2022 of 0.021% to 1.36% for loans receivable, based on new lending rates for equivalent loans at that date	- estimated ranges of interest rates at 31 March 2022 of 2.29% to 2.86% for loans payable based on new lending rates for equivalent loans at that date
- the fair value of trade and other receivables is taken to be the invoiced or billed amount	- the fair value of WG loans are taken at nominal value

Notes to the Accounts

18. Short Term Debtors

31st March 2021 £'000		31st March 2022 £'000
88,271	Central government bodies	99,789
1,855	Other local authorities	2,125
11,683	NHS bodies	10,426
0	Public corporations and trading funds	1
35,437	Other entities and individuals	41,684
4,234	Payments In Advance	2,688
-28,071	Impairment losses	-31,176
113,409	Total	125,537

The short term debtors figure of £125.537m (20/21 £113.409m) includes £13.110m (20/21 £11.436m) for the impairment losses recognised on receivables arising from contracts with service recipients.

19. Cash and Cash Equivalents

The balance of Cash and Cash Equivalents is made up of the following elements:

31st March 2021 £'000		31st March 2022 £'000
-608	Cash held by the Authority	-3,700
64,426	Bank current accounts	69,380
63,818	Total Cash and Cash Equivalents	65,680

20. Short Term Creditors

31st March 2021 £'000		31st March 2022 £'000
10,522	Central government bodies	13,574
5,311	Other local authorities	8,491
1,198	NHS bodies	798
0	Public corporations and trading funds	7
62,013	Other entities and individuals	59,908
10,076	Receipts In Advance	12,783
89,120	Total	95,561

Notes to the Accounts

21. Provisions

Short - term

	Outstanding Legal Cases £'000	Injury and Damage Compensation Claims £'000	Employee Benefits £'000	Other Provisions £'000	Total £'000
Balance at 1 April 2021	110	1,337	0	1,223	2,670
Additional provisions made in 2021/22	1,000	876	0	738	2,614
Amounts used in 2021/22	0	-1,266	0	-149	-1,415
Unused amounts reversed in 2021/22	0	-647	0	-159	-806
Transfer from long term to short term	0	1,170	0	0	1,170
Balance at 31 March 2022	1,110	1,470	0	1,653	4,233

Long - term

	Outstanding Legal Cases £'000	Injury and Damage Compensation Claims £'000	Employee Benefits £'000	Other Provisions £'000	Total £'000
Balance at 1 April 2021	0	3,158	149	5,904	9,211
Additional provisions made in 2021/22	0	1,620	0	14	1,634
Amounts used in 2021/22	0	0	0	-103	-103
Unused amounts reversed in 2021/22	0	0	0	0	0
Transfer from long term to short term	0	-1,170	0	0	-1,170
Balance at 31 March 2022	0	3,608	149	5,815	9,572

Outstanding Legal Cases

The Authority has incurred legal costs in defending its position across a number of issues and will seek to defray those costs against third parties if appropriate. To the extent that this is considered unlikely this provision is intended to quantify and provide for the expected extent of irrecoverable costs.

Injury and Damage Compensation Claims

This is in respect of excess charges and uninsured costs on all known outstanding insurance claims made against the Authority in respect of all injury and compensation claims outstanding at the Balance Sheet date.

Notes to the Accounts

Employee Benefits

This is in respect of the potential costs of settling all reasonably expected equal pay compensation claims as they exist at the Balance Sheet date on the basis that following the implementation of an equal pay compliant pay structure a significant element of the potential liability will be settled by way of compensation payment rather than as backpay. It is envisaged the majority of this will be settled within 1 year.

Other Provisions

These amounts are to cover a variety of potential liabilities including land compensation claims following compulsory purchase, potential sums arising out of grant reclaims and obsolete stock. Other provisions include a significant capital provision (£4.377m) for the future remediation and maintenance of major land refuse disposal sites. Of the £4.377m, £1.594m is likely to be settled within the next ten years and the remaining £2.783m over the next forty years.

22. Unusable Reserves

Restated Authority 31st March 2021 £'000	Restated Group 31st March 2021 £'000		Authority 31st March 2022 £'000	Group 31st March 2022 £'000
208,213	219,825	Revaluation Reserve	369,420	382,112
872,955	872,955	Capital Adjustment Account	904,661	904,661
-2,294	-2,294	Financial Instruments Adjustment Account	-2,219	-2,219
-961,094	-961,094	Pensions Reserve	-714,623	-714,623
-15,284	-15,284	Accumulated Absences Account	-13,699	-13,699
102,496	114,108	Total Unusable Reserves	543,540	556,232

The Revaluation Reserve and the Capital Adjustment Account of the Authority and Group for 2020/21 have been restated to correct prior period errors. There were adjusting entries between the Revaluation Reserve and the Capital Adjustment Account. Please see pages 99 and 100 for information on the prior period errors.

Revaluation Reserve

The Revaluation Reserve contains the gains made by the Authority arising from increases in the value of its Property, Plant and Equipment. The balance is reduced when assets with accumulated gains are:

- revalued downwards or impaired and the gains are lost,
- used in the provision of services and the gains are consumed through depreciation, or
- disposed of and the gains are realised.

The Reserve contains only revaluation gains accumulated since 1 April 2007, the date that the Reserve was created. Accumulated gains arising before that date are consolidated into the balance on the Capital Adjustment Account.

Notes to the Accounts

Published Authority 2020/21 £'000	Restated Authority 2020/21 £'000	Published Group 2020/21 £'000	Restated Group 2020/21 £'000		Authority 2021/22 £'000	Group 2021/22 £'000
373,016	373,016	385,505	385,505	Balance at 1st April	208,213	219,825
0	-142,503	0	-142,503	Adjustment for historic cost	0	0
0	-18,308	0	-18,308	Adjustment for housekeeping	0	0
373,016	212,205	385,505	224,694	Revised Balance at 1st April	208,213	219,825
				Upward revaluation of assets -		
37,652	37,652	36,775	36,775	Cost	160,715	161,795
23,845	23,845	23,845	23,845	Depreciation	67,774	67,774
				Downward revaluation of assets and impairment losses not charged to the Surplus/Deficit on the Provision of Services -		
-52,467	-52,467	-52,467	-52,467	Cost	-61,671	-61,671
1,834	1,834	1,834	1,834	Depreciation	4,792	4,792
10,864	10,864	9,987	9,987	Surplus or deficit on revaluation of non-current assets not posted to the Surplus or Deficit on the Provision of Services	171,610	172,690
-14,787	-14,787	-14,787	-14,787	Difference between fair value depreciation and historical cost depreciation	-9,448	-9,448
-69	-69	-69	-69	Accumulated gains on assets sold or scrapped	-955	-955
-14,856	-14,856	-14,856	-14,856	Amount written off to the Capital Adjustment Account	-10,403	-10,403
369,024	208,213	380,636	219,825	Balance at 31st March	369,420	382,112

The Opening Balance of the Revaluation Reserve and the Group Revaluation Reserve for 2020/21 have been restated to correct prior period errors. There were adjusting entries between the Revaluation Reserve and the Capital Adjustment Account. Please see pages 103 and 104 for information on the prior period errors.

Notes to the Accounts

The 2020/21 figures have been restated to correct historical cost depreciation adjustments between the Revaluation Reserve and the Capital Adjustment Account. Where practicable, for periods after 2011/12 (2016/17 for Council Dwellings), historical cost depreciation has been adjusted by £740k with the remaining to be adjusted on a rolling programme basis. For prior periods an adjustment of £141,763k has been made to reset the Revaluation Reserve to nil.

A housekeeping exercise has resulted in 2020/21 figures being restated between the Revaluation Reserve and the Capital Adjustment Account, with a movement of £18,374k relating to prior year additions (from 2006/07 onwards) and some correction of errors totalling -£66k.

The CIPFA Code of Practice on Local Authority Accounting in the United Kingdom requires that an Authority present a Balance Sheet at the beginning of the preceding period when an Authority makes a retrospective statement. In this instance, the prior period errors have impacted the Opening Balance Sheet for 2020/21. The following table demonstrates the effects on the following line items in the Balance Sheet for the financial year 2020/21. The restated (for the relevant line items) prior period Balance Sheet is provided with the current year information on pages 36 to 37 of the financial statements. The restated prior period Group Balance Sheet is provided with the current year information on pages 38 to 39 .

Effect on line items in the Balance Sheet 31 March 2021

	Published 31 March 2021 £'000	Restated 31 March 2021 £'000	Restatement £'000
Revaluation Reserve	369,024	208,213	-160,811
Capital Adjustment Account	712,144	872,955	160,811

The restatement of the Opening Balance Sheet for 2020/21 has had an impact on the Opening Balance in the Revaluation Reserve disclosure note for 202/21. Additional lines have been added to the Revaluation Reserve Disclosure Note to demonstrate the prior period errors. The following table demonstrates the effects on the following line items in the Revaluation Reserve for 2020/21. The corresponding entries are in the Capital Adjustment Account. The restated (for the relevant line items) prior period Revaluation Reserve disclosure note is provided with the current year information on page 102.

Effect on line items in the Revaluation Reserve disclosure note for 2020/21

	Published 2020/21 £'000	Restated 2020/21 £'000	Restatement £'000
Balance at 1st April	373,016	373,016	0
Adjustment for historic cost	0	-142,503	-142,503
Adjustment for housekeeping	0	-18,308	-18,308
Revised Balance at 1st April	373,016	212,205	-160,811

Notes to the Accounts

The restatement of the Opening Balance Sheet for 2020/21 has had an impact on the Opening Balance in the Capital Adjustment disclosure note for 2020/21. Additional lines have been added to the Capital Adjustment Account Disclosure Note to demonstrate the prior period errors. The following table demonstrates the effects on the following line items in the Capital Adjustment Account for 2020/21. The corresponding entries are in the Revaluation Reserve. The restated (for the relevant line items) prior period Capital Adjustment Account disclosure note is provided with the current year information on page 105.

Effect on line items in the Capital Adjustment Account disclosure note for 2020/21

	Published 2020/21 £'000	Restated 2020/21 £'000	Restatement £'000
Balance at 1st April	635,519	635,519	0
Adjustment for historic cost	0	142,503	142,503
Adjustment for housekeeping	0	18,308	18,308
Revised Balance at 1st April	635,519	796,330	160,811

Capital Adjustment Account

The Capital Adjustment Account absorbs the timing differences arising from the different arrangements for accounting for the consumption of non-current assets and for financing the acquisition, construction or subsequent costs of those assets under statutory provisions. The Account is debited with the cost of acquisition, construction or subsequent costs as depreciation, impairment losses and amortisations are charged to the Comprehensive Income and Expenditure Statement (with reconciling postings from the Revaluation Reserve to convert current and fair value figures to a historical cost basis). The Account is credited with the amounts set aside by the Authority as finance for the costs of acquisition, construction and subsequent costs.

The Account contains accumulated gains and losses on Investment Properties. The Account also contains revaluation gains accumulated on Property, Plant and Equipment before 1st April 2007, the date that the Revaluation Reserve was created to hold such gains. Note 8 provides details of the source of all the transactions posted to the Account, apart from those involving the Revaluation Reserve.

Notes to the Accounts

Published 2020/21 £'000	Restated 2020/21 £'000		2021/22 £'000
635,519	635,519	Balance at 1st April	872,955
0	142,503	Adjustment for historic cost	0
0	18,308	Adjustment for housekeeping	0
635,519	796,330	Revised Balance at 1st April	872,955
		Reversal of items relating to capital expenditure debited or credited to the Comprehensive Income and Expenditure Statement:	
-48,908	-48,908	Charges for depreciation and impairment of non-current assets	-52,760
3,151	3,151	Revaluation losses(-)/gains on Property, Plant and Equipment	-34,615
-133	-133	Amortisation of intangible assets	-137
-29,438	-29,438	Revenue expenditure funded from capital under statute (REFCUS)	-6,264
-929	-929	Amounts of non-current assets written off on disposal or sale as part of the gain/loss on disposal to the Comprehensive Income and Expenditure Statement	-5,110
-76,257	-76,257		-98,886
14,856	14,856	Adjusting amounts written out of the Revaluation Reserve	10,403
-61,401	-61,401	Net written out amount of the cost of non-current assets consumed in the year	-88,483
		Capital financing applied in the year:	
2,097	2,097	Use of the Capital Receipts Reserve to finance new capital expenditure	5,877
95,285	95,285	Capital grants and contributions credited to the Comprehensive Income and Expenditure Statement that have been applied to capital financing	65,737
14,902	14,902	Statutory provision for the financing of the capital investment charged against the General Fund and HRA balances	16,907
33,934	33,934	Capital expenditure charged against the HRA and General Fund balances	32,260
146,218	146,218		120,781
-8,192	-8,192	Movements in the market value of Investment Properties debited or credited to the Comprehensive Income and Expenditure Statement	-905
0	0	Additions Other	313
712,144	872,955	Balance at 31st March	904,661

The Opening Balance of the Capital Adjustment Account for 2020/21 has been restated to correct prior period errors. Please see pages 103 and 104 for information on the prior period errors.

Notes to the Accounts

Pensions Reserve

The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post employment benefits and for funding benefits in accordance with statutory provisions. The Authority accounts for post employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs. However, statutory arrangements require benefits earned to be financed as the Authority makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Authority has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

2020/21 £'000		2021/22 £'000
-824,450	Balance at 1st April	-961,094
-100,360	Remeasurements of the net defined benefit liability/asset(-)	310,830
-85,620	Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	-115,780
-820	Past service cost adjustment	-510
50,156	Employer's pensions contributions and direct payments to pensioners payable in the year	51,931
-961,094	Balance at 31st March	-714,623

Notes to the Accounts

Accumulated Absences Account

The Accumulated Absences Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave entitlement carried forward at 31st March. Statutory arrangements require that the impact on the General Fund Balance is neutralised by transfers to or from the Account.

2020/21 £'000		2021/22 £'000
-9,500	Balance at 1st April	-15,284
9,500	Settlement or cancellation of accrual made at the end of the preceding year	15,284
-15,284	Amounts accrued at the end of the current year	-13,699
-5,784	Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	1,585
-15,284	Balance at 31st March	-13,699

23. Cash Flow Statement - Operating Activities

The cash flows for operating activities include the following items:

2020/21 £'000		2021/22 £'000
244	Interest received	230
-22,734	Interest paid	-24,335
-22,490		-24,105

The surplus or deficit on the provision of services has been adjusted for the following non-cash movements:

2020/21 £'000		2021/22 £'000
46,540	Depreciation	51,129
7,409	Impairment and downward revaluations	37,151
133	Amortisation	137
20,358	Increase/decrease(-) in creditors	5,171
-32,737	Increase(-)/decrease in debtors	-14,570
-237	Increase(-)/decrease in inventories	-492
36,284	Movement in pension liability	64,359

Notes to the Accounts

2020/21 £'000		2021/22 £'000
-929	Carrying amount of non-current assets and non-current assets held for sale, sold or de-recognised	-5,110
4,223	Other non-cash items charged to the net surplus or deficit on the provision of services	6,811
81,044		144,585

The surplus or deficit on the provision of services has been adjusted for the following items that are investing and financing activities:

2020/21 £'000		2021/22 £'000
-99,146	Any other items for which the cash effects are investing or financing cash flows	-67,966
-99,146		-67,966

24. Reconciliation of Liabilities arising from Financing Activities

	2021/22	Financing cash flows	Changes which are not financing cash flows		2021/22
	1 April		Acquisition	Other non- financing cash flows	31 March
	£'000		£'000	£'000	£'000
Long-term borrowings	563,825	122,844	0	0	686,669
Short-term borrowings	7,174	2,207	0	0	9,381
Lease liabilities	0	0	0	0	0
Total liabilities from financing activities	570,999	125,051	0	0	696,050
	2020/21	Financing cash flows	Changes which are not financing cash flows		2020/21
	1 April		Acquisition	Other non- financing cash flows	31 March
	£'000		£'000	£'000	£'000
Long-term borrowings	551,656	12,169	0	0	563,825
Short-term borrowings	10,891	-3,717	0	0	7,174
Lease liabilities	0	0	0	0	0
Total liabilities from financing activities	562,547	8,452	0	0	570,999

The long term borrowing figures above are different to the long term borrowing figures on the Balance Sheet as the figures on the Balance Sheet include non cash items. Examples of non cash items would be accrued interest, debtors and creditors.

Notes to the Accounts

25. Trading Operations

In accordance with the Service Reporting Code of Practice (SeRCOP) which has been issued by the Chartered Institute of Public Finance and Accountancy (CIPFA) the Authority undertakes a number of activities which are defined as trading activities within the meaning of the Code.

All the Authority's trading operations are an integral part of one of the Authority's services to the public and are incorporated into the Comprehensive Income and Expenditure Statement.

2021/22			
	Turnover £'000	Expenditure £'000	Surplus/- Deficit £'000
Council Car Parks	4,298	2,184	2,114
Grand Theatre	1,792	2,556	-764
Indoor Market	1,095	624	471
Council Catering including school meals	6,834	8,633	-1,799
Trade Waste	2,164	1,995	169
Swansea Marina	405	1,019	-614
	16,588	17,011	-423

2020/21			
	Turnover £'000	Expenditure £'000	Surplus/- Deficit £'000
Council Car Parks *	4,147	1,557	2,590
Grand Theatre	1,026	1,679	-653
Indoor Market	1,162	1,012	150
Council Catering including school meals	5,415	7,027	-1,612
Trade Waste	2,036	1,770	266
Swansea Marina	347	292	55
	14,133	13,337	796

* The 2020/21 Turnover figure for Council Car Parks has been restated. The incorrect turnover figure was disclosed in the 2020/21 statement of accounts.

26. Members' Allowances

The Authority paid the following amounts to members of the Council during the year.

	2020/21 £'000	2021/22 £'000
Allowances	1,600	1,624
Expenses	1	2
Total	1,601	1,626

Notes to the Accounts

27. Officers' Remuneration

(a) The following tables set out the remuneration for:

- Senior Officers (Directors, Chief Officers and Heads of Service) whose salary is less than £150,000 but equal to or more than £60,000 per year.
- Senior Officers (Chief Executive) whose salary is £150,000 or more are identified by name.

Table 1 - 2021/22

	Remuneration (including Fees & Allowances) £	Compensation for loss of office £	Total remuneration excluding pension contributions £	Pension contributions (24.7%) £	Total remuneration including pension contributions £
Chief Executive - Phil Roberts *	154,962	0	154,962	0	154,962
Deputy Chief Executive & Director of Resources (a)	104,365	0	104,365	25,778	130,143
Deputy Chief Executive & Director of Corporate Services (b)	22,510	0	22,510	5,560	28,070
Director of Finance & Section 151 Officer (c)	20,129	0	20,129	4,972	25,101
Director of Education	110,078	0	110,078	27,189	137,267
Director of Place	118,989	0	118,989	29,390	148,379
Director of Social Services	122,491	0	122,491	30,255	152,746
Chief Transformation Officer (d)	80,579	0	80,579	19,903	100,482
Head of Digital and Customer Services (e)	21,032	0	21,032	5,195	26,227
Monitoring Officer & Chief Legal Officer	104,697	0	104,697	25,785	130,482
Section 151 Officer & Chief Finance Officer (f)	90,548	0	90,548	22,365	112,913
Head of Education Planning & Resources Service	87,500	0	87,500	21,613	109,113
Head of Building Services	79,030	0	79,030	19,520	98,550
Head of Cultural Services	90,321	0	90,321	22,309	112,630
Balance c/f	1,207,231	0	1,207,231	259,835	1,467,066

Notes to the Accounts

Table 1 - 2021/22 continued

	Remuneration (including Fees & Allowances) £	Compensation for loss of office £	Total remuneration excluding pension contributions £	Pension contributions (24.7%) £	Total remuneration including pension contributions £
Balance b/f	1,207,231	0	1,207,231	259,835	1,467,066
Head of Highways & Transportation	90,321	0	90,321	22,309	112,630
Head of Housing & Public Health	81,853	0	81,853	20,218	102,071
Head of Planning & City Regeneration	90,321	0	90,321	22,309	112,630
Head of Property Services	79,569	0	79,569	19,520	99,089
Head of Waste, Cleansing & Parks	90,321	0	90,321	22,309	112,630
Head of Commercial Services	79,030	0	79,030	19,520	98,550
Deputy Monitoring Officer & Deputy Chief Legal Officer	68,048	0	68,048	16,732	84,780
Deputy Section 151 Officer & Deputy Chief Finance Officer	67,742	0	67,742	16,732	84,474
Head of Communications & Marketing	79,030	0	79,030	19,520	98,550
Head of Adult Services & Tackling Poverty (g)	1,487	0	1,487	367	1,854
Interim Head of Adult Services (Learning Disability / Mental Health / Service Provision & Safeguarding) (h)	78,278	0	78,278	19,335	97,613
Head of Child & Family	88,235	0	88,235	21,794	110,029
Interim Head of Revenues & Benefits	59,219	0	59,219	14,627	73,846
Interim Head of Service Centre	64,918	0	64,918	16,035	80,953
Interim Head of Achievement & Partnership Service (i)	9,666	0	9,666	2,388	12,054
Head of Achievement & Partnership Service (j)	63,720	0	63,720	15,739	79,458
Total	2,298,989	0	2,298,989	529,290	2,828,279

Notes to the Accounts

* In 2021/22 the Chief Executive received additional remuneration of £13,190.75 for Returning Officer Fees relating to General and European Elections. There is no additional remuneration to the Chief Executive for any local elections.

No bonus payments or benefit in kind payments were made to the Officers detailed in these notes.

(a) The Deputy Chief Executive & Director of Resources is the Deputy Chief Executive & Director of Corporate Services since 28th January 2022.

(b) The Deputy Chief Executive & Director of Corporate Services commenced on 28th January 2022.

(c) The Director of Finance & Section 151 Officer commenced on 28th January 2022.

(d) The Chief Transformation Officer is the Head of Digital & Customer Services since 17th January 2022.

(e) The Head of Digital and Customer Services commenced on 17th January 2022.

(f) The Section 151 Officer & Chief Finance Officer is the Director of Finance & Section 151 Officer since 28th January 2022.

(g) The Head of Adult Services & Tackling Poverty commenced on 25th March 2022.

(h) The Interim Head of Adult Services (Learning Disability / Mental Health / Service Provision & Safeguarding) is the Head of Adult Services & Tackling Poverty since 25th March 2022.

(i) The Interim Head of Achievement & Partnership Service is the Head of Achievement & Partnership Service since 19th May 2021.

(j) The Head of Achievement & Partnership Service commenced on 19th May 2021.

Notes to the Accounts

The following tables set out the remuneration for:

- Senior Officers (Directors, Chief Officers and Heads of Service) whose salary is less than £150,000 but equal to or more than £60,000 per year.
- Senior Officers (Chief Executive) whose salary is £150,000 or more are identified by name.

Table 1 - 2020/21

	Remuneration (including Fees & Allowances) £	Compensation for loss of office £	Total remuneration excluding pension contributions £	Pension contributions (24.7%) £	Total remuneration including pension contributions £
Chief Executive - Phil Roberts *	152,671	0	152,671	0	152,671
Deputy Chief Executive & Director of Resources	122,750	0	122,750	30,258	153,007
Director of Education (a)	78,938	25,724	104,662	17,486	122,148
Director of Place	115,043	0	115,043	28,282	143,325
Director of Social Services	117,230	0	117,230	28,956	146,186
Chief Transformation Officer	92,532	0	92,532	24,264	116,796
Monitoring Officer & Chief Legal Officer	94,876	0	94,876	23,353	118,229
Section 151 Officer & Chief Finance Officer	106,003	0	106,003	26,101	132,104
Head of Education Planning & Resources	83,888	0	83,888	20,720	104,608
Head of Achievement & Partnership Service (b)	35,841	0	35,841	8,853	44,694
Head of Building Services	77,862	0	77,862	19,232	97,094
Head of Cultural Services	88,986	0	88,986	21,980	110,966
Head of Highways & Transportation	88,986	0	88,986	21,980	110,966
Head of Housing & Public Health	77,862	0	77,862	19,232	97,094
Balance c/f	1,333,469	25,724	1,359,193	290,696	1,649,888

Notes to the Accounts

Table 1 - 2020/21 continued

	Remuneration (including Fees & Allowances) £	Compensation for loss of office £	Total remuneration excluding pension contributions £	Pension contributions (24.7%) £	Total remuneration including pension contributions £
Balance b/f	1,333,469	25,724	1,359,193	290,696	1,649,888
Head of Planning & City Regeneration	88,986	0	88,986	21,980	110,966
Head of Property Services	78,401	0	78,401	19,232	97,633
Head of Waste, Cleansing & Parks	88,986	0	88,986	21,980	110,966
Head of Commercial Services	77,862	0	77,862	19,232	97,094
Deputy Monitoring Officer & Deputy Chief Legal Officer	67,068	0	67,068	16,485	83,553
Deputy Section 151 Officer & Deputy Chief Finance Officer	63,958	0	63,958	15,798	79,756
Head of Communications & Marketing	77,862	0	77,862	19,232	97,094
Head of Adult Services (c)	16,326	0	16,326	2,562	18,889
Interim Head of Adult Services (Learning Disability / Mental Health / Service Provision & Safeguarding) (d)	62,583	0	62,583	15,458	78,041
Head of Child & Family (e)	52,526	0	52,526	10,990	63,516
Head of Child & Family (f)	44,029	0	44,029	10,875	54,904
Interim Director of Education (g) (k)	43,296	0	43,296	10,694	53,990
Interim Head of Revenues & Benefits (h)	27,809	0	27,809	6,869	34,677
Interim Head of Service Centre (i)	30,589	0	30,589	7,556	38,145
Interim Head of Achievement & Partnership Service (j)	42,176	0	42,176	10,417	52,593
Director of Education (l)	15,410	0	15,410	3,806	19,217
Total	2,211,336	25,724	2,237,060	503,860	2,740,920

Notes to the Accounts

* In 2020/21 the Chief Executive received no additional remuneration for Returning Officer Fees relating to General and European Elections. There is no additional remuneration to the Chief Executive for any local elections.

No bonus payments or benefit in kind payments were made to the Officers detailed in these notes.

(a) The Director of Education retired on 18th November 2020.

(b) The Head of Achievement & Partnership Service is the Interim Director of Education since 11th September 2020.

(c) The Head of Adult Services left the Authority on 10th May 2020.

(d) The Interim Head of Adult Services (Learning Disability / Mental Health / Service Provision & Safeguarding) commenced on 20th May 2020.

(e) The Head of Child and Family retired on 30th September 2020.

(f) The Head of Child and Family commenced on 21st September 2020.

(g) The Interim Director of Education commenced on 11th September 2020.

(h) The Interim Head of Revenues & Benefits commenced on 1st October 2020.

(i) The Interim Head of Service Centre commenced on 1st October 2020.

(j) The Interim Head of Achievement & Partnership Service was remunerated from 1st September 2020 in a handover period prior to the Head of Achievement & Partnership Service becoming the Interim Director of Education on 11th September 2020.

(k) The Interim Director of Education is the Director of Education since 8th February 2021.

(l) The Director of Education commenced on 8th February 2021.

Notes to the Accounts

(b) The number of employees (excluding Senior Officers) whose remuneration (excluding employer's pension contributions) was £60,000 or more, in bands of £5,000, were:

2020/21 Number of employees	Remuneration Band	2021/22 Number of employees
44	£60,000 - £64,999	62
38	£65,000 - £69,999	32
16	£70,000 - £74,999	26
14	£75,000 - £79,999	13
5	£80,000 - £84,999	8
7	£85,000 - £89,999	5
3	£90,000 - £94,999	4
4	£95,000 - £99,999	3
1	£100,000 - £104,999	4
3	£105,000 - £109,999	2
0	£115,000 - £119,999	1
0	£125,000 - £129,999	0
0	£135,000 - £139,999	1
135	Total	161

The remuneration bands above include one off payments regarding compensation for loss of office. These payments are not paid in return for services rendered to the Authority and are therefore not strictly remuneration, but the regulations covering disclosure of salary bandings require these amounts to be included in the calculation.

The numbers shown relate to Authority employees, which predominantly include teaching staff. The bandings above include nine teachers (2020/21 nine teachers) who are employed by voluntary aided schools. Senior Officers' remunerations are shown in the tables on pages 110 to 115.

The Authority is required to disclose the organisation's pay multiple. This is the ratio between the highest paid employee and the median earnings across the organisation.

In 2021/22 the remuneration of the Chief Executive was £154,962 (2020/21 £152,671). This was 6.1 times (2020/21 6.1 times) the median remuneration of the organisation, which was £25,600 (2020/21 £25,013).

Notes to the Accounts

(c) The numbers of exit packages with total cost per band and total cost of the compulsory and other redundancies are set out in the table below:

2021/22				
Exit package cost band (including special payments)	Number of Compulsory Redundancies	Number of other departures agreed	Total number of exit packages by cost band	Total cost of exit packages in each band £'000
£0 - £20,000	6	14	20	147
£20,001 - £40,000	0	3	3	106
£40,001 - £60,000	1	1	2	105
£60,001 - £80,000	0	2	2	142
£80,001 - £100,000	0	2	2	191
£100,001 - £150,000	0	2	2	260
Total	7	24	31	951

2020/21				
Exit package cost band (including special payments)	Number of Compulsory Redundancies	Number of other departures agreed	Total number of exit packages by cost band	Total cost of exit packages in each band £'000
£0 - £20,000	7	22	29	205
£20,001 - £40,000	0	8	8	213
£40,001 - £60,000	0	3	3	158
£60,001 - £80,000	0	2	2	139
£80,001 - £100,000	0	1	1	94
£100,001 - £150,000	0	1	1	113
Total	7	37	44	922

The average payback period against all early retirement / voluntary redundancy packages agreed for 2021/22 is less than 1 year.

Notes to the Accounts

28. Grant Income

The Authority credited the following grants, contributions and donations to the Comprehensive Income and Expenditure Statement in 2020/21 and 2021/22:

2020/21 £'000		2021/22 £'000
	Credited to Taxation and Non Specific Grant Income	
130,297	Council Tax Income	137,731
78,175	Non Domestic Rates	82,917
261,206	Revenue Support Grant	274,282
2,584	Covid-19 Council Tax Loss Support Grant	2,753
17,878	21st Century Schools Programme, Childcare Grant and Community Hub grant	10,611
4,469	Local Transport Fund and Local Transport Network Fund	1,323
4,754	Active Travel Fund	4,604
9,220	Housing MRA Grant	9,271
1,186	Road Safety/Safe Route in Communities	516
2,372	Targeted Regeneration Investment Programme	0
6,501	General Capital Grant	11,414
3,636	Schools Capital Maintenance grant	3,782
988	European Regional Development Fund	826
533	Coastal Risk Management Programme	622
-13	High Street Rate Relief	0
1,190	Highways Refurbishment grant	1,192
2,166	Innovative Housing Programme	0
707	Reducing Infant Class sizes	363
1,574	Welsh Medium Schools Capital Grant	772
546	Hwb Schools IT Infrastructure	0
1,809	Economic Stimulus and Regional Stimulus Grants	500
1,437	Housing Homelessness Capital Grant	0
1,120	Waste and Recycling Capital Grants	0
11,042	City Deal Grant	4,803
1,937	Gifted Assets	1,947
0	Flying Start	362
0	All Wales Play Opportunities Fund	367
0	Free School Meals (capital)	1,805
0	Electric Charging points grants	657
0	HRA Social Housing Grant (capital)	820
0	Transforming Towns grant (capital)	6,221
2,624	Other Grants and Contributions	3,600
549,938		564,061
	Credited to Services	
9,008	School Improvement Grant	0
37,703	Rent allowance subsidy	35,297
29,492	Rent rebate subsidy	27,460

Notes to the Accounts

2020/21 £'000		2021/22 £'000
	Credited to Services	
11,451	Children and Communities Grant	9,159
14,351	Housing Support Grant	18,869
5,279	Department for Children, Education, Lifelong Learning and Skills	365
284	Environment and Sustainable Development Grant (ESD)	416
876	Housing Benefit Administration	853
6,742	Concessionary fares	7,303
8,852	Pupil Deprivation Grant	8,999
801	Communities for Work	560
448	Cynnydd Project (ESF)	470
158	Rural Development Plan	204
555	Bus Services Support Grant (BSSG)	554
3,951	Free Childcare	3,022
3,195	Sustainable Social Services	3,950
0	Funded Nursing Care	4,923
5,994	Integrated Care Fund	0
124	Schools Maintenance Grants (VA schools)	0
0	Western Valleys Empty Homes Pilot	229
302	ENABLE grant	380
1,201	Sustainable Waste Management Grant (SWMG)	1,583
208	Affordable Housing Grant	346
385	Teacher Pay and Pensions	466
498	Professional Learning Fund	854
617	SCWWDP	578
450	Syrian Vulnerable Persons	427
2,803	Transformation Fund	1,103
468	Winter Pressures	314
742	Youth Support Group	962
405	Unaccompanied Asylum Seekers	326
403	Pedagogy	0
483	RICS	449
1,156	Targeted Regeneration Investment Programme	1,151
677	Council Tax Reduction Scheme (CTRS)	0
731	Business Support Grant (BSG) Admin	0
714	Highways Maintenance Revenue Grant	0
2,743	TRI PEDG	1,024
464	Council Tax Court Costs	0
44,831	Covid Grant	26,147
631	ALN Covid Support	0
9,025	LA Education Grant	8,207
499	Children and Young Person Funding	0
21,589	Bay Studios Hospital for SBUHB	189

Notes to the Accounts

2020/21 £'000		2021/22 £'000
	Credited to Services	
0	Cost of Living Support Scheme	2,000
0	Self Isolation & Winter Fuel Admin	487
0	Emergency Non Domestic Rates (NDR) Scheme Admin	322
0	Social Care Workforce and Sustainability	3,950
0	Social Care Recovery Grant	5,094
0	Care and Support Needs Grant	790
0	Child Development Fund	512
0	Transforming Towns	1,615
0	Community Renewal Fund	262
0	Kickstart Scheme	463
0	School Improvement Grant	9,788
0	Department for Children, Education, Lifelong Learning and Skills	5,946
0	Flying Start	2,384
0	Accelerated Learning Programme	4,967
0	Music Grant	513
11,700	Other Grants	17,519
242,989		223,750

29. Related Parties

The Authority is required to disclose material transactions with related parties - bodies or individuals that have the potential to control or influence the council or to be controlled or influenced by the council. Disclosure of these transactions allows readers to assess the extent to which the council might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Authority.

a) Central Government

The Authority receives significant funding from the Welsh Government. Details of the sums received in respect of Revenue Support Grant and redistributed Non Domestic Rates are shown in the Comprehensive Income and Expenditure Statement, with details of other grant income being shown in note 28 to the Accounts.

b) Charitable and Voluntary Bodies

The Authority appoints members to represent it on numerous charitable and voluntary bodies which operate primarily within Swansea Council, as well as to a number of national bodies where it is deemed in the Authority's interest to be represented. Any transactions with these bodies are not significant.

Notes to the Accounts

c) Other Bodies

The Authority has appointed members and officers to a number of outside organisations which include the following:-

ERW Joint Committee
Gower College Swansea
Mid and West Wales Fire Authority
Swansea Bay Port Health Authority
Swansea PSB (Public Services Board)
University of Swansea Court
Welsh Local Government Association Council

A full listing can be obtained from the Finance department, Civic Centre, Oystermouth Road, Swansea, SA1 3SN and on the Authority's website (www.swansea.gov.uk/councillors).

In respect of the Mid and West Wales Fire Authority and the Swansea Bay Port Health Authority, amounts are paid by the Authority in respect of levies and precepts to these bodies. The Section 151 Officer of the Council also acts as the Clerk and Treasurer of the Swansea Bay Port Health Authority.

Levies / Contributions paid to the two bodies were:-

Mid and West Wales Fire Authority:-	£14.121m (2020/21: £13.741m)
Swansea Bay Port Health Authority:-	£0.088m (2020/21: £0.087m)

The Authority is responsible for the collection of Council Taxes on behalf of the South Wales Police Authority. The total collected and paid over to the South Wales Police Authority for 2021/22 was £27.060m (2020/21 £25.069m).

d) Subsidiary, Associates and Joint Ventures

The Authority has an interest in three companies, details of which are shown on the next few pages:-

The National Waterfront Museum Swansea - Joint Venture

The National Waterfront Museum Swansea ("the Company") is limited by guarantee and is a registered charitable trust (charity number 1090512). The Company has seven directors, of which three are appointed by Swansea Council, three by the National Museums and Galleries of Wales, with the seventh director being an independent chairman.

The purpose of the Company was to develop the National Industrial and Maritime Museum at Swansea which opened in Spring 2006. The Company derives its funds from several sources, including the Welsh Government, the National Museums and Galleries of Wales, the former Welsh Development Agency and the Heritage Lottery Fund.

Notes to the Accounts

During the 2002/03 financial year the Authority granted a lease to the Company of a substantial portion of the site on which the new museum has been developed. The lease was granted at a peppercorn rental and constitutes the Authority's commitment to the scheme.

The museum has been leased to the National Museums and Galleries of Wales at a peppercorn rent by the Company. Due to the nature of the Company and its constitution there will be no direct beneficial interest arising to the Authority from its activities.

A contribution of £2,325 was made in 2021/22 (2020/21 £2,350) to National Waterfront Museum Swansea towards 50% of the governance costs of the charitable company. There was an outstanding creditor of zero as at 31st March 2022 (2020/21 £175). There was an outstanding debtor of zero as at 31st March 2022 (2020/21 zero). The charitable company is deemed to be influenced significantly by the Authority through its representation on the Board of Trustees.

The net assets of the National Waterfront Museum Swansea at 31st March 2022 are £17,860,063 (2020/21 £18,205,052).

Copies of the accounts of the Company are available from the National Waterfront Museum Swansea Project Office, Queens Buildings, Cambrian Place, Swansea SA1 1TW.

The Wales National Pool (Swansea) - Joint Venture

The Wales National Pool (Swansea) ("the Company") is a company limited by guarantee. The purpose of the company is to operate the Wales National 50 Metre Pool which is located in Swansea.

Swansea Council was responsible for the construction of the pool complex, with the bulk of funding being supplied by the National Lottery Sports Foundation. The pool has been constructed on land owned by the University of Wales, Swansea.

The pool complex is leased to the company at a peppercorn rent. Due to the nature of the facility, which is unlikely to show profitability, the development is not thought to have a high commercial value.

The pool complex was opened in April 2003.

Notes to the Accounts

Details of the Authority's transactions with the Company during the year are as follows:-

2020/21 £'000		2021/22 £'000
342	Funding provided by the Authority towards operating costs of the pool	292
7	Sum paid for the free use of the pool by schools and other bodies	53
-891	Recharges of wages, salaries and other costs to the Company	-920

The Company has seven directors, of which three are appointed by Swansea Council, three by the University of Wales (Swansea), with the seventh director being an independent chairman.

By agreement with the University of Wales Swansea, the Authority funds 50 per cent of the operational deficit that the Company makes during its financial year which operates from 1st August to 31st July. There are no other guarantees in place that could increase the Authority's liability in respect of the operations of the Company.

There was an outstanding debtor of £160k (2020/21 £127k) and outstanding creditors of £341k (2020/21 £235k) as at 31st March 2022.

The net assets of Wales National Pool (Swansea) Limited at 31st March 2022 were £3,206,000 (2020/21 £3,714,000).

Copies of the accounts of the Company are available from the University of Wales Swansea, Finance Department, Singleton Park, Swansea, SA2 8PP.

Swansea Community Energy & Enterprise Scheme (SCEES) - Associate

In 2017, Swansea Council purchased 100,000 shares of £1 in Swansea Community Energy & Enterprise Scheme. Swansea Community Energy & Enterprise Scheme is a community owned renewable energy company which was established by Swansea Council but is now run independently by a group of local Directors. The company develops and manages renewable energy projects for the benefit of residents in some of the more deprived areas in Swansea.

By agreement with SCEES £5,000 of the initial investment is repaid each year. The balance of shares now owned by the Authority is 80,000 shares of £1 each.

The Company has 6 Directors and one of the directors is a Cabinet Member of Swansea Council.

There was an outstanding debtor of £4,800 at 31st March 2022 (2020/21 £5,025) and no outstanding creditors at 31st March 2022 (2020/21 zero).

Notes to the Accounts

The net assets of Swansea Community Energy & Enterprise Scheme at 31st March 2022 were £398,992 (2020/21 £458,523).

There has been no consolidation for Swansea Community Energy & Enterprise Scheme due to the immateriality of the Company's results.

Copies of the accounts of the Company are available from Swansea Community Energy & Enterprise Scheme Limited, The Environment Centre, Pier Street, Swansea, SA1 1RY.

e) Other Organisations

Members of the Authority have direct control over the Authority's financial and operating policies.

A relation of a member of the Senior Management Team has provided therapy services to Western Bay Adoption Services via her own business. The amount paid for services provided in 2021/22 was £6,504 (2020/21 £8,680). There were outstanding creditors of £12,234.50 (2020/21 £0). The senior manager's interest in this company was properly recorded in the Register of interests.

A relation of a member of the Senior Management Team has provided artwork and workshops to the Authority via their own business. The amount paid for services provided in 2021/22 was £125 (2020/21 £3,054). There were outstanding creditors of £2,400 (2020/21 £0). The senior manager's interest in this company was properly recorded in the Register of interests.

During 2021/22 a member was employed by Graham Evans and Partners. The amount paid in 2021/22 was £153,818.30 (2020/21 £80,007). The member's interest in this company was properly recorded in the Register of members interests which is available on the Authority's public website.

f) Duties imposed on Council Directors

It is important to note that where Councillors are appointed to act as Directors of Companies or as Board Members of Statutory Agencies then they must, when carrying out such appointments, seek to act in the best interests of the Company/Statutory Body when acting in that official capacity.

g) Pension Fund

Swansea Council acts as administering Authority for the Swansea Council Pension Fund (formerly the West Glamorgan Pension Fund).

Transactions between the Authority and the Pension Fund mainly comprise the payment to the Pension Fund of employee and employer payroll superannuation deductions, together with payments in respect of enhanced pensions granted by Former Authorities.

Notes to the Accounts

The Pension Fund currently has 40 scheduled and admitted bodies. Management of the Pension Scheme Investment Fund is undertaken by a committee. The committee is advised by two independent advisors.

h) Swansea Bay City Deal

The Swansea Bay City Deal is a £1.3bn investment in nine major projects across the Swansea Bay City Region - which is made up of Carmarthenshire, Neath Port Talbot, Pembrokeshire and Swansea.

The Swansea Bay City Deal is being led by the four regional local authorities through a Joint Committee Agreement, together with non-voting partners - Swansea Bay and Hywel Dda University Health Boards, Swansea University, the University of Wales Trinity Saint David.

Within the Joint Committee Agreement there is acknowledgement that all partners will contribute £50,000 per annum to support the central and administrative functions of the programme, as well as 1.5% "Top Slice" being applied to programme/project City Deal grant awards.

Swansea Council's partnership contribution is fully paid up to 31st March 2022.

The Swansea Bay City Deal received the grant award offer letter on 30th March 2022, with subsequent acceptance and grant receipt during April 2022. As at the 31st March 2022, no City Deal grant funding was awarded to Swansea Council (£4,789,627), due to a delay in funding being awarded by Welsh Government, however it was considered appropriate to include a debtor for the grant income in the accounts to 31st March 2022. As such, no associated top slice contribution was expended (£71,844).

Under the agreement of the Joint Committee (JC - 9th July 2020) costs in respect of the provision of support services by local authorities to the Swansea Bay City Deal were reincluded within the Joint Committee budget allowing for the recharge of those functions by authorities. As such expenditure was recharged during the financial year by Swansea Council for legal and democratic services in respect of the Joint Committee, but was subsequently transacted post financial year (£63,143).

As agreed by the Joint Committee (JC - 11th June 2020) interest accumulated on Swansea Bay City Deal cash balances will be distributed to authorities on a programme/project basis aligned to their allocated grant.

Notes to the Accounts

Description	£
Income	
Legal and Democratic Services recharge	0
Interest Apportionment (derived from SBCD cash balances)	-11,298
SBCD Grant Award	0
	-11,298
Expenditure	
Partnership Contribution	50,000
Top Slice Contribution	0
Total Balance of Related Parties	38,702

30. Group Accounts

The following are the dates of relevant company accounts used for consolidation:

- National Waterfront Museum Swansea - Draft Accounts for the year ending 31st March 2022.
- Wales National Pool Swansea - Management Accounts for the year ending 31st March 2022.

The Wales National Pool Swansea financial year operates from the 1st August to the 31st July. The National Waterfront Museum Swansea financial year operates from 1st April to the 31st March. In the opinion of the Authority the use of the above information is likely to adequately reflect the extent and nature of group income and expenditure and assets and liabilities that exist as at 31st March 2022 and the use of current information would not be significant in relation to the group position as stated.

In accordance with IFRS 5 "Non-current assets held for sale and discontinued operations", all Group activities were classified as 'Continuing' during the year. There were no material acquisitions or discontinuations of services as defined by the Standard.

Notes to the Accounts

The total net assets of the Group can be analysed according to the relevant entity to which they relate, as follows:

31st March 2021 £'000		31st March 2022 £'000
1,247,371	Swansea Council (Parent)	1,486,121
9,103	National Waterfront Museum Swansea (Joint Venture)	8,930
13,469	Wales National Pool (Joint Venture)	14,295
1,269,943	Net Assets Employed (exc. Pension Fund) *	1,509,346
-961,094	Net Group Pension Fund Liabilities	-714,623
308,849	Net Assets Employed	794,723

* Some of the component Group assets have been valued on a different basis to that used by the Authority. If the Wales National Pool had been valued at depreciated replacement cost then the asset would have a value of £28.643m.

* The Wales National Pool currently has a net book value in the region of £3.3m. Given the material scale of the difference in value the Authority has restated their share of the higher valuation which results in an unrealised gain of £12.7m. It is expected that under the terms of the agreement the final value at the end of the lease (24th December 2023) will be zero. Therefore the difference in book valuations will be fully amortised by the 2023/24 Statement of Accounts.

Swansea Council (the Parent company) does not believe that it will receive a material benefit in the form of income or dividends from the related companies, and does not expect to make any contributions over and above the normal budgeted requirement. Since the related companies are limited by guarantee, any losses to the Authority will be limited to the value of the guarantee in each entity.

Notes to the Accounts

31. Agency Services

The Authority carried out work on an agency basis for other organisations for which it is reimbursed. These amounts are excluded from the Authority's results. The significant agency services provided were:

2021/22						
Agency	Description	Expenditure £'000	Grant Income Received £'000	Grant Debtors £'000	Grant Creditors £'000	Total Grant £'000
Welsh Government	Covid-19 Business Support grant	-386	-180	0	566	386
Welsh Government	Covid-19 Business Restrictions grant	-26	10	0	16	26
Welsh Government	Covid-19 Carers Payments grant	7,397	202	-7,599	0	-7,397
Welsh Government	Covid-19 Statutory Sick Pay Support grant	330	-330	0	0	-330
Welsh Government	Covid-19 Lockdown Discretionary grant	3	-3	0	0	-3
Welsh Government	Covid-19 Freelancer grant	-10	2	0	8	10
Welsh Government	Covid-19 Business Restrictions Extension grant	-170	80	0	90	170
Welsh Government	Covid-19 Self isolation payments	4,770	-4,834	0	64	-4,770
Welsh Government	Covid-19 Winter Fuel payments	2,755	-2,755	0	0	-2,755
Welsh Government	Covid-19 Covid NDR Business grants	4,200	-5,978	0	1,778	-4,200
Welsh Government	Covid-19 Freelancer 2 grant (CRF2)	100	-100	0	0	-100
Welsh Government	Covid-19 ERF Discretionary Fund grant	445	-520	0	75	-445
Welsh Government	Covid-19 ERF Discretionary Fund July - Aug grant	43	-43	0	0	-43
Welsh Government	Covid-19 ERF Discretionary Fund Dec - Feb grant	320	-664	0	344	-320
Welsh Government	Bus Services Support grant	4,534	-4,588	0	77	-4,511
Welsh Government	Bus Emergency Scheme grant	6,380	-10,039	0	3,636	-6,403
Welsh Government	Town Centre loans	4,884	-13,737	0	0	-13,737
Welsh Government	Welsh Government Owner Occupier Loans	376	-885	0	0	-885
Welsh Government	Welsh Government Landlord Loans	976	-2,402	0	0	-2,402
Welsh Government	Substance Misuse Action Team Capital grant	7	-7	0	0	-7
		36,928	-46,771	-7,599	6,654	-47,716

Notes to the Accounts

2020/21 Comparative figures

Agency	Description	Expenditure £'000	Grant Income Received £'000	Grant Debtors £'000	Grant Creditors £'000	Total Grant £'000
Welsh Government	Covid-19 Business Support grant	89,492	-89,492	0	0	-89,492
Welsh Government	Covid-19 Business Restrictions grant	994	-994	0	0	-994
Welsh Government	Covid-19 Carers Payments grant	10,194	-3,285	-6,909	0	-10,194
Welsh Government	Covid-19 Statutory Sick Pay Support grant	218	-218	0	0	-218
Welsh Government	Covid-19 Lockdown Discretionary grant	881	-874	-7	0	-881
Welsh Government	Covid-19 Bursary start up grant	188	-188	0	0	-188
Welsh Government	Covid-19 Freelancer grant	1,095	-1,095	0	0	-1,095
Welsh Government	Covid-19 Business Restrictions Extension grant	1,284	-1,204	-80	0	-1,284
Welsh Government	Covid-19 Self isolation payments	480	-480	0	0	-480
Welsh Government	Bus Services Support grant	5,132	-5,190	0	9	-5,181
Welsh Government	Bus Emergency Scheme grant	7,501	-7,452	0	0	-7,452
Welsh Government	Town Centre loans	2,780	-8,737	0	0	-8,737
Welsh Government	Welsh Government Owner Occupier Loans	267	-885	0	0	-885
Welsh Government	Welsh Government Landlord Loans	880	-2,402	0	0	-2,402
		121,386	-122,496	-6,996	9	-129,483

Covid-19 Business Support grant

There were various rounds of grant support and differing criteria for each grant. Grants were payable to businesses of specific types (e.g. retail, hospitality, leisure) that were liable for Non-Domestic rates. Broad guidance was issued by Welsh Government to aid local authorities in administering each round of grants. Other discretionary grants were also payable in other circumstances not related to liability for Non-Domestic rates. In 2021/22 there were 1,701 payments (2020/21 15,188 payments).

Covid-19 Carers Payments grant

There have been three schemes to provide additional payments to Social Care workers during the course of the pandemic. The first two schemes were accounted for in 2020/21. A third scheme was announced in March 2022 and is accounted for in these accounts. This scheme is aligned to the 'Real Living Wage' and awarded £1,498 to those working in Social Care in the public, private and third sectors. The scheme is administered by the Council.

Covid-19 Statutory Sick Pay Support grant

The statutory sick pay enhancement scheme supports social care workers who only get statutory sick pay when absent or are not eligible for SSP. It provides funding to allow employers to pay eligible workers at full pay if they cannot work due to Covid-19.

Covid-19 Bursary start up grant

This grant is aimed at small businesses who started in 2019 or 2020 but are not eligible for any other Covid related support. In 2020/21 there were 75 payments of £2,500 to applicants.

Covid-19 Freelancer grant

This grant provided support to freelance workers in cultural and creative sectors. There were 434 payments of £2,500 to applicants during 2020/21. There was a small balance of £7,500 due back to Welsh Government.

Covid-19 Business Restrictions, Lockdown Discretionary and Business Restrictions Extensions grant (all termed Discretionary grants).

Those businesses that were forced to close or materially impacted by the restrictions in place during the various lockdowns and did not qualify for NDR Covid-19 Business Support grants, could apply to the various phased discretionary grants for support. Depending on eligibility criteria these grants were amounts of £1,500 or £2,000 for the firebreak lockdown discretionary grant and a flat £2,000 award for the other discretionary grants listed. The number of payments for 2021/22 was expected to be as follows:

Business Restrictions 484, Lockdown Discretionary 483, Business Restrictions Extension 557.

There is an outstanding balance of £106,000 due back to Welsh Government.

Covid-19 Self isolation payments

Payments of £500 were issued on behalf of Welsh Government to people required to self isolate as a result of contracting Covid-19 or coming into contact with a person with Covid-19. Eligibility for these payments was expanded a number of times after the scheme was implemented and again, Welsh Government provided guidance documents to aid local authorities with their administration. In 2021/22 there were a total of 6,829 payments (2020/21 960 payments).

Covid-19 Winter Fuel payments

Payments of £100 (later increased to £200) were issued to people eligible for a payment under eligibility criteria determined by Welsh Government to help with the rising costs of fuel. Welsh Government provided guidance documents to aid local authorities with their administration. It is expected that further payments of this type will be made in the Autumn of 2022. In 2021/22 there were a total of 24,700 payments.

Covid-19 Covid NDR Business grants

Further NDR linked grant payments to support businesses with their immediate cash flow and to help them survive the economic consequences of additional restrictions necessary to control the spread of Covid-19 were made on behalf of Welsh Government. Welsh Government provided guidance documents to aid local authorities with their administration. In 2021/22 there were a total of 1,627 payments.

Covid-19 Freelancer 2 grant (CRF2)

Similar to the grant in 2020/21 this provided support to freelance workers in cultural and creative sectors. There were 40 payments of £2,500 to applicants during 21/22.

Covid-19 ERF Discretionary Fund grants

Those businesses that were forced to close or materially impacted by the restrictions in place during the period and did not qualify for NDR Covid-19 Business Support grants or ERF funding from Welsh Government, could apply to the various phased discretionary grants for support. Depending on eligibility criteria these grants varied in award from £1k to £5k. The number of payments for 2021/22 was as follows:

ERF Discretionary Fund 176 payments, Discretionary July - August 26 payments, Discretionary December - February 298 payments including 2 which are being finalised and have been accounted for.

Bus Services Support grant

This is an annual Welsh Government grant that Swansea Council administers on behalf of the South West Wales region. The grant has two main purposes:

To provide a subsidy to local bus and community transport operators through the Live Kilometre Support Grant (LKSG) and secondly to provide funding to the four local authorities to support local bus and community transport services in their areas through the Local Transport Services Grant (LTSG). In 2021/22 there were approximately 195 financial transactions (2020/21 approximately 175 financial transactions).

Bus Emergency Scheme grant

This is a new grant received since September 2020. This is another grant that Swansea Council are administering on behalf of the South West Wales region to provide additional funding to local bus operators to make up for the lack of 'on bus' revenue as passenger numbers have plummeted and also because social distancing has had to be introduced on vehicles, which has meant duplicates having to be introduced at school peak times. The 2021/22 grant led to 175 financial transactions (2020/21 94 financial transactions).

Town Centre Loans

This repayable funding is offered for the purpose of reducing the number of vacant, underutilised and redundant sites and premises in town centres and to support the diversification of the town centres by encouraging more sustainable uses for empty sites and premises such as residential, leisure and for key services. Loan terms of up to seven years interest free can be offered and the Authority is tasked with recycling the funding three times prior to the fifteen year award term from the Welsh Government.

Welsh Government Owner Occupier Loans

These are an interest free loan to carry out repairs and improvement to owner occupied properties, subject to an affordability test, repayable in monthly instalments up to a ten year period.

Welsh Government Landlord Loans

These are an interest free loan to bring empty properties back into use or to carry repairs to existing rented properties for landlords, repayable in full in three years if intending to sell the property or five years if letting the property.

Substance Misuse Action Team Capital grants

The Council acts as Banker to enable local organisations to access this Welsh Government scheme. The scheme awards grants to organisations who work in the Substance Misuse sector to improve their premises and IT equipment.

Notes to the Accounts

32. Capital Expenditure and Capital Financing

The total amount of capital expenditure incurred in the year is shown in the table below, (including the value of assets acquired under finance leases), together with the resources that have been used to finance it. Where capital expenditure is to be financed in future years by charges to revenue as assets are used by the Authority, the expenditure results in an increase in the Capital Financing Requirement (CFR), a measure of the capital expenditure incurred historically by the Authority that has yet to be financed. The CFR is analysed in the second part of this note.

2020/21 £'000		2021/22 £'000
541,806	Opening Capital Financing Requirement	601,973
	Capital investment	
169,051	Property, Plant and Equipment	140,865
224	Heritage Assets	293
7,480	Investment Properties	0
192	Intangible Assets	359
29,438	Revenue Expenditure Funded from Capital under Statute	6,264
	Sources of finance	
-2,097	Capital receipts	-5,877
-95,285	Government grants and other contributions	-65,737
	Sums set aside from revenue:	
-33,934	Direct revenue contributions	-32,260
-14,902	MRP/loans fund principal	-16,907
601,973	Closing Capital Financing Requirement	628,973
	Explanation of movements in year	
52,459	Increase in underlying need to borrowing	31,490
441	Assets acquired under finance leases	614
7,267	Other movements in year	-5,104
60,167	Increase/decrease(-) in Capital Financing Requirement	27,000

33. Termination Benefits

During 2021/22 the Authority incurred significant expenditure in terms of redundancy costs paid to leavers together with costs incurred in compensation payments to the Local Government Pension Fund in respect of early access pension costs.

In particular on 17th November 2011, in order to meet significant budget savings required for the financial year 2011/12 and onwards, the Cabinet authorised officers to seek expressions of interest for voluntary redundancy and/or early retirement from within selected employee groups of the Authority in accordance with the Authority's agreed ER/VR policy. The offer remains extant on a rolling basis.

Costs were incurred relating to redundancy payments and early access to pension costs totalling £0.951m (2020/21 £0.922m) for the year.

These costs include provision for costs for a limited number of employees whose service will be terminated in 2022/23 but who had been offered - and accepted - severance terms as at 31st March 2022.

All costs relating to termination benefits have been included as part of service definitions within the Comprehensive Income and Expenditure Statement.

The above costs include both teaching and non teaching staff.

34. Pension Schemes Accounted For As Defined Contribution Schemes

Teachers employed by the Authority are members of the Teachers' Pensions Scheme, administered by Capita Teachers' Pensions on behalf of the Department for Education. The Scheme provides teachers with specified benefits upon their retirement, and the Authority contributes towards the costs by making contributions based on a percentage of members' pensionable salaries.

Notes to the Accounts

The scheme is a multi-employer defined benefit scheme. The scheme is unfunded and the Department for Education uses a notional fund as a basis for calculating the employers' contribution rate paid by local authorities. Valuations of the notional fund are undertaken every four years.

The scheme has in excess of 11,000 participating employers and consequently the Authority is not able to identify its share of the underlying financial position and performance of the scheme with sufficient reliability for accounting purposes. For the purposes of this Statement of Accounts, it is therefore accounted for on the same basis as a defined contribution scheme. As a proportion of the total contributions into the Teachers' Pension Scheme during the year ending 31st March 2022, the Authority's own contributions equate to approximately 0.3%.

In 2021/22 the Authority paid £19.7m to Teachers' Pensions in respect of teachers' retirement benefits, representing 23.7% of pensionable pay. The figures for 2020/21 were £18.5m and 23.7%. The March 2022 contributions of £1,686,893 were paid on the 7th April 2022. The contributions due to be paid in the next financial year are estimated to be £20.1m at an employer rate of 23.68%.

The Authority is responsible for the costs of any additional benefits awarded upon early retirement outside of the terms of the teachers' scheme. These costs are accounted for on a defined benefit basis and detailed in Note 35.

The Authority is not liable to the scheme for any other entities' obligations under the plan.

35. Defined Benefit Pension Schemes

Participation in Pension Schemes

As part of the terms and conditions of employment of its officers, the Authority makes contributions towards the cost of post-employment benefits. Although these benefits will not actually be payable until employees retire, the Authority has a commitment to make the payments (for those benefits) and to disclose them at the time that employees earn their future entitlement.

The Authority participates in two post-employment schemes:

- The Local Government Pension Scheme (LGPS), administered locally by the City and County of Swansea - this is a funded defined benefit final salary scheme, meaning that the Authority and employees pay contributions into a fund, calculated at a level intended to balance the pensions liabilities with investment assets.

Notes to the Accounts

- Arrangements for the award of discretionary post-retirement benefits upon early retirement - this is an unfunded defined benefit arrangement, under which liabilities are recognised when awards are made. However, there are no investment assets built up to meet these pension liabilities, and cash has to be generated to meet actual pension payments as they eventually fall due.

The City and County of Swansea pension scheme is operated under the regulatory framework for the Local Government Pension Scheme and the governance of the scheme is the responsibility of the pensions committee of the City and County of Swansea. Policy is determined in accordance with the Pensions Fund Regulations. The investment managers of the fund are appointed by the committee and the committee consist of the Director of Finance, Council members and independent investment advisers.

The principal risks to the Authority of the scheme are the longevity assumptions, statutory changes to the scheme, structural changes to the scheme (i.e. large-scale withdrawals from the scheme), changes to inflation, bond yields and the performance of the equity investments held by the scheme. These are mitigated to a certain extent by the statutory requirements to charge to the General Fund and Housing Revenue Account the amounts required by statute as described in the accounting policies note.

Discretionary Post-retirement Benefits

Discretionary post-retirement benefits on early retirement are an unfunded defined benefit arrangement, under which liabilities are recognised when awards are made. There are no plan assets built up to meet these pension liabilities.

Transactions Relating to Post-employment Benefits

The cost of retirement benefits in the reported cost of services is recognised when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge we are required to make against council tax is based on the cash payable in the year, so the real cost of post-employment/retirement benefits is reversed out of the General Fund and Housing Revenue Account via the Movement in Reserves Statement.

Notes to the Accounts

The following transactions have been made in the Comprehensive Income and Expenditure Statement and the General Fund Balance via the Movement in Reserves Statement during the year:

	Local Government Pension Scheme		Discretionary Benefits Arrangements	
	2021/22 £m	2020/21 £m	2021/22 £m	2020/21 £m
Comprehensive Income and Expenditure Statement				
Net Cost of Services:				
Current service cost	96.14	67.22	0.00	0.00
Past service costs	0.51	0.70	0.00	0.12
Financing and Investment Income and Expenditure				
Net interest expense	17.70	16.36	1.94	2.04
Total Post Employment Benefits Charged to the Surplus or Deficit on the Provision of Services	114.35	84.28	1.94	2.16
Other Post Employment Benefits Charged to the Comprehensive Income and Expenditure Statement				
Remeasurement of the net defined benefit liability comprising:				
Return on plan assets	-137.09	-289.15	0.00	0.00
Actuarial gains(-) and losses arising on changes in demographic assumptions	-22.59	0.00	-1.22	0.00
Actuarial gains(-) and losses arising on changes in financial assumptions	-154.24	400.79	-2.45	8.47
Other	6.41	-18.95	0.35	-0.80
Total Post Employment Benefits Charged to the Comprehensive Income and Expenditure Statement	-193.16	176.97	-1.38	9.83
Movement in Reserves Statement				
Reversal of net charges made to the Surplus or Deficit on the Provision of Services for post employment benefits in accordance with the Code	-114.35	-84.28	-1.94	-2.16
Actual amount charged against the General Fund Balance for pensions in the year:				
Employers' contributions payable to the scheme	46.32	44.38		
Retirement benefits payable to pensioners			5.61	5.78

Notes to the Accounts

Pension Assets and Liabilities Recognised in the Balance Sheet

The amount included in the Balance Sheet arising from the Authority's obligation in respect of its defined benefit plans is as follows:

	Local Government Pension Scheme		Discretionary Benefits Arrangements	
	2021/22 £m	2020/21 £m	2021/22 £m	2020/21 £m
Present value of the defined benefit obligation	2,236.61	2,297.22	88.26	95.25
Fair value of plan assets	1,610.24	1,431.37	0.00	0.00
Net liability arising from defined benefit obligation	-626.37	-865.85	-88.26	-95.25

Reconciliation of the Movements in the Fair Value of Scheme (Plan) Assets

	Local Government Pension Scheme		Discretionary Benefits Arrangements	
	2021/22 £m	2020/21 £m	2021/22 £m	2020/21 £m
Opening fair value of scheme assets	1,431.37	1,105.70	0.00	0.00
Interest income	30.19	25.57	0.00	0.00
Remeasurement gain/loss(-):				
The return on plan assets, excluding the amount included in the net interest expense	137.09	289.15	0.00	0.00
Contributions from employer	46.32	44.38	5.61	5.78
Contributions from employees into the scheme	11.77	11.16	0.00	0.00
Benefits paid	-46.50	-44.59	-5.61	-5.78
Closing fair value of scheme assets	1,610.24	1,431.37	0.00	0.00

Notes to the Accounts

Reconciliation of Present Value of the Scheme Liabilities (Defined Benefit Obligation)

	Funded Liabilities: Local Government Pension Scheme		Unfunded Liabilities: Discretionary Benefits Arrangements	
	2021/22 £m	2020/21 £m	2021/22 £m	2020/21 £m
Opening Balance at 1st April	2,297.22	1,838.96	95.25	91.20
Current service cost	96.14	67.22	0.00	0.00
Interest cost	47.89	41.93	1.94	2.04
Contributions from scheme participants	11.77	11.16	0.00	0.00
Remeasurement gains(-) and losses:				
Actuarial gains/losses arising from changes in demographic assumptions	-22.59	0.00	-1.22	0.00
Actuarial gains/losses arising from changes in financial assumptions	-154.24	400.79	-2.45	8.47
Other	6.41	-18.95	0.35	-0.80
Past service cost	0.51	0.70	0.00	0.12
Benefits paid	-46.50	-44.59	-5.61	-5.78
Closing balance at 31st March	2,236.61	2,297.22	88.26	95.25

Local Government Pension Scheme assets comprised:

	Fair value of scheme assets	
	2021/22 £'000	2020/21 £'000
Cash and cash equivalents	31,832	40,346
	31,832	40,346
Pooled Equity Investment Vehicles		
- UK	0	0
- Global *	2,079,114	1,879,292
	2,079,114	1,879,292
Property	109,377	96,274
	109,377	96,274

Notes to the Accounts

	Fair value of scheme assets	
	2021/22 £'000	2020/21 £'000
Fixed Interest:		
- Fixed Interest	241,705	230,537
- Index-Linked	37,745	35,919
	279,450	266,456
Hedge Funds	60,857	60,062
	60,857	60,062
Private Equity	197,918	146,891
	197,918	146,891
Infrastructure	86,613	75,665
	86,613	75,665
Private Debt	56,248	37,980
	56,248	37,980
Residential Housing	18,192	0
	18,192	0
Timberland & Farmland	133	0
	133	0
Derivatives	1,632	2,637
	1,632	2,637
Cash Funds	0	4,330
	0	4,330
Cash - Dividends Due	301	40
	301	40
Net Current Assets	2,565	4,482
	2,565	4,482
Total Assets	2,924,232	2,614,455

* Note - The three segregated equity funds with JP Morgan, Aberdeen and Schroders Uk were transitioned in January 2019 to the Wales Pension Partnership Global Opportunities Fund, a Pooled Equity Investment Vehicle.

Notes to the Accounts

Basis for Estimating Assets and Liabilities

Liabilities have been assessed on an actuarial basis using the projected unit credit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels, etc. Both the Local Government Pension Scheme and discretionary benefits liabilities have been assessed by Aon Hewitt Limited, an independent firm of actuaries, estimates for the Fund being based on the latest full valuation of the scheme as at 31st March 2019.

The significant assumptions used by the Actuary have been:

	Local Government Pension Scheme		Discretionary Benefits	
	2021/22	2020/21	2021/22	2020/21
Mortality assumptions:				
Longevity at 65 for current pensioners: (years)				
- Men	22.1	22.3	22.1	22.3
- Women	24.2	24.3	24.2	24.3
Longevity at 65 for future pensioners: (years)				
- Men	23.2	23.3		
- Women	25.7	25.8		
Rate of inflation %	3.0	2.7	3.0	2.7
Rate of increase in salaries %	4.5	4.2		
Rate of increase in pensions %	3.0	2.7	3.0	2.7
Rate for discounting scheme liabilities %	2.7	2.1	2.7	2.1

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. The sensitivity analyses on the next page have been determined based on reasonably possible changes of the assumptions occurring at the end of the reporting period and assumes for each change that the assumption analysed changes while all the other assumptions remain constant. The assumptions in longevity, for example, assume that life expectancy increases or decreases for men and women. In practice, this is unlikely to occur, and changes in some of the assumptions may be interrelated. The estimations in the sensitivity analysis have followed the accounting policies for the scheme, i.e. on an actuarial basis using the projected unit credit method. The methods and types of assumptions used in preparing the sensitivity analysis below did not change from those used in the previous period.

Notes to the Accounts

	Impact on the Defined Benefit Obligation in the Scheme	
	Increase in Assumption £m	Decrease in Assumption £m
Longevity (increase or decrease in 1 year)	2,158.33	2,314.89
Rate of increase in salaries (increase or decrease by 0.1%)	2,243.32	2,229.90
Rate of increase in pensions (increase or decrease by 0.1%)	2,274.63	2,198.59
Rate for discounting scheme liabilities (increase or decrease by 0.1%)	2,189.64	2,283.58

Asset and Liability Matching (ALM) Strategy

The pensions committee of the City and County of Swansea has agreed to an asset and liability matching strategy (ALM) that matches, to the extent possible, the types of assets invested to the liabilities in the defined benefit obligation. The fund has matched assets to the pensions' obligations by investing in long-term fixed interest securities and index linked gilt edged investment with maturities that match the benefits payments as they fall due. This is balanced with a need to maintain the liquidity of the fund to ensure that it is able to make current payments.

As is required by the pensions and investment regulations the suitability of various types of investment has been considered, as has the need to diversify investments to reduce the risk of being invested in too narrow a range. A large proportion of the assets relate to equities (78.9% of scheme assets) and bonds (8.4%). These percentages are materially the same as the comparative year. The scheme also invests in properties as a part of the diversification of the scheme's investments. There is a limited use of derivatives to manage the bond risk for the shorter-term instruments. The ALM strategy is monitored annually or more frequently if necessary.

Impact on the Authority's Cash Flows

The objectives of the scheme are to keep employers' contributions at as constant a rate as possible. The Authority has agreed a strategy with the scheme's actuary to achieve a funding level of 100% over the next 25 years. Funding levels are monitored on an annual basis. The next triennial valuation is as at 31st March 2022.

Notes to the Accounts

The scheme will need to take account of the national changes to the scheme under the Public Pensions Services Act 2013. Under the Act, the Local Government Pension Scheme in England and Wales and the other main existing public service schemes may not provide benefits in relation to service after 31st March 2014. The Act provides for scheme regulations to be made within a common framework, to establish new career average revalued earnings schemes to pay pensions and other benefits to certain public servants.

The Authority expects to pay £47.88m contributions to the scheme in 2022/23.

The weighted average duration of the defined benefit obligation for scheme members is 20.8 years (2020/21 20.8 years).

36. Contingent Liabilities

The Authority has identified a number of contingent future liabilities arising from current and past activities.

Nature of Liability	Potential Financial Effect £'000	Comment	Timing
Personal Social Services	Unknown	Relates to potential negligence claims relating to those cared for by the Council or its contractors. The Authority is not currently aware of any major claims although recent court ruling against UK government covid discharge policies may increase the future risk of claims.	Unknown
Infrastructure and retaining walls	Unknown	There are potential claims regarding infrastructure and retaining walls which may be taken against the Authority - such claims will be rigorously defended through the Authority's insurers and any successful claims will be met from future capital or revenue funding.	Unknown
Retention or Clawback on Grant and Contract Claims	Unknown	The Council undertakes a range of activities under which payment is made specifically on evidenced performance over an extended period. Full receipt is not guaranteed until the end of the grant or contract period. There is potential risk that grant clawback may arise if not all grant terms and conditions are fulfilled.	Unknown

Notes to the Accounts

Nature of Liability	Potential Financial Effect £'000	Comment	Timing
Landlord / Tenant Liability Claims	Unknown	There is potential risk around lease/HRA properties where there are disputes as to whether it is a tenant or landlord property maintenance obligation.	Unknown
Flooding	Unknown	There are potential claims regarding flooding which may be taken against the Authority - such claims will be rigorously defended through the Authority's insurers and any successful claims will be met from future capital or revenue funding.	Unknown
Legal and Insurance related matters	Unknown	The Council is regularly challenged on a range of issues that are either subject to litigation or insurance claims. The Council at all times will vigorously defend such claims, and in cases where claims are identified, the result can be anticipated and the potential financial effect evaluated then adequate provision is made with the Accounts for any such liabilities. There remains the possibility however of future claims arising as a result of past actions that are either unknown at the Balance Sheet date or where the outcome is so unpredictable in terms of outcome or financial liability that no reliable estimate of liability can be made.	Unknown
Client care costs	Circa £1-£5m	The interface between local authority social care, and to a much lesser extent some specialist education provision, and local health boards and other local authorities is a complex one involving discussion and decisions on lead responsibility for payment of client care costs, and in some cases appropriate sharing of costs.	Ongoing

Notes to the Accounts

Nature of Liability	Potential Financial Effect £'000	Comment	Timing
City Deal	Circa £5-£10m	The Council has progressed a range of regeneration and redevelopment schemes within the City Centre using a mix of its own funds and Welsh Government support and City Deal monies have now started to arrive. There is however a residual risk that if the required private sector funding is not delivered there is a possibility of grant clawback if the overall outcomes are not achieved. This risk is partly minimised by the fact that funding agreements are now in place between the Council and the two universities for their element of the City Deal delivery and direct control will be retained for the regional aspects of the City Deal carried out in Swansea.	2022/23 and beyond
Covid-19	Several £m	The position remains fluid and far from assured. Costs incurred at this stage, future costs, plus income foregone now, and for the immediate future, and the impact and scope for recovery of costs and losses across all operations cannot be assessed with any final accuracy at year end but are bound to be substantial for Swansea Council alone (expected to continue to be many millions of pounds). It will have a continuing profound impact on the Council.	2022/23

37. Council Tax

Council Tax income derives from charges raised according to the value of residential properties, which have been grouped into nine valuation bands using 1st April 2003 values for this specific purpose. Charges are calculated by taking the amount of Income required for the Council, South Wales Police Authority and community councils for the forthcoming year and dividing the amount by the Council Tax base.

The Council Tax base is the number of properties in each band adjusted by a multiplier to convert the number to band 'D' equivalent and adjusted for discounts. The base was 94,051 in 2021/2022 (91,923 in 2020/2021).

Notes to the Accounts

Council Tax bills are based on multipliers for bands A to I. The following table shows the multiplier applicable to each band together with the equivalent number of Band 'D' properties within each band. In addition there is one lower band (A*) designed to offer the appropriate discount in respect of disabled dwellings where legislation allows a reduction in banding to that one below the band in which the property is actually valued.

The band 'D' numbers shown have been adjusted for an assumed collection rate of 97% (97.5% in 2020/21) to arrive at the Council Tax base for the year.

Band	A*	A	B	C	D	E	F	G	H	I
Multiplier	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9	21/9
Band 'D' Number	20	9,565	18,996	19,156	14,684	14,122	10,881	6,114	2,290	1,132

Analysis of the net proceeds from Council Tax:

2020/21 £'000		2021/22 £'000
157,751	Council tax collectable	165,026
-4,271	Less:- Provision for non payment of Council Tax	-4,157
-23,183	Less:- Council Tax Support Scheme	-23,138
130,297	Net proceeds from Council Tax	137,731

Application of Council Tax proceeds:

2020/21 £'000		2021/22 £'000
154,343	City & County of Swansea precept	164,600
1,582	Community Council precept	1,640
155,925	Council Tax requirement	166,240
-23,183	Less:- Council Tax Support Scheme	-23,138
-2,445	Transfer to reserves (Surplus/Deficit)	-5,371
130,297	Net application of proceeds	137,731

38. Non-Domestic Rates (NDR)

NDR is organised on a national basis. The Welsh Government specifies an amount of the rate per pound of rateable value which for 2021/22 was 0.535p (0.535p in 2020/21) and, subject to the effects of transitional arrangements, local businesses pay rates calculated by multiplying their rateable value by that amount. The Council is responsible for collecting rates due from ratepayers in its area but pays the proceeds into the NDR Pool administered by the Welsh Government. The Welsh Government redistributes the sums payable back to local authorities on the basis of a fixed amount per head of population. The rateable value for 2021/22 was £184.554m (2020/21 £185.527m).

39. Nature and extent of risks arising from Financial Instruments

The Authority's activities expose it to a variety of financial risks, including:

- credit risk - the possibility that other parties might fail to pay amounts due to the Authority.
- liquidity risk - the possibility that the Authority might not have funds available to meet its commitments to make payments.
- market risk - the possibility that financial loss might rise for the Authority as a result of changes in such measures as interest rates and stock market movements.

The Authority's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial resources available to fund services. Risk management is carried out by a central treasury team, under policies approved by the Council in the Annual Treasury Management Strategy. The Council provides written principles for overall risk management, as well as covering specific areas, such as interest rate risk, credit risk and the investment of surplus cash.

Credit Risk

Credit risk arises from deposits with banks, building societies and other local authorities as well as credit exposures to the Authority's customers.

The risk is minimised through the Annual Investment Strategy which outlines the minimum credit criteria required for the Authority. The full details of the credit criteria are outlined in the previously published Treasury Management Strategy report available on the Council's website.

Credit Risk Management Practices

The Authority's credit risk management practices are set out in the Annual Treasury Management Investment Strategy presented to Council in March 2022.

Notes to the Accounts

Amounts Arising from Expected Credit Losses

The changes in the loss allowance during the year are as follows:

Loss allowance by Asset Class

Asset Class (amortised cost)	12-month expected credit losses £'000	Lifetime expected credit losses – not credit impaired £'000	Lifetime expected credit losses – credit impaired £'000	Lifetime expected credit losses – simplified approach £'000	Purchased or originated credit impaired financial assets £'000	Total £'000
Opening balance as at 1 April 2021	0	0	0	7,278	0	7,278
Transfers:						
• Individual financial assets transferred to 12-month expected credit losses	0	0	0	0	0	0
• Individual financial assets transferred to lifetime expected credit losses	0	0	0	0	0	0
• Individual financial assets transferred to lifetime expected credit losses credit impaired	0	0	0	0	0	0
New financial assets originated or purchased	0	0	0	621	0	621
Amounts written off	0	0	0	-169	0	-169
Financial assets that have been derecognised	0	0	0	0	0	0
Changes due to modifications that did not result in derecognition	0	0	0	0	0	0
Changes in models/risk parameters	0	0	0	0	0	0
Other changes	0	0	0	0	0	0
Balance as at 31 March 2022	0	0	0	7,730	0	7,730

Notes to the Accounts

Loss allowance by Asset Class - Comparative year information

Asset Class (amortised cost)	12-month expected credit losses £'000	Lifetime expected credit losses – not credit impaired £'000	Lifetime expected credit losses – credit impaired £'000	Lifetime expected credit losses – simplified approach £'000	Purchased or originated credit impaired financial assets £'000	Total £'000
Opening balance as at 1 April 2020	0	0	0	6,225	0	6,225
Transfers:						
• Individual financial assets transferred to 12-month expected credit losses	0	0	0	0	0	0
• Individual financial assets transferred to lifetime expected credit losses	0	0	0	0	0	0
• Individual financial assets transferred to lifetime expected credit losses credit impaired	0	0	0	0	0	0
New financial assets originated or purchased	0	0	0	1,271	0	1,271
Amounts written off	0	0	0	-218	0	-218
Financial assets that have been derecognised	0	0	0	0	0	0
Changes due to modifications that did not result in derecognition	0	0	0	0	0	0
Changes in models/risk parameters	0	0	0	0	0	0
Other changes	0	0	0	0	0	0
Balance as at 31 March 2021	0	0	0	7,278	0	7,278

Notes to the Accounts

Credit Risk Exposure

The Authority has the following exposure to credit risk at 31 March 2022:

	Credit risk rating	Gross carrying amount £'000
12-month expected credit losses	PPP	0
	PP	0
	P	0
Significant increase in credit risk since initial recognition	QQQ	0
	QQ	0
	Q	0
Credit-impaired at 31 March	RRR	0
	RR	0
	R	0
Simplified approach	SSS	0
	SS	0
	S	0

Liquidity Risk

The Authority has a cashflow management system to ensure cash is available when needed. If unexpected movements happen, the Authority has ready access to the money markets and the Public Works Loan Board. There is no significant risk that it will be unable to raise finance to meet its commitments under financial instruments. Instead, the risk may be bound to replenish a proportion of its borrowings at times of unfavourable interest rates. The Authority sets limits on the proportion of its fixed borrowing during specific periods and seeks to ensure an even maturity profile through a combination of planning when to take new loans and where economic when to make early repayments.

The maturity structure of financial liabilities at nominal value is as follows:

On 31 March 2021 £'000	Loans outstanding	On 31 March 2022 £'000
86,218	Less than 1 year	90,202
1,361	Between 1 and 2 years	508
13,618	Between 2 and 5 years	20,523
64,663	Between 5 and 10 years	62,807
484,002	More than 10 years	603,634
649,862	Total	777,674

All trade payables are included in less than one year.

Notes to the Accounts

Market Risk

Interest rate risk

The Authority is exposed to risk in terms of its exposure to interest rate movements on its borrowings and investments. Movements in interest rates have a complex impact on the Authority. A rise in interest rates would have the following effects:

- borrowings at variable rates - the interest expense charged to the Surplus or Deficit on the Provision of Services will rise
- borrowings at fixed rates - the fair value of the liabilities borrowings will fall
- investments at variable rates - the interest income credited to the Surplus or Deficit on the Provision of Services will rise
- investments at fixed rates - the fair value of the assets will fall

Borrowings are not carried at fair value, so nominal gains and losses on fixed rate borrowings would not impact on the Surplus or Deficit on the Provision of Services or Other Comprehensive Income and Expenditure. However changes in interest payable and receivable on variable rate borrowings and investments will be posted to the Surplus or Deficit on the Provision of Services and affect the General Fund balance.

The Authority has a number of strategies for managing interest rate risk. The policy is to have up to a maximum of 40% of its borrowings in variable rate loans. During periods of falling interest rates, and where economic circumstances make it favourable, fixed rate loans will be repaid early to limit exposure to losses.

The treasury management team has an active strategy for assessing interest rate exposure that feeds into the setting of the annual budget and which is used to inform budget monitoring during the year. This allows any adverse changes to be accommodated. The analysis will also advise whether new borrowing taken out is fixed or variable.

According to this assessment strategy, at 31 March 2022, if interest rates had been 1% higher than market rate with all other variables held constant, the financial effect would be:

	2021/22 £'000
Increase in interest payable on variable rate borrowings	400
Increase in interest receivable on variable rate investments	0
Increase in government grant receivable for financing costs	239
Impact on Surplus or Deficit on the Provision of Services	639
Share of overall impact debited to the Housing Revenue Account	104
Decrease in fair value of fixed rate investment assets	0
Impact on Other Comprehensive Income and Expenditure	0

Notes to the Accounts

	2021/22 £'000
Decrease in fair value of fixed rate borrowing liabilities (no impact on the Surplus or Deficit on the Provision of Services or Other Comprehensive I&E)	139,718

The impact of a 1% fall in interest rates would be as above but with the movements being reversed.

Price Risk

The Authority does not generally invest in traditional equity shares.

Foreign Exchange Risk

The Authority has no financial assets or liabilities denominated in foreign currencies and thus has no exposure to loss arising from movements in exchange rates.

40. Leasing

Council as Lessor

Operating Leases

The Council was committed as at 31st March 2022 to receive income of £284,851 million (£292,089 million as at 31st March 2021) under operating leases for land & buildings comprising the following elements:

	31st March 2021 £'000	31st March 2022 £'000
Minimum Income		
Not later than one year	5,826	5,428
Later than one year and not later than five years	19,726	18,682
Later than five years	266,537	260,741
	292,089	284,851

Housing Revenue Account Income and Expenditure Statement

The HRA Income and Expenditure Statement shows the economic cost in the year of providing housing services in accordance with generally accepted accounting practices, rather than the amount to be funded from rents and government grants. Authorities charge rents to cover expenditure in accordance with the legislative framework; this may be different from the accounting cost. The increase or decrease in the year, on the basis on which rents are raised, is shown in the Movement on the Housing Revenue Account Statement.

2020/21 £'000		Note	2021/22 £'000
12,954	Repairs and maintenance		15,466
15,036	Supervision and management		16,476
934	Rent, rates, taxes and other charges		1,125
7,313	Depreciation and impairment of non-current assets	3	5,541
76	Debt management costs		87
36,313	Total Expenditure		38,695
-64,695	Dwelling rents		-65,757
-99	Non-dwelling rents		-110
-3,205	Charges for services and facilities		-3,170
-990	Contributions towards expenditure		-1,155
-68,989	Total Income		-70,192
-32,676	Net cost of HRA services as included in the Comprehensive Income and Expenditure Statement		-31,497
791	HRA services' share of Corporate and Democratic Core		867
-31,885	Net cost for HRA services		-30,630
	HRA share of the Operating Income and Expenditure included in the Comprehensive Income and Expenditure Statement:		
6,735	Interest payable and similar charges		6,864
-4	Interest and investment income		-61
394	Impairment Losses		852
920	Net interest on the net defined benefit liability/asset(-)		982
-12,823	Capital grants and contributions receivable		-10,357
-36,663	Surplus(-)/Deficit for the year on HRA services		-32,350

Movement on the Housing Revenue Account Statement

2020/21 £'000		2021/22 £'000
5,341	Balance on the HRA at the end of the previous year	6,244
36,663	Surplus or deficit(-) for the year on the HRA Income and Expenditure Statement	32,350
-35,760	Adjustments between accounting basis and funding basis under statute	-33,355
903	Net decrease before transfers to or from reserves	-1,005
0	Transfers to/from(-) earmarked reserves	0
903	Increase or decrease(-) in the year on the HRA	-1,005
6,244	Balance on the HRA at the end of the current year	5,239

Adjustments between accounting basis and funding basis under statute

Adjustments to Revenue Resources

Amounts by which income and expenditure included in the Comprehensive Income and Expenditure Statement are different from revenue for the year calculated in accordance with statutory requirements:

2,052	Pension costs (transferred to (or from) the Pensions Reserve)	3,278
0	Financial instruments (transferred to the Financial Instruments Adjustment Account)	0
264	Holiday pay (transferred to the Accumulated Absences Reserve)	-35
-5,510	Reversal of entries included in the Surplus or Deficit on the Provision of Services in relation to capital expenditure (these items are charged to the Capital Adjustment Account):	-4,817
-3,194	Total Adjustments to Revenue Resources	-1,574

Adjustments between Revenue and Capital Resources

-3,366	Statutory provision for the repayment of debt (transfer from the Capital Adjustment Account)	-3,657
-29,200	Capital expenditure financed from revenue balances (transfer to the Capital Adjustment Account)	-28,124
-32,566	Total Adjustments between Revenue and Capital Resources	-31,781
-35,760	Total Adjustments	-33,355

Notes to the Housing Revenue Account

1. Housing Stock

As at 31st March 2022 the Authority owned a total of 13,637 properties, made up of different types of dwelling including detached houses, semi-detached houses, bungalows, low level flats, high rise accommodation and sheltered accommodation.

The change in stock numbers can be summarised as follows:

31/03/2021		31/03/2022
Units		Units
13,533	Stock at 1 st April	13,577
24	Additions (operational dwellings)	55
20	Additions (non-operational dwellings)	5
13,577	Stock at 31st March	13,637

2. Capital expenditure

During 2021/22 £44.777m (2020/21 £43.006m) was spent on HRA Properties.

This was financed as follows:-

2020/21		2021/22
£'000		£'000
9,220	Grants – Major Repairs Allowance	9,271
2,779	Grants - Other	2,282
685	Capital Contributions	0
29,200	Revenue and Balances	28,124
1,122	Borrowing	5,100
43,006	Total	44,777

The Major Repairs Allowance was used in full in 2021/22 and 2020/21.

Notes to the Housing Revenue Account

3. Depreciation charges and impairment

The total charge for depreciation and impairment made to the HRA for 2021/22 amounted to £5.541m (2020/21 £7.313m) and is analysed as follows:-

2020/21 £'000		2021/22 £'000
	Depreciation on operational assets	
7,159	- dwellings	7,176
24	- other property	36
43	Depreciation on non-operational assets	94
	Revaluation Gains (-) and Losses on operational assets	
0	- dwellings	-2,381
0	- other property	25
74	Revaluation Losses on non-operational assets	555
	Impairment	
0	- dwellings	0
13	- other property	36
7,313	Total	5,541

The depreciation charge in respect of HRA assets is not an actual charge against the HRA Balance. It is reversed out in the Movement on the HRA Statement, and replaced with HRA Minimum Revenue Provision specified in the Item 8 Determination, via a transfer to or from the Capital Adjustment Account.

1. Scope of Responsibility

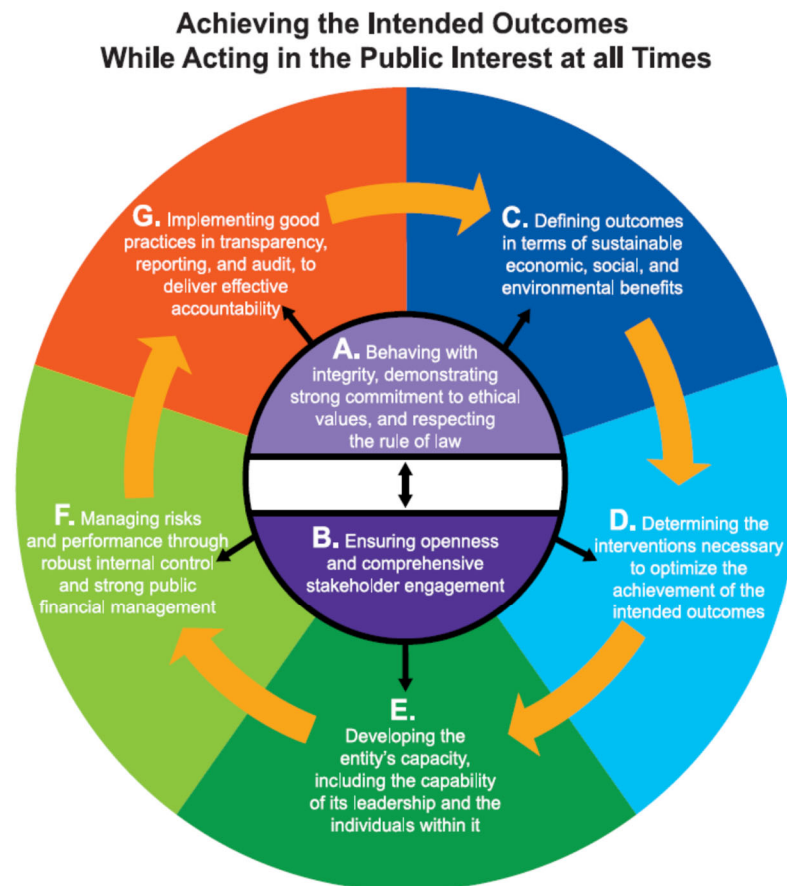
- 1.1 The City and County of Swansea is responsible for ensuring that its business is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively. The Authority also has a duty under the Local Government (Wales) Measure 2009 to make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.
- 1.2 In discharging this overall responsibility, the City and County of Swansea is responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, which includes arrangements for the management of risk.
- 1.3 The City and County of Swansea adopted a Code of Corporate Governance on 24 August 2017, which is consistent with the principles of the new CIPFA/SOLACE Framework '*Delivering Good Governance in Local Government 2016*'. A copy of the Code can be found on the Council's website.

2. The Purpose of the Governance Framework

- 2.1 The governance framework comprises the systems and processes, culture and values, by which the Authority is directed and controlled and its activities through which it accounts to, engages with and leads the community. It enables the Authority to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate services and value for money.
- 2.2 The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the Authority's policies, aims and objectives, to evaluate the likelihood and potential impact of those risks being realised and to manage them efficiently, effectively and economically.
- 2.3 The governance framework has been in place at the City and County of Swansea throughout the year ended 31 March 2022 and up to the date of approval of the Statement of Accounts.

3. The Governance Framework

3.1 The Council has adopted a Code of Corporate Governance based on the “*Delivering Good Governance in Local Government*” framework published by CIPFA and SOLACE in 2016.



3.2 This Statement explains how the Council has complied with the Governance Framework and meets the requirements of the Accounts and Audit (Wales) Regulations 2014 (as amended by the Accounts and Audit (Wales) (Amendment) Regulations 2018). The Council aims to achieve a good standard of governance by adhering to the 7 key principles of the CIPFA/Solace 2016 Guidance.

3.3 The 7 key principles are:

- A) Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.
- B) Ensuring openness and comprehensive stakeholder engagement.
- C) Defining outcomes in terms of sustainable economic, social and environmental benefits.
- D) Determining the interventions necessary to optimise the achievement of the intended outcomes.
- E) Developing the entity’s capacity, including the capability of its leadership and the individuals within it.

- F) Managing risks and performance through robust internal control and strong public financial management.
 - G) Implementing good practices in transparency, reporting and audit to deliver effective accountability.
- 3.4 The application of the principles of good governance is summarised below which sets out supporting information for the 7 key principles.
- 3.5 **Note - The issues set out within the Governance Statement have been materially affected by the COVID-19 pandemic. However, it should be noted that the Statutory Governance Chief Officers and CMT continued to maintain corporate grip to ensure that sufficient governance was maintained throughout this unprecedented crisis and during the recovery.**

Principle A

Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law

Sub Principles:

Behaving with Integrity

Demonstrating strong commitment to ethical values

Respecting the rule of law

How we do this:

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- The behaviour and expectations of officers/members is set out in the Constitution, Officer and Member Code of Conduct and Protocol.
- The Monitoring Officer provides training on the code of conduct and ensures the highest standards of conduct by the authority, members and officers – including use of Council email protocol.
- The Standards Committee is responsible for monitoring and scrutinising the standards of Members.
- Member led authority principles with training to senior officers and Cabinet members.
- Compliance with a suite of policies/rules set out in the Constitution.
- The Constitution sets out requirements as to gifts and hospitality and there are regular reminders circulated to both officers and members.
- Adoption of Member Dispute Resolution Protocol.
- Officers/members declarations of interest.
- Officer Secondary Employment Policy.

- The Council's appraisal and recruitment system based on competencies, training and objectives underpin personal behaviours with ethical values.
- Commitment to working to promote high standards of performance based on the Nolan principles.
- Adoption of Welsh Government ethical ways of working.
- The Swansea Pledge.
- The Constitution contains comprehensive Procurement and Financial Procedure Rules.

- The Statutory officers and Members ensure compliance with legislative and regulatory requirements via a robust framework including the scheme of delegation, induction training, standing procedures and rules set out in the Constitution.
- Reports to Committees have legal/finance clearance.
- Robust Scrutiny and Call-In function.
- Robust audit challenge.
- External challenge from auditors, Ombudsman and other external agencies.
- The Monitoring Officer ensures the Council complies with statute and reports on any maladministration.
- An effective anti-fraud and corruption framework supported by a suite of policies i.e. whistleblowing.

Principle B

Ensuring openness and comprehensive stakeholder engagement

Sub Principles:

Openness

Engaging comprehensively with institutional stakeholders

Engaging stakeholders effectively, including individual citizens and service users

How we do this:

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- The Council is committed to ensuring an open culture evidenced by open meetings and publication of agendas and minutes.
- A Forward Plan showing key decisions to be made by Council and Cabinet is published.
- There is appropriate Consultation and Engagement supporting the decision making process including annual budget consultation, co-production, engagement with trade unions and engagement with Disability and LGBT communities.
- There are Public questions at Council and Cabinet.
- There is engagement with children and young people to meet the requirement of the UNCRC.
- There is pre-decision scrutiny of Cabinet decisions and Call-In procedure
- Corporate risks are published.

- The Council adopts a Team Swansea approach working as a whole Council and effectively engages with stakeholders to ensure successful and sustainable outcomes by:
 - targeting communications;
 - effective use of social media;
 - formal and informal meetings with key stakeholder groups i.e. External auditors, Welsh Government, Health board.
- The Council has an extensive range of partnerships to support the delivery of the Council's objectives including:
 - The Public Services Board.
 - The Safer Swansea Partnership.
- The Council has adopted the Community/Town Council Charter and facilitates the Community/Town Council forum meetings with the 24 Councils.

- The Council has appropriate structures in place to encourage public participation which is used to inform proposals and key decisions including:
 - A Consultation and Engagement Strategy.
 - A Co-production Framework.
 - "Have your Say" consultations on website.
 - The Scrutiny Programme Committee invites stakeholder contributions and participation.
 - A Staff Survey with responses considered by CMT/Senior Management.
 - A Complaints Policy and Annual Report to assess organisational learning and change.
 - The appointment of Councillor Champions who provide a voice for under-represented groups.
 - An Integrated Impact Assessment to assess the equality, socio-economic and sustainability impacts on people with protected characteristics and future generations.

Principle C

Defining outcomes in terms of sustainable economic, social and environmental benefits

Sub Principles:

Defining outcomes

Sustainable economic, social and environmental benefits

How we do this:

- The Council has a clear vision which is set out in the Corporate Plan *Delivering a Successful & Sustainable Swansea* which prioritises 6 Well-being Objectives.
- Delivery of the Corporate Plan is monitored through the Council's Performance Management Framework with quarterly and annual performance monitoring by CMT/Cabinet.
- There is an Annual Performance Review.
- Annual Service Plans address the sustainability of service delivery along with key corporate priorities.
- There is monthly Performance and Financial Monitoring meetings held for each Directorate.
- There is a Corporate Risk Management Policy ensuring consistent application of risk registers and terminology and audit scrutiny.

- The Council takes a long term and sustainable view and balances the economic, social and environmental impact of policies and plans by:
 - Medium Term Financial Planning covering 3 financial years approved annually by Council.
 - Refresh of the Corporate Plan annually
 - Annual service planning.
- The Council's new *Achieving Better Together Recovery and Transformation* programme, which replaces *Sustainable Swansea: Fit for the Future* seeks to allow the Council to recover from the COVID-19 pandemic and modernise and transform the council to meet the longer term challenges and ensure sustainable provision of services.
- There is public and stakeholder engagement.
- Council has passed a motion on tackling the climate emergency and has set a target and means to achieve net zero carbon emissions by 2030, including expanding our fleet of green vehicles, increasing tree cover, installing solar panels and improving energy efficiency.

Principle D

Determining the interventions necessary to optimise the achievement of the intended outcomes

Sub Principles:

Determining interventions

Planning interventions

Optimising achievement of intended outcomes

How we do this:

- The Council ensures that decision makers receive objective and rigorous analysis of options with intended outcomes and risks by:
 - written reports from Officers;
 - report clearance by legal, finance and Access to Services officers;
 - embedding of impact assessment in decision making process;
 - clear option appraisals reflected in reports detailing impact, risk and any best value considerations.
- The results of consultation exercises are fully considered by decision makers with consultation responses set out in report.
- Consultation on budget proposals is extensive and includes roadshows with staff.
- The Council has a Corporate Risk Management Policy.

- The Council has established robust planning and control cycles covering strategic and operational plans, priorities and targets which is achieved through:
 - A timetable for producing and reviewing plans on an annual basis.
 - Working with a consultation and engagement strategy.
 - Quarterly and annual performance monitoring including achievement of national and local performance indicators.
- There is robust Medium Term Financial Planning.
- There is an Annual budget setting process in place including an extensive consultation exercise.

- The Council ensures the Medium Term Financial Strategy integrates and balances service priorities, affordability and other resource constraints by setting out any shortfall in resources and spending requirements in the context of service priorities.
- To ensure that the budget process is all inclusive there is regular engagement with members with robust scrutiny by the Service Improvement & Finance Scrutiny Performance Panel.
- *Achieving Better Together* (replacing Sustainable Swansea – Fit for the Future).
- The Council ensures the achievement of “social value” through the effective commissioning of service in compliance with CPR’s e.g. Beyond Bricks and Mortar (community benefit clauses in council contracts).

Principle E

Developing the entity’s capacity, including the capability of its leadership and the individuals within it.

Sub Principles:

Developing the entity’s capacity

Developing the capability of the entity’s leadership and other individuals

How we do this:

- The Council aims to ensure that Members and Officers have the right skills, knowledge and mind set to operate efficiently and effectively to achieve intended outcomes by:
 - adopting a comprehensive induction training programme for members and officers;
 - a Councillor Training Programme based on a Training Needs Assessment;
 - annual performance review of staff;
 - adoption of a mentoring scheme.
- Operational capacity is supported by the Transformation & Future Council objective to help tackle rising demand and reducing revenue budget.
- The Organisational Development Strategy aims to develop the right staff with the right skills to work in a sustainable way.
- There is engagement with benchmarking groups such as APSE, CIPFA.
- There is collaborative and partnership working including the Public Service Board, Regional Partnership Board, ERW.

- Effective shared leadership and understanding of roles and objectives is supported by:
 - The Leader and Chief Executive have clearly defined leadership roles.
 - The Chief Executive Appraisal and Remuneration Committee have responsibility for the appraisal of the Chief Executive.
 - There has been member led training with both senior officers and cabinet members.
 - There are regular 1-2-1 meetings with the Leader, Cabinet members, Chief Ex, CMT and Heads of Service.
 - The Transformation and Future Council objective and the Organisational Development Strategy.
- The Constitution sets out the Scheme of Delegation which is regularly reviewed.
- Annual appraisal and performance review.

Principle F

Managing risks and performance through robust internal control and strong public financial management

Sub Principles:

Managing risk

How we do this:

- Risk management is an integral part of decision making supported by:
- A Corporate Risk Management Policy with clear nominated officer responsibility.
- New risk register application.
- Monthly review of risks by CMT.
- Monthly review of Directorate Risks at PFM meetings.
- The publication of Corporate Risks allowing greater scrutiny.
- The Governance & Audit Committee regular review of risks (see paras 8.34 & 9)

Managing performance

- There are quarterly performance monitoring reports to Cabinet.
- Each Head of Service produces an Annual Service Plan setting out clear objectives and SWOT analysis of their service.
- There are regular reports as to performance indicators and milestones against intended outcomes.
- There is robust scrutiny challenge by pre decision scrutiny, inquiries and Call-In.
- Monthly Directorate Performance and Financial Monitoring meetings.

Robust internal control

- CIA provides independent assurance on the adequacy of internal control through the IA plan approved by the Governance & Audit Committee.
- The Governance & Audit Committee provides independent and objective assurance on effectiveness of internal control, risk management and governance arrangements.
- The Council is dedicated to tackling fraud and corruption and has an Anti-Fraud and Corruption Policy and Whistleblowing Policy
- The Governance & Audit Committee receives an annual report on the fraud function and Anti-Fraud Plan.
- The Internal Audit Plan is approved by Governance & Audit Committee.

Managing data

- The Council demonstrates effective safeguarding of personal data and information by:
 - The appointment of a Data Protection Officer.
 - The adoption of a Data Protection Policy.
 - An Information Governance Unit and Senior Information Risk Officer.
 - An information asset register
 - The Council is signed up to the Wales Accord for Sharing Personal Information (WASPI).
 - Data Protection training is mandatory.

Strong public financial management

- The Council ensures both long term achievement of outcomes and short term performance through the delivery of the Medium Term Financial Plan.
- Financial management is integrated at all levels of planning and control by:
 - financial implications are included in all decision making reports;
 - there is a specific Corporate risk around Financial Control and MTFP owned by the S151 officer.

Principle G

Implementing good practices in transparency, reporting and audit to deliver effective accountability

Sub Principles:

Implementing good practice in transparency

Implementing good practices in reporting

Assurance and effective accountability

How we do this

- The Council aims to present understandable and transparent reports for both stakeholders and the public which is supported by:-
 - A Report Authors Protocol which ensures consistency in reports.
 - A Clear Writing guide for Officers.
 - All reports are signed off by Cabinet Member, legal, finance and Access to Services officers.
 - The Council has a Publication Scheme which is available on the website.
 - Where possible exempt reports are split so that the main report can be heard in public with confidential information being a separate exempt report.
 - Publication of delegated decisions.
 - Reports are published on the website and agendas are published in the Welsh Language.

- The Council reports at least annually on performance as evidenced by:
 - Quarterly and annual reports to Cabinet on performance.
 - An annual Review of Performance report setting out how the Council has performed in meeting its Corporate Objectives.
 - The Annual Statement of Accounts audited by external auditor and approved by Council and published demonstrates how the Council has achieved performance, value for money and the stewardship of resources.
- Senior Managers complete Self-Assessment & Management Assurance Statements (SMAS) reflecting performance against governance, risk management and internal control. The SMAS contribute to the Annual Governance Statement.
- The Council have adopted the Code of Corporate Governance based on CIPFA framework.

- Through the assurance mechanisms set out below the Council can demonstrate effective accountability:
- The Internal Audit work plan provides assurance on the council's control mechanisms, risk management and governance arrangements which is monitored by the Governance & Audit Committee.
- All agreed actions from Internal Audit reviews are monitored.
- Reports and plans to implement Audit Wales and Internal Audit recommendations reported (as relevant) to Scrutiny and Governance & Audit Committee.
- Peer Review and inspection from regulatory bodies and external compliance reviews which are reported to CMT/Cabinet and used to improve service delivery.
- There is Scrutiny and audit review of Audit Wales reports and action plans.
- Assurance on risks associated with delivery of services through third parties is achieved by:
 - Commissioning and monitoring arrangements and compliance with Contract Procedure Rules.
 - SMAS reflect risk assessments in relation to partnership/third party working.

Internal Assurance

External Assurance

Annual Governance Statement

Council/
Cabinet/
Committee

Internal Audit

External audit

External Regulators/
Inspections

Monitoring
officer/S151
officer

Statutory
Inspections

CMT -SMAS

Governance &
Audit
Committee

Scrutiny

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4. Review of Effectiveness

4.1 The City and County of Swansea annually reviews the effectiveness of its governance framework including the system of internal control.

- (a) Statements from Corporate Management Team (CMT), Statutory Officers, the Internal Audit Manager and the Audit Committee.
- (b) External organisations i.e. Audit Wales and regulators.
- (c) Core evidence mapped to Council, Cabinet and Committees.

4.2 The following highlights the review of the governance framework in order to compile the Annual Governance Statement and sets out the assurance of CMT, officers and external organisations.

INTERNAL SOURCES OF ASSURANCE

5 Corporate Management Team/SMAS

5.1 The Self-Assessment & Management Assurance Statement (SMAS) form part of the governance and performance self-assessment framework. The new performance self-assessment requirements introduced by Part 3 of the Local Government and Elections Act 2021 have been incorporated into the SMAS during 2021/22. The information will be used to develop both the Annual Governance Statement and the Annual Self-Assessment Report as required by Part 3 of the Local Government & Elections Act. Through the SMAS each Director responds to 12 good governance and performance statements covering:

- Vision, Strategy & Performance.
- Organisational Governance, Ethics and Values.
- Organisational Leadership.
- Customer & Community Engagement and Involvement.
- Resources Planning & Management.
- Risk Management & Business Continuity.
- Partnership / Collaboration Governance.
- Internal Control Environment.
- Compliance with Policies, Rules Legal and Regulatory Requirements.
- Fraud & Financial Impropriety.
- Programme and Project Assurance.
- Innovation & Change Management.

5.2 The Directors assess assurance using a 5 point maturity scale for their areas of responsibility ranging from “Not in place” to “Embedded”. Directors are expected to consult with their Heads of Service to support a directorate approach to each statement.

5.3 The four SMAS from the Directors of Corporate Services and Finance (combined), Social Services, Place and Education are challenged and reviewed at CMT.

- 5.4 The assurance statements showed overall that there were no categories that were deemed as being “Not in place” or with “Limited Application”. A small number (13.8%) of categories were regarded as showing “Mixed Application”. These categories with the most showing mixed application were: Resources Planning & Management (4) and Vision, Strategy & Performance (3). These have been captured in the significant governance risks for 2022/23 where relevant. However, 64.2% demonstrated “Strong Application” and 20% were described as “Embedded”. A limited number of categories (1.9%) were left blank where a Director regarded them as non-applicable to their directorate, e.g. where a category was deemed a corporate or other directorate responsibility.
- 5.5 The Council established an Annual Governance Group for the purpose of challenging the SMASs and assisting and overseeing the development of the Annual Governance Statement. The Group is led by the Deputy Chief Executive and members include the Council’s Section 151 Officer and Monitoring Officer, as well as the Strategic Delivery & Performance Manager and a member of the Governance & Audit Committee. The Chief Internal Auditor attends in an advisory capacity. The work of the Group in reviewing the SMASs and finalising the Annual Governance Statement and CMT in reviewing and approving the SMASs and Statement was disrupted by the COVID-19 situation; the Group met twice during 2021/22. CMT reviewed the SMAS and draft Annual Governance Statement on 23rd March 2022. The Significant Governance Issues for 2022/23 as identified by CMT are those set out below.

6. The Monitoring Officer

- 6.1 The Chief Legal Officer is the Monitoring Officer with a specific duty to ensure that the Council, Officers and Members maintain the highest ethical standards of conduct. The Standards Committee has the responsibility for monitoring the ethical standards of conduct and to deal with any breaches of the Code referred to the Committee by the Public Service Ombudsman (PSOW).
- 6.2 In 2021/22 the Standards Committee considered one referral from the PSOW which related to Mumbles Community Council. During 2021/2022 the Monitoring Officer was notified of 26 complaints relating to members conduct by the PSOW. The PSOW decided not to investigate 22 of those complaints. 3 complaints are being investigated and 1 complaint is outstanding. In relation to complaints reported to the PSOW the Committee receive regular updates as to the status of complaints. Regular PSOW bulletins are circulated to all councillors as to Code of Conduct issues when issued.
- 6.3 The Local Government and Election (Wales) Act 2021 brings in new duties for Standards Committees in Wales from May 2022. The Committee was provided with updates on 4 December 2020 and on 9 March 2022 the Committee considered changes to their Terms of Reference so as to comply with the legislation.

- 6.4 The Standards Committee Annual Report 2020/21 was presented to Council on 2 December 2021. The Report reflected the Committee's view that generally the conduct of members was high with the Committee only having to consider one complaint against a community councillor.
- 6.5 In January and March 2022 the Standards Committee interviewed the Leader and all Leaders of the Opposition Groups. The discussion with group leaders focused on their new duties under the legislation and how they would meet that duty. The Monitoring Officer is therefore of the view that the Authority is in a good position to comply with the new legislative requirements.
- 6.6 The Monitoring Officer has not had to issue any statutory Section 5 Local Government and Housing Act 1989 reports during 2021/22.
- 6.7 Work on the Council Constitution has been progressed with amendments being made to the Land Transaction Procedure Rules, Article 12 – Officers and terms of reference of the Governance and Audit Committee. Further constitutional changes will be progressed during 2022/23.

7. The S151 Officer

- 7.1 Quarterly **Financial Monitoring Reports** were presented to Cabinet throughout 2021/22. The reports consistently identified some service revenue budget overspends at year-end, driven exclusively by Covid spending, albeit reducing throughout the year and by third quarter down to a miniscule margin of variation, once adjusted for Covid, so that service underspend was as likely as overspend based on available information. Towards the year-end the pace and scale of reimbursement of costs and lost tax and service income from Welsh Government became increasingly clear and as a result at several verbal updates on third quarter position to Cabinet, Council, Governance & Audit Committee and Scrutiny panels, the S151 Officer advised an overall significant outturn underspend was once again expected.
- 7.1.1 Total service underspending has now been confirmed (at just over £20m) and is an extremely good outcome. On an even more positive note the equally fully planned substantial continued underspending on capital financing (£6.2m) and contingency, central inflation and other corporate items including additional Welsh Government Covid grants (also around £21m) has enabled sums to be added to the recovery reserve, the capital equalisation reserve, the general reserve and some to be carried forward once again on contingency which is a prudent way of planning for and addressing some of, the future certain increased costs of financing the ambitious mid-term capital programme and the uncertainty of COVID-19.
- 7.2 A verbal **Mid Term Budget Statement 2021/22** was presented to Council in November this year given the substantially delayed settlement due to Covid and the Comprehensive Spending Review. The written report on the **Review of Reserves** was presented to Council on 07/10/21, which provided a strategic and focussed assessment of the current year's financial performance

and an update on strategic planning assumptions over the next 3 financial years.

- 7.2.1 The conclusion of the Statement was that the Council could potentially struggle to deliver within the overall resources identified to support the budget in 2022/23 and beyond unless the local government settlement was much enhanced and preferably multi-year (the quantum was duly confirmed much enhanced by March 2022 and pleasingly was a three year settlement albeit heavily front loaded then dropping off significantly). The likely projected outturn was dependent upon the ability of the Council to reduce and restrict ongoing expenditure across all areas, its ability to recover expenditure and lost income from Welsh Government and continued reliance on active capital financing strategies to maximise the short term savings to enable the capital equalisation reserve to be bolstered for the medium to long-term recognising the major future capital commitments already irrevocably made by Council decisions on the size of the capital programme and associated borrowing.
- 7.2.2 The Revenue and Capital Budgets were approved by Council on 03/03/22. They continued to set out an ongoing ambitious programme of approved capital spending plans and future capital spending plans (partly financed by the Swansea Bay City Deal but predominantly by unsupported borrowing now fully externalised at fixed rates for up to 50 years de-risking general fund exposure to future interest rate movements) which would require modest budget savings to be delivered to help facilitate that major capital investment and economic regeneration stimulus. These plans are likely to still be affected by ongoing ripple effects of COVID-19. It remains entirely unclear as to the scale of additional spending, the loss of income, and the funding arrangements for reimbursement in part, or in full, that the Authority faces in responding both locally, with partners, and supporting the national strategic response to the COVID-19 pandemic during the first part of 2022-23.
- 7.2.3 The impact will be very financially material on the 2021-22 accounts but the national lock down arrangements and the prioritisation of the response to COVID-19 may have impaired our ability to fully prepare the accounts to our normally exceptionally high standards in line with accounting standards. Any necessary deviation caused will be disclosed separately throughout these accounts.
- 7.3 The **Medium Term Financial Plan 2023/24 – 2025/26** was approved by Council on 03/03/2022. The Plan outlined the range of options around funding faced by the Council over the period, the key reliance on the scale and value of future local government finance settlements and the strategy to be adopted to address the various scenarios as well as the inherent risks to the success of the adopted strategy.
- 7.3.1 All spending and funding assumptions were set before the ongoing economic scale of the repayment of costs incurred during COVID-19 pandemic was fully apparent, exacerbated by the late nature of the UK and Welsh government budget setting processes. Whilst the Authority will consider future spending

plans in line with projected funding announcements there is no indication at present that any of the assets of the Authority may be impaired as a result of a need to close facilities and reduce the level of service provision.

7.4 Each Corporate Director held monthly **Performance and Financial Monitoring** meetings where Chief Officers and Heads of Service reported on progress in terms of continuous improvement and budgets.

7.5 **Audit Wales Annual Audit Summary 2021.** Audit Wales noted that their opinion on the financial statements was qualified. This was because the Council misclassified historical cost depreciation between its revaluation reserve and its capital adjustment account resulting in both being potentially materially misstated; the Council is undertaking further analysis to assess and correct the level of potential error. During 2020-21, Audit Wales examined the financial sustainability of each council in Wales. They concluded that the Council is well placed to maintain its financial sustainability and plans to strengthen some aspects of its financial management. The Auditor General certified that the Council had met its remaining Local Government (Wales) Measure 2009 duties concerning continuous improvement for the financial year 2020-21, as saved by an order made under the Local Government and Elections (Wales) Act 2021.

7.5.1 The Council is the Administering Authority for the City and County of Swansea Pension Fund (the Pension Fund) and Swansea Bay Port Health Authority (SBPHA). The governance arrangements detailed in this Annual Governance Statement apply equally to the Council's responsibilities to the Pension Fund and SBPHA. There are further specific requirements for the Pension Fund which are:

- Investment Strategy Statement.
- Internal Dispute Resolution Process.
- Funding Strategy Statement.
- Administration Strategy Statement.
- A full actuarial valuation to be carried out every third year.
- Communications Strategy Statement.

8. Chief Auditors Opinion

8.1 The system of internal control is designed to help the Council manage and control the risks which could affect the achievement of the Council's objectives. However it is not possible to eliminate all risks completely.

8.2 This means that Internal Audit can only provide 'reasonable' assurance that the systems of internal control within the areas of the Council reviewed are operating adequately and effectively.

8.3 The table below provides a summary of the assurance levels across the audits completed in 2021/22:

Annual Governance Statement 2021/22

2021/22 Audit Ratings Summary		
Total Number of Audits Finalised	90	
Assurance Rating	Number	%
High Assurance	38	42
Substantial Assurance	48	53
Moderate Assurance	4	5
Limited Assurance	0	0

- 8.4 As can be seen in the table above, the outcome of 86 (95%) of the 90 audits completed was positive with the audits receiving either a high or substantial level of assurance.
- 8.5 As has been reported to the Governance & Audit Committee throughout the year, four audits received a moderate level of assurance in the year. As has been the case for the past three years, the fundamental Accounts Receivable audit was one of the audits that received a moderate assurance level in 2021/22.
- 8.6 In total there are 14 audits which are classed as fundamental audits. The fundamental audits are the core systems that are considered to be so significant to the achievement of the Council's objectives that they are audited either annually or bi-annually. Following the audits completed in 2021/22, 10 of the 14 fundamental audits have a high level of assurance. Three have a substantial level of assurance (Accounts Payable, Business Rates and Employee Services) and one has a moderate level of assurance (Accounts Receivable).
- 8.7 Prior to the audit in 2019/20, the Business Rates audit had received a consistent high assurance level and had therefore been subject to an audit every two years. However, as a result of the findings of the audit undertaken in 2019/20, a substantial level of assurance was awarded and as a result this audit is completed on an annual basis.
- 8.8 The Governance & Audit Committee was made aware that we were unable to complete the review of Business Rates in 2020/21 due to the fact that the department had to swiftly adapt to facilitate the roll out of the various Covid-19 support schemes, and as such the Business Rates Section did not have the capacity to accommodate an audit. Additional work was completed by the Audit Team during this period to provide assurance over the reactive work that has been undertaken by the Business Rates Team in facilitating the Council's continued response to the Covid-19 pandemic. However, Internal Audit was able to complete the review of Business Rates in 2021/22 with a substantial level of assurance being awarded.
- 8.9 The Accounts Payable audit also received a substantial assurance level in 2021/22, as was also the case in the past three financial years. As a result, this will continue to be audited on an annual basis.

- 8.10 The Accounts Receivable audit received a moderate assurance level in 2021/22, as has also been the case in the previous three financial years. The Governance & Audit Committee has received a number of updates from the relevant managers within the department in relation to the work that is ongoing to address the issues that have been identified. The Committee will continue to receive updates on this during 2022/23 as required.
- 8.11 It is disappointing that the Accounts Receivable audit received a fourth moderate assurance rating in 2021/22. As detailed in updates provided to the Governance & Audit Committee from the client department, the reasons for the weaknesses identified in this area are primarily in relation to reduced staff resources. As noted in previous annual reports, continuity and maintenance of core grip with changing, and more often diminishing, resources was a recognised clear challenge across the Council and this continues to be the case.
- 8.12 Despite this, as stated previously it should be noted that of the 14 fundamental system audits, 10 have a high assurance level and three have a substantial assurance level. In addition, the results of the work undertaken in 2021/22 shows that as at the 31st March 2022, 95% of all of the audits completed in year have either a high or substantial assurance level. This provides reasonable assurance that across the Council the systems of internal control are operating effectively.
- 8.13 The Internal Audit Team has continued to operate in a very challenging environment throughout 2021/22. As a result of continued challenges also being faced by client departments caused by the ongoing pandemic, a small number of audits on the 2021/22 audit plan had to be deferred to 2022/23. However, we have successfully completed a significant number of audit activities on the 2021/22 plan with 94 audit activities (72%) issued as final or completed and 2 audits (2%) issued as draft, with an additional 11 audits (8%) in progress at year end. As a result, 82% of the audit activities on the 2021/22 audit plan had either been completed or were in progress at year end. This is a positive result given the circumstances faced by the Team. It is also pleasing to note the overall positive outcomes of the work that has been completed in year as highlighted above.
- 8.14 A review was also undertaken in March 2022 to establish whether those charged with governance within the Council had undertaken a detailed review of their financial management arrangements. The review was undertaken to determine whether the standards, as defined by the Financial Management Code (FM Code) introduced by the Chartered Institute of Public Finance & Accountancy (CIPFA) were being met. The FM Code is designed to support good practice in financial management and assist Local Authorities in demonstrating their financial sustainability. The FM Code is based on a series of principles supported by specific standards. The requirement to be fully compliant with the FM Code came into effect from the 1 April 2021.

- 8.15 Our review confirmed that the Director of Finance & Section 151 Officer had completed a number of self-assessment exercises to benchmark Swansea Council's processes and practices against the FM Code Standards using a RAG Rating approach throughout 2021/22 which have been presented to Corporate Management Team. The RAG rating approach evaluated the Council's level of compliance with each element of the Financial Management Standards as follows:
- Rag Rating:
- Green - Compliance is being demonstrated.
 - Amber - Minor to moderate improvements are required to demonstrate full compliance.
 - Red - Moderate to significant improvements are required to demonstrate full compliance.
- 8.16 The latest high-level self-assessment review completed in February 2022 concluded that of the 17 Standards, the Council could demonstrate full compliance with 13 standards (assessed as green) with minor to moderate improvements required to demonstrate full compliance with the remaining 4 standards (assessed as amber).
- 8.17 Changes that have been made throughout the year in order to improve the level of compliance with the Standards have been clearly documented as part of the self-assessment process. In addition, the self-assessment includes a comprehensive list of evidence to substantiate and support the Director of Finance & Section 151 Officer's assessment of compliance.
- 8.18 To conclude, the self-assessment review completed by the Director of Finance & Section 151 Officer demonstrates that the Council is broadly compliant with the FM Code, with only minor to moderate improvements being required to demonstrate full compliance with 4 of the 17 Standards.
- 8.19 Throughout the year, a significant amount of effort has continued to be directed at further strengthening the systems of risk management across the Council. The Governance and Audit Committee has received regular update reports from the Strategic Delivery and Performance Manager outlining the status of key risks from the Corporate Risk Register. The Corporate Management Team and Risk Owners have also reviewed the risk register entries regularly throughout the year to ensure the register is up to date. The new Risk Management System has also been further embedded in the year which has improved the monitoring and control of risks.
- 8.20 As per the Terms of Reference, the Governance and Audit Committee must be satisfied that they have sufficient information in order to gain assurance over the risk management controls across the Council. Prior to the introduction of the new Risk Management System, the Committee highlighted concerns over the amount of information that was available to Members to allow them to discharge this responsibility. These concerns were also echoed by the Council's External Auditors. The introduction of the new Risk Management System has facilitated greater scrutiny of the risk management

arrangements in place by the Governance and Audit Committee and detailed reports from the new system have been presented to the Committee throughout the year.

- 8.21 A number of concerns were raised previously by both the Chief Auditor and the Governance and Audit Committee in relation to the documentation of the mitigating control measures recorded in the Risk Register for a number of Corporate Risks.
- 8.22 As part of the migration from the old Risk Registers to the new Risk Management System, Risk Owners were asked to review and update the risks and associated mitigating controls under their management. Following a review of the mitigating controls in 2020/21, it was noted that in some instances the control measures documented on the new system could not be considered to be 'control measures' as such. As a result, it was not possible to place reliance on the documented mitigating controls for some of the corporate risks on the Risk Management System. This is not to say that mitigating controls were not in place, but the way they had been documented meant that we were unable to place reliance on some of the 'controls' as they were recorded. As a result, last year's Annual Governance Statement and Chief Internal Auditor's Opinion noted that this area required attention and improvement in 2021/22.
- 8.23 It is pleasing to note that a significant amount of work has taken place throughout 2021/22 in order to ensure that the corporate risks remain relevant and up to date. In addition, as evidenced by the most recent Risk Update Report from the Strategic Delivery & Performance Manager, the quality of the documentation of the associated control measures has greatly improved.
- 8.24 The Covid-19 Pandemic has continued to have a significant impact on the Council and most 'business as usual' operations. The meetings of the Governance Group, tasked with overarching responsibility for ensuring existing corporate governance arrangements are effective, resumed in 2021/22 in the lead up to the year end and in preparation for the production of the Annual Governance Statement.
- 8.25 In response to the unexpected and unpredictable impact of the pandemic, a number of emergency protocols were introduced in 2020/21 to ensure governance and overall corporate grip remained strong and effective during such unprecedented times. This included the formation of an Executive Control Group (ECG) in early March 2020.
- 8.26 Those attending the ECG included the Leader, Deputy Leaders, Chief Executive, S151 Officer, Monitoring Officer, Director of Place, Head of Communications & Marketing, Corporate Health Safety & Wellbeing Manager and Temporary CCoS/NPT/SBUHB Liaison Officer. We were advised that attendance at meetings varied due to the fluid situation facing the Council and due to daily meetings taking place, including on weekends. The Sit Rep group was a wider group of members and senior officers.

- 8.27 The ECG ceased to be a decision-making forum when Cabinet and Council meetings resumed in June 2020, but it continued to exist as a forum for information and communication throughout 2021/22.
- 8.28 The work undertaken by the Internal Audit Team in the year did not uncover any significant concerns in relation to governance and overall management control across the areas of the council that were subject to internal audit review. Despite the ongoing period of upheaval and change, Officers have continued to adapt speedily and effectively to the emergency response to the pandemic with no obvious signs of deterioration in control or corporate grip across the areas subject to audit in the period.
- 8.29 In conclusion, Statutory Governance Chief Officers and CMT have succeeded in continuing to maintain appropriate corporate grip and have ensured adequate recording and reporting mechanisms have been maintained throughout the crisis.
- 8.30 At the time of writing this opinion, it is unclear as to the scale of additional spending, including rapidly rising inflation, or ongoing losses of income that the Council faces in dealing with the pandemic both locally, with partners, and supporting the national strategic response to the residual immediate public health crisis and now rapidly growing economic and wider health effects of Covid-19 and the ongoing crisis in Ukraine going into 2022/23. The Director of Finance & Section 151 Officer has advised that his view is that there is adequate assurance of sufficient and necessary recovery and reimbursement in relation to 2021/22 already in place, pending the formal final outturn and statement of accounts certification. However, it should be noted that there are currently no meaningful sums announced available to bid against nationally for 2022/23 by UK or Welsh Governments. In March 2022, the Leader of the Council set out the Council's intention to expand the locally funded Covid-19 Economic Recovery Fund with the target sum of a further £20m-25m. This in part may mitigate the known certainty of significantly reduced Government funding cash increases in future years. This may also assist with dealing with some, but not all, of the immediate inflationary effects, which means future real terms reductions look inevitable. However, this is pending formal certification of the final outturn and statement of accounts by the Section 151 Officer and Council.
- 8.31 Given the audit plan completion rates noted previously, and the fact that Internal Audit has completed all of the planned fundamental audits and the majority of the cross cutting audits by year end, the Chief Auditor feels that no impairment to the Chief Auditor's opinion on internal control is required. Assurance can be provided across a range of Council services as a result of the audits completed and other assurance work undertaken in the year.
- 8.32 In addition, for the reasons set out previously, the Chief Auditor is of the opinion that governance arrangements across the Council have proven to continue to be robust and resilient throughout the continuing period of

challenge and change that the Council has faced over the past year. It should also be noted that the Senior Management Assurance Statements have been enhanced during the year to incorporate the new provisions of Part 6 of the Local Government and Elections (Wales) Act in relation to performance self-assessment. The Council has continued to adapt speedily and effectively to the challenges brought about as a result of the pandemic, with core services continuing to operate effectively throughout.

- 8.33 Given the previous points made in relation to internal control, governance and risk management the Chief Auditor is of the opinion that there is no need to issue any limitation of scope on the aspects of governance and internal control. In addition, as a result of a significant amount of work undertaken in year to further enhance and embed risk management controls across the Council, and to strengthen the documentation of risks and control measures on the Corporate Risk Register, the Chief Auditor believes that there is no longer a need to declare a limitation of scope in relation to risk management. However, improvements should continue to be made in this area throughout 2022/23 to further embed and strengthen the Council's risk management controls across all of the Directorate and Service Level Risk Registers.
- 8.34 The Governance and Audit Committee and the Chief Auditor have also raised concerns throughout the year around the absence of a Workforce Strategy. In February 2022 the Strategic HR&OD Manager confirmed that a proposed Workforce Strategy has been developed for the financial year April 2022/23, with the Strategy due to be launched in March 2022. It should also be noted that Internal Audit were unable to complete the audit of the 'Transformation' element of the Achieving Better Together programme that had been planned for completion in 2021/22. As a result, these areas will be reviewed as part of the 2022/23 work programme.

8.35

Chief Auditors Opinion for 2021/22

Based on the programme of audit work undertaken in 2021/22, the Chief Auditor's opinion on the overall adequacy and effectiveness of the Council's framework of governance, risk management and internal control is effective with no significant weaknesses identified in 2021/22 which would have a material impact on the Council's financial affairs or the achievement of its objectives.

9. The Governance & Audit Committee

- 9.1 The Council has continued to face significant challenges during 2021/22 with the ongoing impact of the COVID virus. Once again the Chair pays tribute to all staff and officers of the Council in dealing admirably with the challenges brought about by the COVID pandemic. Throughout this year

officers of the Council as well as the Council Partners' were fully committed to meeting their responsibilities. The Chair also acknowledges that the Council continued its efforts to maintain continuity of governance.

- 9.2 Noted below is an overview of the Governance & Audit Committee's work in the municipal year 2021/22. On 9th June 2021 the Governance & Audit Committee considered the election of Chair for 2021/22 Municipal Year where it was resolved that Paula O'Connor be elected Chair. At the meeting on 13th July 2021 Councillor P R Hood-Williams was elected Vice-Chair for the 2021/22 Municipal Year. In addition, at the September 2021 meeting the Committee considered the requirements of the Local Government and Election (Wales) Act that states that the Governance & Audit Committee shall consist of one third Lay Members. The Committee was asked to consider its new size and implication that one third would be Lay Members. The recommendation made by Members to the full Council was to opt for 15 members consisting of 10 Councillors and 5 Lay Members. The Council approved this and in March 2022 progress was made in recruiting for three Lay Members.
- 9.3 As a result of the Act the Governance & Audit Committee Terms of Reference was amended to reflect the new membership plus the additional roles of the Committee. The new Act requires careful coordination between the Governance & Audit Committee and the Scrutiny Committee as both embark on the new co-ordinated responsibilities. It is a benefit at this time that the Scrutiny Committee Chair is also a Member of the Governance & Audit Committee. The Chair has also ensured that the Work Programme of the Scrutiny Committee is appended to every meeting of the Governance & Audit Committee. With regard to the Governance & Audit Committee's responsibility to review the annual Self-Assessment Report and also the Panel Performance Assessment Report the Chair has liaised with the Chair of Performance Committee who has agreed to attend the Governance & Audit Committee when these reports are presented.
- 9.4 The Committee's terms of reference forms part of each Agenda as an aide to ensure that Members are sighted of the Committee's effectiveness in satisfying it's role. The Chair has continually reviewed Committee Agenda's in consultation with Democratic Services to ensure they meet the requirements of the Terms of Reference. In addition, the Chair has liaised with the Deputy Chief Executive to establish a formal Training Programme for Members to include the new areas of responsibility plus a clear understanding of the roles of Scrutiny Committees that also consider these subject matters.
- 9.5 The Chair also notes that Part 5 of the Local Government and Elections (Wales) Act 2021 provided for the establishment through regulations of Corporate Joint Committees (CJC). This resulted in the establishment of the South West Wales Corporate Joint Committee. At the September 2021 Governance & Audit Committee further insight was given to Members as to the current status and progress of the CJC and then in December 2021 the

Governance & Audit Committee were informed of progress and next steps being taken in establishing a formal governance framework. The status and progress of the work of the CJC will be brought back to the Governance & Audit Committee during the early part of 2022 where consideration will be given to any further changes to Terms of Reference of the Governance & Audit Committee.

- 9.6 The Chair would highlight that changes were taking place with the Management Structure in February 2021 and these changes remained under consideration and consultation during 2021/22. The Governance & Audit Committee have continued to express concern around the absence of the Workforce Strategy and the challenges placed on resource throughout 2021/22. In February 2022 the Strategic HR&OD Manager confirmed that a proposed Workforce Strategy has been developed for the financial year April 2022-2025. It was also confirmed that the Strategy took into consideration the Council's Corporate Plan "Delivery a Successful and Sustainable Swansea" as well as the provisions of the Well-Being of Future Generations (Wales) Act 2015. Subject to any final changes the Strategy was to be launched in March 2022.
- 9.7 The Chair also highlights that the Committee has previously reported on the shortfall in assurances being received around the Council's Risk Management arrangements. However, the Chair has ensured that the Service Directors have attended the Governance & Audit Committee during the year to provide assurance to the Committee that individual functions are exercised effectively, there is economic, efficient and effective use of resources and effective governance.
- 9.8 The development and roll out of the new electronic risk management system continued into early 2021 and the Chair would note that improvement had been made in the reporting format of the Risk Register. However, during the majority of 2021 the content of the Risk report still required improvement. A Risk Report was presented to the Committee in September 2021, November 2021 and February 2022. The Chair also notes that additional Training had been undertaken along with Video Training access and towards the end of 2021/22 some improvement was recognised in the February 2022 report.
- 9.9 The new Act has placed responsibility on the Governance & Audit Committee to review the Council's draft response to the Panel Performance Assessment report, any Audit Wales recommendations arising from Council's performance as well as the Council's draft annual Self-Assessment report. The Governance & Audit Committee Work Programme has been updated to reflect the presentation of these reports in 2022.
- 9.10 The Annual Complaints report was presented to the Governance & Audit Committee in December 2021. The Committee welcomed the report but noted that it was important not to overlap the work of Scrutiny Committee.

The Chair of Scrutiny Committee confirmed that the Complaints report was due to be considered by Scrutiny in March 2022.

- 9.11 The Committee has reviewed the work programme at each meeting, taking account of risk and priorities and in particular pandemic issues and Internal Audit Moderate Assurance reports issued.
- 9.12 The Chair attended a further meeting of the All Wales Audit Committee Chairs network in September 2021 where there was opportunity to network, share ideas and problem solve with peers performing similar roles. The event was dedicated to understanding Governance and Audit Committee 'performance' responsibilities resulting from the Local Governments Elections (Wales) Act 2021, to support us to discharge our new responsibilities effectively. Presentations were given by the Welsh Local Government Association and also the Public Service Ombudsman for Wales. An interactive section was also facilitated by Audit Wales to consolidate some of the learning from the Act.
- 9.13 The Governance & Audit Committee terms of reference states that the Committee “oversees internal audit and external audit, helping to ensure efficient and effective assurance arrangements are in place.
- 9.14 The Committee received the 2021/22 Internal Audit Plan and Charter on 20th April 2021 and has received reports regularly during the year from the Chief Internal Auditor. The Chair has expressed her gratitude to the Chief Auditor in progressing with the plan alongside the pressures of the pandemic and also for responding to a request to enhance the detail in the reports to provide further understanding of the work undertaken and the risks identified. During 2021/22 the Chief Auditor reported a number of Moderate Assurance audit reports that resulted in those responsible attending Governance & Audit Committee to give assurance that appropriate action was being taken where significant weaknesses in control were identified. During the year the Chief Internal Auditor updated the Governance & Audit Committee of those audit assignments that had to be deferred as a result of the pandemic impacts. The final Chief Internal Auditor opinion was presented to the Governance & Audit Committee in May 2022.
- 9.15 In March 2021 the Chief Internal Auditor presented the Draft Internal Audit Plan for 2021/22 and methodology applied. The Chair commented that the Committee was able to support approval of the Plan to Council with the caveat that assurances had been obtained from the Chief Internal Auditor that the Plan was risk based and complied with the Public Sector Internal Audit Standards. The Committee would seek to gain further understanding of the scope of the reviews during 2021/22.
- 9.16 Audit Wales presented their 2021 Audit Plan to the Governance & Audit Committee on 20th April 2021, and has provided the Committee with regular updates to their work. The most recent update as at June 2022

presented on 27th September 2022. In 2017/18 and continuing to date the Chair suggested that consideration be given to developing a tracker to give focus to improved completion of external audit recommendations. This work is yet to be completed but the Chair acknowledges the attempts being made to develop an electronic system to track action against recommendations but in the interim the Scrutiny Committee has the opportunity to challenge non implementation of recommendations as well as the Governance & Audit Committee.

- 9.17 The Chair has met during the period with the Deputy Chief Executive, S151 Officer, Monitoring Officer, Chief Internal Auditor and Audit Wales. When necessary during the year the Chair has been in communication with the Chief Executive.
- 9.18 On 20th April 2021 the Committee received the 2021/22 Fraud Function Annual Plan. The 2020/21 Anti-Fraud Annual Report was received at the meeting in July 2021.
- 9.19 An additional report was presented to provide the Governance & Audit Committee with an update against progress being made against recommendations in the Audit Wales report Raising our Game - Tackling Fraud in Wales in March 2021 with an update on progress in November 2021. The Committee noted that some further work was required to address all those recommendations.
- 9.20 Cllr Lesley Walton is the Governance & Audit Committee Representative on the Council's Governance Group. The Governance Group was established to review the production of the AGS during the year. The Group met in March 2022 to discuss the draft AGS for 2021/22.
- 9.21 The Chair attended the Scrutiny Panel Conference 12th October 2021. The Governance & Audit Committee also received the Scrutiny Committee's Annual Report and Work Programme.
- 9.22 Looking ahead to 2022/23 the Governance & Audit Committee's membership and responsibilities will need to have careful consideration and support. Following the May 2022 local elections a Training Programme has been enacted to support the work of the Committee in all new areas of responsibility; this programme reflects the needs of all new Councillor and Lay Members.
- 9.23 The Committee's concerns expressed during the 2021/22 Municipal year will be appropriately reflected in the Annual Governance Statement and will include the absence of the Workforce Strategy, the further improvements to embedding the risk management arrangements and enhanced reporting and the Moderate or Limited Assurance Internal Audit reports where audit recommendations remain outstanding.

EXTERNAL SOURCES OF ASSURANCE

10. External Auditors

- 10.1 In response to the COVID-19 pandemic, Audit Wales changed the approach and focus of their performance audit work in local government and other bodies. Audit Wales undertook a project to support public sector efforts by sharing learning through the pandemic. The project aims to help prompt some thinking, and practise exchange. During 2020-21, Audit Wales reviewed the arrangements that each council in Wales was putting in place to support recovery planning. Audit Wales undertook this work on an ongoing basis, providing real-time and ongoing feedback where appropriate.
- 10.2 Audit Wales' Annual Audit Summary 2020 noted that during 2020-21, Audit Wales examined the financial sustainability of each council in Wales. Audit Wales concluded that the Council is well placed to maintain its financial sustainability and plans to strengthen some aspects of its financial management. Audit Wales were satisfied the Council had met its legal duties for improvement planning and reporting and is likely to meet the requirements of the Local Government Measure (2009) concerning continuous improvement.
- 10.3 Audit Wales on behalf of the Auditor General for Wales presented the **Audit of Financial Statements Report 2020/21** to Governance & Audit Committee on 24/08/21 and to Council on 02/09/21. The report highlighted any significant issues to those charged with governance that needed to be considered prior to the approval of the financial statements. The Auditor General issued a qualified audit report on narrow but material technical matters for the financial statements; the Director of Finance has already started looking to address this issue working alongside Audit Wales. The report concluded that the financial statements for the City & County of Swansea and the City and County of Swansea Pension Fund, (which was presented separately to the Pension Fund Committee on the 17/11/21), gave a true and fair view of the financial position of the Council and had been properly prepared.

11. Statutory external inspections/regulators

- 11.1 CiW carried out an Assurance visit in June 2021. Estyn recently provided feedback to the Council, and more recently a Risk Assessment Workshop was delivered by CiW, Estyn and Audit Wales to CMT and Leadership Team.
- 11.2 Both CiW and Estyn recently provided feedback to the Council on 23rd February 2022 at an Assurance and Risk Assessment Workshop delivered alongside Audit Wales to CMT and Leadership Team.
- 11.3 Estyn noted in general, most inspection outcomes have been strong in both primary and secondary schools. The Council's Education directorate responded well to the challenges during the COVID-19 pandemic and supported schools and PRUs effectively. Officers consider the current issues in education appropriately, including the new curriculum and ALN reform, and

identify current needs well, such as the recent upward trend in exclusion rates. The Director of Education has developed a good understanding of the needs of the local Authority and schools and know schools well; an experienced Council member is appointed as portfolio holder. Good support to schools is provided in follow-up.

- 11.4 The Council has undertaken a review of its ALN provision – but it is too soon to measure the impact of this on implementation of ALNET Act and provision in schools and PRUs. There has been a 2nd tier structure review underway with three Head of service posts and the Council is now in a new regional partnership with two other local authorities. School reserves continue to be high especially in secondary schools. The needs of learners met by the 10 year Welsh in Education Strategic Plan will need to be kept under review.
- 11.5 CiW sought Authority-wide assurance review on how well local authority social services continue to help and support adults and children with a focus on safety and well-being. Also feedback was structured around their key lines of enquiry - the four principles of the Social Services and Wellbeing (Wales) Act 2014: People - Voice and Control, Prevention, Well-Being, Partnerships and Integration. In their letter CiW notes that at the beginning of the pandemic, Swansea Council was able to build on its established agile working systems, developing proactive regional approaches to support front-line services and recovery planning, with specific examples in Adults and Child and Family Services. More specific feedback and areas of improvement were noted in the four key areas:
- **People - voice and control** – whilst there are good examples of practice to build on in Swansea, people's and child's voices need to be strengthened in assessments and care planning, and to follow up on improving the carers experience in accessing support.
 - **Prevention-** Swansea Council's approach to prevention is co-developed and delivered by a wide range of partners, including third-sector organisations within multi-agency hubs through Tackling Poverty initiatives, Discharge to Assess/Re-able, and Local Area Coordination. Delays and waiting times in some areas such as availability of domiciliary care and common access point lessened the impact of early intervention and support to parents and carers. Swansea Council is actively exploring means of incorporating best practice into longer-term service provision
 - **Partnerships and Integration** – CiW commented that partnerships had been strengthened within Swansea Council during the pandemic, for example working more closely with education in relation to vulnerable children, and on how flexibility shown with providers and in adapting services helped meet demand. Although there has been positive impact on reducing the number of children looked after. Locally and nationally, a lack of specialist placements for those with more complex needs was commented on. They also noted how good working relationships between professional are helping to produce better outcomes, though closer partnership working with police and health services could be achieved and that more resource at a strategic level may be needed to drive change.

- **Well-being-** whilst staff felt appropriately supported throughout the pandemic staff, they have continued to work under significant pressure in a number of teams, and with the added challenges in recruitment and retention to key posts. CiW were positive about the initial changes in adult safeguarding, with the new team demonstrating a good analysis of risk, balancing between risk management and individual well-being. CiW are keen to follow these changes in safeguarding adults, and in applying quality assurance frameworks in services to adults, children and families, once they are fully embedded.

CORE EVIDENCE

12. Council & Cabinet

- 12.1 The following provide assurance based on reports covering 2021/22. In some instances reports from 2020/21 are reflected in the Annual Governance Statement as the reports for 2021/22 are not yet available.
- 12.2 Council adopted a revised Corporate Plan 2017/22 *Delivering a Successful and Sustainable Swansea* on 25 October 2018. The Corporate Plan for 2017/22 was refreshed and approved at Cabinet on 19th March 2019 and was refreshed again and approved by Cabinet on 19th March 2020. The five year Corporate Plan was rolled forward into 2021/22 and will be refreshed and rolled forward for a further year into 2022/23 until after the local government elections when a five year plan will be produced. The Corporate Plan sets out the Council's values and principles underpinning the delivery of the objectives and sets out how the Council will monitor progress through quarterly and annual performance monitoring reports.
- 12.3 Performance on delivery of the Council's Well-being Objectives is monitored quarterly by Cabinet. The reports contain outturn compliance with performance indicators and an overview of performance for each Objective provided by Directors/Heads of Service. The End of Year Performance Monitoring Report for 2020/21 was presented to Cabinet on 15th July 2021. The report showed that 35 out of 59 (59%) of comparable indicators showed improvement or stayed the same compared to the previous year. Continued disruption from COVID-19 meant that performance targets were not set during 2021/22 and any comparisons to previous performance were appropriately contextualized.
- 12.4 The Annual Review of Performance 2020/21 was approved by Cabinet on 21st October 2021. The report showed the results of each performance measure for the 6 Objectives set out in the Corporate Plan 2017/22. The results showed that overall the Council has made significant progress undertaking the steps to meet its Well-being Objectives but that there were areas for development and lessons learnt.
- 12.5 The Corporate Complaints Policies were reviewed to ensure they were in line with the Public Services Ombudsman (Wales) Act 2019 and the Welsh Language Standards. The Annual Complaints Report 2020/21 was presented

to the Scrutiny programme Committee on the 15th March 2022. In addition, the Ombudsman's annual report was presented to Cabinet in November 2021. The Annual Complaints Report reflects the continued emphasis on prompt resolution of complaints and includes compliments about services. 73 complaints were made to the Ombudsman including corporate complaints and Social Services (there were 92 cases received in 2019-20). 67 of which were closed within the year, and nine of which received intervention (early resolution / voluntary settlement (5) or were upheld (4)). PSOW complaints reduced compared with the 92 closed in 2019-20. There was an assurance that there were no s16 Public Interest reports during the year.

- 12.6 The Governance & Audit Committee Annual Report 2020/21 was presented to Council on 7th July 2021 and outlined the assurance the Committee had gained over control, risk management and governance from various sources over the course of 2020/21. In particular, the report highlighted the work that had been undertaken throughout the year in line with the Committee's terms of reference.
- 12.7 The Equality Review Report 2020/21 was reported to Cabinet on 16th September 2021, which highlighted progress against the Council's Equality Objectives. The report highlighted work linked to the core principles i.e. co-production, engagement and embedding of children's rights.
- 12.8 The Welsh Language Annual Report 2020/21 reflected progress and compliance on the 163 Welsh Language Standards across five categories with which the Council has to comply. The report contained an overview of activity and how the Council internally promotes the Welsh Language Standards with tools and information. The report concluded that good progress continued to be made on implementing the Welsh language standards during 2020/21 and highlighted some areas to support ongoing development and improvement.
- 12.9 There were a number of key reports presented to Cabinet/Council during 2021/22 including reports relating to the Swansea Bay City Deal, regeneration and capital works and a number of Cabinet reports in response to the COVID-19 pandemic. On 15th October 2020 Cabinet approved the new Swansea - *Achieving Better Together "From Recovery to Transformation"* Transformation Strategy and Programme Framework. In January 2022 an update report reflected the progress and changes to the programme since the framework was adopted as well as identifying the ongoing flexibility required to respond to the ongoing and emerging challenges and changes to the Council, its services and its workforce.
- 12.10 The Report showed that Council has not only **maintained services throughout the pandemic** but is well underway on its journey to refocus the Council. Projects, plans and strategies have been re-introduced when safe to do so, ensuring that Swansea did not fall behind in its ambitions to make Swansea better.

- 12.11 An internal Audit examination has been undertaken and the outcome was “high” level of assurance with no recommendations. This indicates that ‘there is a sound system of internal control designed to achieve the programme objectives and the controls are being consistently applied.
- 12.12 The strategic governance of the *Achieving Better Together* is undertaken by the Recovery, Reshaping & Budget Strategy Board and the operational and Delivery of the workstreams is overseen by the Organisational Cross Cutting & Transformation Steering Group. Reports are considered by Cabinet, Scrutiny and Governance and Audit Committee.

13. Committees

- 13.1 The Council’s Scrutiny function is carried out by a **Scrutiny Programme Committee**, which delivers an agreed programme of work through Committee meetings and through **Scrutiny Panels and Working Groups** established by the Committee. Through this range of activities, scrutiny councillors make sure the work of the Council is accountable and transparent, effective and efficient, and help the Council to achieve its objectives and drive improvement, by questioning and providing challenge to decision-makers on issues of concern. This covers a wide range of policies, services and performance issues. The Committee is a group of 13 cross-party councillors who organise and manage what Scrutiny will look at each year, and develop a single work programme showing the various activities that will be carried out. The Committee has questioned Cabinet Members on specific portfolio responsibilities and is the statutory Committee for Scrutiny of Swansea Public Services Board and Crime & Disorder Scrutiny. It also co-ordinates pre-decision scrutiny enabling consideration of specific Cabinet reports and views being brought to the attention of Cabinet ahead of decision-making.
- 13.2 Over the last year the work of Scrutiny has included an in-depth scrutiny inquiry looking at Council Procurement processes and practice, focusing on what the Council is doing to ensure it procures locally, ethically, and greenly while being cost effective and transparent in its practices. Also, the Equalities Inquiry Panel reconvened to follow up actions agreed by Cabinet in 2019. In order to ensure ongoing monitoring and challenge to key service areas there have been regular meetings of Scrutiny Performance Panels, looking at Education, Adult Services, Child & Family Services, Development & Regeneration, Natural Environment, as well as one looking at overall Service Improvement & Finance focusing on corporate performance and financial monitoring and budget scrutiny. One-off Scrutiny Working Groups met to consider the following topics: Workforce, Digital Inclusion and Bus Services. There has also been collaborative scrutiny with other Local Authorities for topics / issues of shared interest or concern, and models of regional working. Scrutiny activity has continued to be flexible and responsive to organisational pressures following the COVID-19 pandemic, which has affected the delivery of some planned activities. There are also clear processes in place for members of the public to raise issues for scrutiny, or ask questions and

contribute views on matters being discussed. A number of public requests were considered over the past year.

- 13.3 Views and recommendations from scrutiny activities are communicated either by reports to Cabinet or letters sent directly to individual Cabinet Members, with responses provided as requested and followed up. The practice of writing 'chair's letters' is well-established way of communicating quickly with Cabinet Members, and letter and responses are monitored to ensure scrutiny is getting a timely response.
- 13.4 The **Scrutiny Annual Report 2020/21** was presented to Council on 2nd September 2021. The report highlighted the work carried out by Scrutiny during that year, showed how Scrutiny had made a difference and supported continuous improvement for the Scrutiny function. As a consequence of the pandemic the 2020/21 Council year was a shorter one than usual and accordingly reflects on a less than typical amount of scrutiny that was carried out then. Nevertheless, the report continues to show a high level of councillor commitment to scrutiny. It shows action taken to improve the scrutiny process and its effectiveness, and further efforts to support councillors, take practice forward and improve the quality of scrutiny.
- 13.5 Although Scrutiny and Audit have distinctive roles, there are common aims in terms of good governance, improvement in performance and culture, and financial management, and so a regular conversation is held which helps to ensure we are working together effectively. The Chair of the Scrutiny Programme Committee addressed the Governance & Audit Committee on this in October 2021 and the Committee also heard from the Chair of the Governance & Audit Committee, at the Scrutiny Programme Committee that month. This has made sure there is good awareness of each other's work, avoiding duplication and gaps in work programmes, and the ability to refer issues between Committees. It was highlighted that some of the areas that will benefit from co-ordination between Committees include the new responsibilities arising from the Local Government and Elections (Wales) Act 2021 around Council performance, and around the systematic reporting of external audit reports, and respective role in considering and monitoring these.
- 13.6 The **Standards Committee** met on 4 occasions during 2021/22 and the **Standards Committee Annual Report 2020/21** was presented to Council on 2 December 2021. The Committee is chaired by an independent person and is responsible for monitoring the ethical standards of the authority and maintaining the highest standards of conduct by elected councillors. The Committee has been updated as to their new duties under the Local Government and Elections (Wales) Act 2021 and has been consulted on both the statutory guidance in relation to the new duty and has considered their new terms of reference which will go forward to Constitution Working Group and Council in due course. The Committee also had an opportunity to meet with the Leader and all political group leaders during the year to discuss with

them how they intend to discharge their new duties to ensure the highest ethical standards within their group from May 2022.

- 13.7 The **Governance & Audit Committee** met on 12 occasions during 2021/22 and followed a structured work-plan, which covered all areas of the Committee's responsibilities with the aim of obtaining assurance over the areas included in its terms of reference. The Committee includes two lay members, one of which is also the Chair of the Committee. The Committee receive all Audit Wales reports once reported to Scrutiny Programme Committee. The Committee may decide to track or prioritise specific proposals or recommendations in addition to the oversight provided by Scrutiny. This arrangement provides additional assurance that the Council responds and puts in place action plans to address any recommendations. The Committee also receives quarterly updates on the overall status of risk within the Council to give assurance that the risk management process is being followed.
- 13.8 During 2015/16, The Local Pension Board was established, in compliance with the Public Service Pensions Act 2013. The role of the Board is to assist the Council (and Pension Fund Committee) as Scheme Manager and Administering Authority to secure compliance with LGPS regulations and other legislation relating to the scheme. Terms of Reference for the Board were established and appropriate Board members were appointed. The Board successfully convened meetings under Covid regulations, virtually on 4 occasions during 2021/22, with the single cancelled meeting agenda being rolled forward and considered at the next convened meeting.
- 13.9 The **Pension Fund Committee** establishes and keeps under review policies to be applied by the Council in exercising its obligations duties and discretions as an administering Authority under the Local Government Pension Scheme (LGPS) Regulations. The Committee is Chaired by a Councillor and membership consists of six elected Members, including the Chair, and two lay members. The Committee met on 3 occasions during 2021/22, virtually, under Covid Regulations and dealt with all issues relating to the investment matters, governance and administration of the Pension Fund. The Chair of the Pension Fund Committee also represents the Council on the Joint Governance Committee (JGC) of the Wales Pension Partnership, a collaborative working arrangement between the 8 local government pension funds in Wales. The Chair also represents the WLGA (Welsh Local Government Association) on the Scheme Advisory Board (SAB) advising the HM Government (Ministry of Housing, Local Government, MHCLG) on matters relating to the LGPS.
- 13.10 The **Democratic Services Committee** reviews the adequacy of provision by the authority of staff, accommodation and other resources to discharge Democratic Services functions. The Committee is chaired by a Councillor and, along with the Chair, membership consists of thirteen Councillors. The Committee met on 5 occasions during 2021/22 and considered the Councillors Handbook, Councillors Questionnaire, Councillor Training & Induction Programme 2022, Democratic Services Annual Report, Interim Guidance on Multi-Location Meetings, Diversity in Democracy Action Plan,

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Cllrs ICT Policy – May 2022 & Beyond, Multi-Location Meetings Policy, Councillors Safety & Support, and the Independent Remuneration Panel for Wales (IRPW Annual Report).

13.11 The purpose of the **Policy Development Committees (PDCs)** is to drive the development of policy for consideration and adoption by Cabinet and or Council as appropriate. Due to COVID-19, some of the Council meetings, including PDC meetings, were cancelled or re-arranged. However, the work now being done by the PDCs has become more embedded over 2021/22 in carrying out the Council’s function of developing policy. Both PDCs and Scrutiny are open to all non-executive Councillors, in developing policy then reviewing its effectiveness.

13.12 The PDCs are chaired by a Councillor and, along with the Chair, membership consists of ten elected Members. There were five Committees meeting in 2021/22: listed here with examples of both completed work and that in progress:

- **Economy, Environment & Infrastructure** – Swansea Bay City Deal Skills and Talent business case; Economic Recovery Plan. High Street Regeneration; Green Fleet Policy; Tree Policy; Siting of Bus Stops; Ultra Low Emission Vehicle Strategy.
- **Education & Skills** – Vocational Education; Data Trends on Vulnerable Learners; Adverse Childhood Experiences.
- **Recovery & Future Generations** – Supporting the overarching *Achieving Better Together* transformation work programme and COVID-19 Recovery; Workforce Strategy; Co-production; Sustainable Development.
- **People** – Young Carer’s Strategy; Volunteers Strategy; Employability; Children and Young People’s Rights Scheme.
- **Poverty Reduction** – Tackling Poverty Strategy revision; Promoting Affordable Credit Draft Policy; Benefits Take-up; Fairness in Green Health; Corporate Personal Debt Recovery.

Significant Governance Issues

The following table identifies issues that had been identified in 2020/21 during the review of effectiveness, together with the proposed actions to be taken during 2021/22 to address the issues. **Note - the COVID-19 pandemic has had an impact on the timescales and actions included in the action plan below.**

Significant Governance Issue linked to Framework	Action to be taken	Update	Status
Budget pressures (including external and	Address continued material uncertainty as a result of Covid and	<ul style="list-style-type: none"> • Budgets are monitored at a service level, department level 	<ul style="list-style-type: none"> • Arrangements in place.

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<p>demand-led pressures and overspends) & problems living within budgets.</p>	<p>other challenges and continue a deliberately blended approach to robust monitoring of budgets, savings and transformation activity and action consistent with other Councils and policy responses at Welsh Government, UK Government and report as such to Cabinet, Council, Governance & Audit Committee and Scrutiny.</p>	<p>and corporate level. PFM meetings are held across the directorates to monitor budgets. In addition, the financial quarters are reviewed by CMT, Cabinet and Scrutiny committees and governance and assurance is also monitored via Governance & Audit Committee.</p>	
	<p>Commence and oversee delivery of the Achieving Better Together Transformation Programme through the Strategic Recovery Board to ensure that the Council is sustainable and financially resilient in the longer term.</p>	<ul style="list-style-type: none"> • The Achieving Better Together Steering Group and Board meet monthly and has overseen the development of the MTFP and savings plan. The Board has also monitored the in-year savings targets and ensured delivery of the targets through holding Directors to account. • The work streams also identify transformation and change programmes that are required to ensure services are fit-for-purpose and horizon scan to ensure that changes are sustainable and 	<ul style="list-style-type: none"> • Arrangements in place.

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		value for money and meet future needs of the council and its residents.	
Lack of workforce capacity, capability and resilience and relying on staff goodwill.	Development of a Workforce Plan to support high performance and enable a skilled, flexible and engaged workforce as part of the Council's Achieving Better Together Transformation Plan.	<ul style="list-style-type: none"> • The Workforce Strategy has been developed following thorough consultation with Members, Leadership teams, Trade Unions and employees. This has taken into account corporate and service level plans, council vision and key objectives. • The Strategy has been developed taking into consideration the requirements of the Well-being of Future Generations Act and the Council's Achieving Better Together Transformation Plan. • The Workforce Strategy has 4 Key Themes and 9 Key Strands. Underneath each Strand there are a series of agreed activities with key milestones and success criteria identified. • The agreed activities will be subject to regular review. Additional 	<ul style="list-style-type: none"> • Adoption and implementation during 2022/23.

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		funding has been sourced for 2022/23 to enable progression on key activities.	
Performance Reviews, i.e. appraisals system / induction training not fit for purpose.	Recommence appraisals and continue to develop a new appraisal solution to be delivered digitally through the new Oracle Cloud solution in November 2021.	<ul style="list-style-type: none"> • Oracle Cloud implementation now to be delivered by October 2022. This includes a “Goals and Performance” module that will inform a revised performance management approach in the Council, to incorporate the ability of continuous appraisals and/or more regular 121 discussions. • Appraisals have been carried out due to Covid through a streamlined model via 121’s or (where able) a normal appraisal scheme. Appraisals are now being fully reintroduced. 	<ul style="list-style-type: none"> • Oracle Cloud implementation April 2023.
	Address Induction training of new staff as part of the review of the induction process and future policy reviews.	<ul style="list-style-type: none"> • Induction training is part of the activities identified in the Workforce Development Strand of the Workforce Strategy and an action plan has been developed within the strategy to ensure delivery. 	<ul style="list-style-type: none"> • Implementation in 2022/23.

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<p>Embed the Future Generation Act principles into the Council's processes and decision making.</p>	<p>Provision of training/information on the requirements of the Future Generations Act.</p>	<ul style="list-style-type: none"> • An Integrated Impact Assessment (IIA) has been developed and rolled-out to take account of the Well-being of Future Generations Act, as well as the Equalities Act, Socio-economic Duty and Welsh Language (Wales) Measure, in decision-making. • Training of decision makers including CMT, Leadership Team and Members has taken place on the socio-economic duty. The training programme for elected members after May has been updated to reflect the training requirements, along with the various committee who have been directly affected by the LG&E Act such as Governance & Audit Committee. Training on the Well-being of Future Generations Act is incorporated in the action plan to deliver the Workforce Strategy. 	<ul style="list-style-type: none"> • Arrangements in place.
<p>Patchy Partnership Governance, including application of</p>	<p>Develop a plan to establish CJs resulting from the Local Government and Elections (Wales) Act.</p>	<ul style="list-style-type: none"> • CJC's have been established as a result of the LG&E Act. A major review has been undertaken of the 	<ul style="list-style-type: none"> • Arrangements in place.

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risk management.		<p>regional school improvement delivery model through ERW and the new partnership model and footprint from September 2021 should continue to enhance transparency of funding and decision-making.</p> <ul style="list-style-type: none"> • A partnership review document was presented to Governance & Audit Committee showing the governance of the key strategic partnerships and gave assurance of the management of risk. 	
ICT Disaster recovery.	Resolve through the move to cloud services, particularly Oracle Cloud in November 2021.	<ul style="list-style-type: none"> • Plans to improve DR, all of which are underway, include: <ul style="list-style-type: none"> ○ The move to Cloud; ○ the new data centre infrastructure, which will have multiple lines and access to a generator if needed; ○ Phase 2 of the data centre move will also include a secondary fall-over site. 	<ul style="list-style-type: none"> • Oracle Cloud implementation in 2022/23.
Continue to improve risk management arrangements	Work with responsible officers to improve	<ul style="list-style-type: none"> • Training specifically on improving Risk Control Measures took place at 	<ul style="list-style-type: none"> • Arrangements in place.

	<p>the quality of risk controls.</p>	<p>Leadership Team on 25 May 2021.</p> <ul style="list-style-type: none"> • A video based on the workshop was uploaded, which is now directly accessible through the risk register along with all other videos provided on risk management and on using the risk register. • Responsible officers were signposted to the video and reminders to review and revise control measures in line with the training and video have also been issued each month since the workshop took place. • Control Measures and changes to Control Measures in the Corporate Risks were reviewed and feedback / advice on improving them was provided to responsible officers in Feb 2022. 	
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The following table identifies issues which have been identified during the review of effectiveness, and also highlights any other significant governance issues that need to be considered, together with the proposed actions to be taken during **2022/23** to address the issues. **At the time of writing the COVID-19 is in remission but there remains an ongoing risk for the foreseeable future that the timescales and actions in the table below could be impacted depending on the future severity and longevity of the pandemic.**

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Significant Governance Issue linked to Framework	Action to be taken
Lack of workforce capacity, capability and resilience and relying on staff goodwill.	<ul style="list-style-type: none"> • Workforce Strategy approved. Action Plan to be adopted in each service area and the groups to be established to lead and monitor actions. End August 2022.
Performance Reviews, i.e. appraisals system / induction training not fit for purpose.	<ul style="list-style-type: none"> • Continue to develop a new appraisal solution to be delivered digitally through the new Oracle Cloud solution in October 2022. • Develop Corporate Induction training for delivery in 2022.
ICT Disaster recovery.	<ul style="list-style-type: none"> • Resolve through the move to cloud services, particularly Oracle Cloud in October 2022. • National performance issues with WCCIS being addressed nationally through a review of continued viability and a local / regional options appraisal being undertaken in partnership with Health.
New - Procurement – Governance around Contracts.	<ul style="list-style-type: none"> • Internal Audit to undertake a review in 2022 on the operation of contracts within CPR and the UK PCR. • Review how advice and support can be given and whether capacity can be increased to assist Schools to consider the full implications from decisions from entering into contract with third parties. • Review the process from sign-off to Contract issued to ensure any risk is removed. • Review Governance arrangements for involvement by commercial services.

We propose over the coming year to take steps to address the above matters to further enhance our governance arrangements. We are satisfied that these steps will address the need for improvements that were identified in our review of effectiveness and will monitor their implementation and operation as part of our next annual review.

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Signed Chief Executive

Date

Signed..... Leader

Date

Glossary of Terms

We appreciate that the Statement of Accounts as presented contains a number of technical terms which may be unfamiliar to the lay reader. Wherever possible we have sought to minimise the use of technical terms but in some instances this has not been possible. The following section attempts to explain the meaning of some of those technical terms that are used in the Statements.

Accrual

Sums due to the Authority or payable to external organisations in the financial year irrespective of whether the cash has been received or paid.

Actuary

An actuary is a person who works out insurance and pension premiums, taking into account factors such as life expectancy.

Agency Services

Agency services are services provided for us by an outside organisation.

Amortised Cost

Amortised costs are used to spread the financial impact of depreciation or using an equivalent interest rate or the effect of a premium or discount over a number of years on the income and expenditure account.

Associate

An associate is an entity other than a subsidiary or joint venture in which the reporting authority has a participating interest and over whose operating and financial policies the reporting authority is able to exercise significant influence.

Audit

An audit is an independent examination of our activities.

Balance Sheet

This is a statement of our assets and liabilities at the date of the balance sheet.

Budget

A budget is a spending plan, usually for the following financial year.

Capital Adjustment Account

This Account represents timing differences between the amount of the historical cost of fixed assets that has been consumed by depreciation, impairment and disposals, and the amount that has been set aside to finance capital expenditure.

Capital Expenditure

Capital expenditure is spending on fixed assets. These are assets which will be used for several years to provide services such as buildings, equipment and vehicles.

Glossary of Terms

Capital Receipts

Capital receipts are proceeds from the sale of fixed assets such as land or buildings.

Cash Equivalents

Cash Equivalents refer to short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Cash flow Statement

This is a statement that summarises the movement in cash during the year.

Consolidated Balance Sheet

This balance sheet combines the assets, liabilities and other balances of all our departments, at our year end date.

Corporate and Democratic Costs

The corporate and democratic core comprises all activities which local authorities engage in specifically because they are elected, multi-purpose authorities. The costs of these activities are thus over and above those which would be incurred by a series of independent, single-purpose, nominated bodies managing the same services. There is therefore no logical basis for apportioning these costs to services.

Credit Risk

This is the risk of loss due to a debtors inability to make interest or principal repayments on a loan/investment.

Creditor

A creditor is someone we owed money to at the date of the balance sheet for work done, goods received or services rendered.

Current Assets

These are short-term assets which are available for us to use in the following accounting year.

Current Liabilities

These are short-term liabilities which are due for payment by us in the following accounting year.

Debtor

A debtor is someone who owed money to us at the date of the balance sheet.

Depreciation

Depreciation is the theoretical loss in value of assets, which we record, in our annual accounts.

Glossary of Terms

Earmarked Reserves

These are reserves we have set aside for a specific purpose.

Financial Year

This is the accounting period. For local authorities it starts on 1st April and finishes on 31st March in the following year.

Finance Leases

When we use finance leases, we take on most of the risks (and rewards) of owning the assets.

Fixed Asset

These are long-term assets we use (usually for more than one year).

Gilt Edged Stocks

These are investments in government or local authority stocks. They are regarded as risk-free.

Government Grants

Assistance by government and inter-government agencies and similar bodies, whether local, national or international, in form of cash or transfers of assets to an Authority in return for past or future compliance with certain conditions relating to the activities of the Authority.

Housing Revenue Account

This account contains all our housing income and spending.

Investments

A long-term investment is an investment that is intended to be held for use on a continuing basis in the activities of the Authority. Investments should be so classified only where an intention to hold the investment for the long term can clearly be demonstrated or where there are restrictions as to the investor's ability to dispose of the investment.

Joint Venture

A joint venture is an entity in which the reporting authority has an interest on a long-term basis and is jointly controlled by the reporting authority and one or more other entities under a contractual or other binding arrangement.

Leasing

This is a method of financing capital expenditure by paying the owner to use property or equipment for a number of years.

Glossary of Terms

Liability

A liability is an amount payable at some time in the future.

Liquidity Risk

This is the risk that investments cannot be readily turned into cash or realised because there is no ready market for the instrument or there are restrictive clauses in the agreement.

Minimum Revenue Provision (MRP)

This is the amount we have to set aside to repay loans.

Non-Domestic Rates (NDR)

The NDR, or Business Rate, is the charge occupiers of business premises pay to finance part of local authority spending. The NDR is set by Government and is a percentage of the rateable values. The percentage is the same throughout Wales. The total collected is split between individual authorities in proportion to their adult populations.

Net Realisable Value

The selling price of the asset, reduced by the relevant cost of selling it.

Non Distributable Costs

These are costs that relate to past activity costs, such as the cost of redundant assets or information technology, or past service pension that cannot be allocated to services.

Operating leases

These are leases where risks (and rewards) of ownership of the asset remain with the owner.

Precepts

This is the amount we pay to a non-billing authority (for example a community council) so that it can cover its expenses (after allowing for its income).

Provision

A provision is an amount we set aside in our accounts for expected liabilities which we cannot measure accurately.

Public Works Loan Board (PWLB)

This is a Government agency which provides longer-term loans to local authorities. It charges interest rates only slightly higher than those at which Government itself can borrow.

Related party transactions

These are the transfer of assets or liabilities or the performance of services by, to or for a related party no matter whether a charge is made.

Glossary of Terms

Reserves

These are sums set aside to meet future expenditure. They may be earmarked to fund specific expenditure or be held as general reserves to fund non specific future expenditure.

Revaluation Reserve

This reserve represents the difference between the revalued amount of fixed assets in the Balance Sheet and their depreciated historical cost.

Revenue

Income arising as a result of an Authority's normal operating activities.

Revenue account

This is an account which records our day-to-day spending and income on items such as salaries and wages, running costs of services and the financing of capital expenditure.

Scheduled organisation

An organisation whose employees have an automatic right to be members of a pension fund.

Service recipient

A party that has contracted with an Authority to obtain goods or services that are an output of the Authority's normal operating activities in exchange for consideration.

Securities

These are investments such as stocks, share and bonds.

Stocks

Stocks are raw materials we purchased for day to day use. The value of those items we had not used at the date of the balance sheet is shown in current assets in the balance sheet.

Subsidiary

An entity is a subsidiary of the reporting authority if:

- the authority is able to exercise control over the operating and financial policies of the entity, and
- the authority is able to gain benefits from the entity or is exposed to the risk of potential losses arising from this control.

Temporary Borrowing or Investment

This is money we borrowed or invested for an initial period of less than one year.

Transfer value

This is the value of payments made between funds when contributors leave service with one employer and decide to take the value of their pension contributions to their new employer's fund.

Glossary of Terms

Trust Funds

Trust funds hold an individual's or organisation's money on their behalf. Trustees administer the money for the owners.

Unit Trusts

These are investment companies which accept money from many different investors. The money is pooled and used to buy investments.

Venture Capital Units

These are investments we have made in businesses where there is a higher risk but where rewards are also likely to be higher, if the businesses are successful.

Work in Progress

Work in progress is the value of work done on an unfinished project at the date of the balance sheet and which has not yet been recharged to the appropriate revenue account.

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

Which service area and directorate are you from?

Service Area: Accountancy

Directorate: Finance

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:

Statement of Accounts for Council (for approval). Legislation requires the Council to produce an annual Statement of Accounts in respect of each financial year.

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

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

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

Legislation requires the Council to produce an annual Statement of Accounts in respect of each financial year – does not require engagement.

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

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)**

Narrative below as per narrative that is included in the report –

The Revenue budget of the Council was approved following the application of the corporate Equality Impact Assessment (EIA) process throughout the Budget setting process. This process has since been replaced with 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. There are no implications in relation to this report.

(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: Amanda Thomas
Job title: Chief Accountant
Date: 14/03/23
Approval by Head of Service:
Name: Jeff Dong
Position: Deputy Chief Finance Officer and Deputy S151 Officer
Date: 14/03/23

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 11.



Report of the Cabinet Member for Education & Learning

Council – 30 March 2023

School Admission Arrangements 2024-2025

Purpose:	To determine the admission arrangements for maintained schools for the academic year 2024-2025
Policy Framework:	The Admission Arrangements to Schools Policy.
Consultation:	Education; Legal; Finance; all Headteachers and Governing Bodies including Voluntary Aided Schools; Neighbouring Admission Authorities; the Admissions Forum.
Recommendation(s):	It is recommended that: <ol style="list-style-type: none">1. The proposed admission arrangements for 2024-2025 for Nursery as set out in Appendix A are approved.2. The proposed admission arrangements for 2024-2025 for Reception as set out in Appendix B are approved.3. The proposed admission arrangements for 2024-2025 for Year 7 as set out in Appendix C are approved.4. The proposed admission arrangements for 2024-2025 for in-year transfers as set out in Appendix D are approved.5. The proposed admission arrangements/criteria for entry for 2024-2025 for sixth forms set in Appendix E are approved.6. The Schedule of Events for primary and secondary at Appendix F is approved.7. The admission numbers for primary and secondary schools are noted, as set out in Appendix G.
Report Author:	Melissa Taylor
Finance Officer:	Aimee Dyer
Legal Officer:	Stephanie Williams
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 By virtue of Section 89 of the School Standards and Framework Act (1998) the local authority is responsible for determining the admission arrangements for County maintained schools. In accordance with the Education (Determinations of Admission Arrangements) (Wales) Regulations 2006 the Council has a duty to review the Admissions to Schools Policy and to consult governing bodies of voluntary aided schools on their admission arrangements.
- 1.2 The Welsh Government in July 2013 issued the School Admissions Code and the School Admission Appeals Code in December 2013. The School Admissions Code applies to arrangements made for the 2024-2025 academic year and covers admissions to primary and secondary schools.
- 1.3 Copies of the proposed admission arrangements for nursery classes are attached at Appendix A.
- 1.4 Copies of the proposed admission arrangements for primary schools are attached at Appendix B.
- 1.5 Copies of the proposed admission arrangements for secondary schools are attached at Appendix C
- 1.6 Copies of the proposed admission arrangements for in year transfers are attached at Appendix D.
- 1.7 Copies of the proposed admission arrangements and criteria for entry for sixth forms are attached at Appendix E.
- 1.8 The proposed 'Schedule of Events' for Reception (primary school) and Year 7 (secondary school) year of entry admission process is shown at Appendix F.
- 1.9 The admission numbers (ANs) for primary and secondary schools are shown at Appendix G.

2. Admission limits

The local authority (LA) is the admitting authority for all community schools (schools funded and maintained entirely by LAs). Requests for admission to Voluntary Aided schools - Church schools (e.g. Roman Catholic, Church in Wales schools) are administered and determined by the admission criteria set by the Governing Body of that school. Voluntary Aided schools are responsible for determining their own admission arrangements.

2.1 Primary

The capacity of each primary school, including its nursery classes, has been calculated using the Welsh Government formula and from this an admission

number (AN) has been set. The admission numbers for primary schools are shown in Appendix G. All schools must admit up to their AN in the year of entry (i.e. Reception) in primary schools. In the year of entry, and in all other year groups, a child will be refused a place by the local authority (LA) once the AN is reached.

- 2.2 The School Standards and Framework Act 1998, The School Admissions (Infant Class Sizes) (Wales) Regulations 2013, restricts infant class sizes to a maximum of 30 (i.e. Reception, Year 1 and Year 2). Welsh Government has also introduced a recommended limit of 30 for key stage 2 class sizes.

2.3 Secondary

The admission numbers (ANs) shown at Appendix G are the limits for each year group. Schools should not exceed their AN in the year of entry (i.e. Year 7 for secondary admissions) or in any other year group.

2.4 Primary and secondary

There is no guarantee of a catchment place at a school if the admission number (AN) has been reached, even if parents living within the catchment area of a school apply for a place before the published deadline (for Year 7 and Reception admissions). There is also no guarantee of a catchment place for applicants applying outside of the normal admission round (i.e. late applications for Reception and Year 7 admissions or in-year transfer requests), even if the pupil resides or moves into the catchment area.

2.5 In-year transfers

Availability of places is determined by reference to the school's admission number (AN). A child will be refused a place once the admission number has been reached. ANs shown at Appendix G are the limits for each year group. Schools should not exceed their AN in the year of entry (i.e. Reception for primary admissions and Year 7 for secondary admissions), or in any other year group. Also, for primary school admissions, the School Standards and Framework Act 1998, The School Admissions (Infant Class Sizes) (Wales) Regulations 2013, restricts infant class sizes to a maximum of 30 (i.e. Reception, Year 1 and Year 2), and Welsh Government introduced a recommended limit of 30 for key stage 2 class sizes.

2.6 Sixth forms

Criteria for entry and admission arrangements for sixth forms, including admission limits, are outlined in Appendix E. For schools with a sixth form, admission numbers will be the same for Years 12 and 13 as they are for Years 7 to 11.

3. Admissions criteria

3.1 The Education (Admission of Looked After Children) (Wales) Regulations 2009 places a duty on admission authorities in Wales to admit children looked after by a local authority in Wales where an application for admission is made, even if the AN has been reached. Should an admission authority wish to refuse an admission application for a looked after child then they must refer the matter to the Welsh Ministers within seven days of receiving the application for decision. The decision of the Welsh Ministers is binding. Previously looked after children (looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after), are also included in this criteria under the Welsh Government's School Admissions Code.

3.2 Pupils for whom the LA holds an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP, or a Statement of Special Educational Needs, will be included and accounted for when places are allocated and schools are informed of this (with the exception of pupils allocated a place within a Special Teaching Facility).

3.3 Oversubscription

Where more applications are received for a particular school than there are places available, places will be awarded using the oversubscription criteria set out in the admission arrangements (see Appendices A, B, C and D).

4. Results of the Consultation

4.1 Response 1 - Response 1 was from Mayals Primary School:

The Governors at Mayals accept the proposals for admissions 24/25.

4.2 Response 2 - Response 2 was from St David's RC Primary School:

These are accepted by the Governing Body of St David's Primary.

4.3 Response 3 - Response 3 was from Glais Primary School:

The Authority's proposed admission arrangements for the academic year 2024-2025 are acceptable to the governing body of Glais Primary School.

4.4 Response 4 - Response 4 was from Bishop Gore School:

I can confirm that our Governors have looked at the admission information and accept the proposed figures for 2024 - 2025.

4.5 Response 5 - Response 5 was from Danygraig Primary School:

These proposals are acceptable to our Governing Body.

4.6 Response 6 – Response 6 was from the Head at Oystermouth Primary School:

Many thanks for the Authority's proposed admission arrangements for the academic year 2024-2025 together with details of the proposed Admission Numbers (ANs) and Schedule of Events. My governing body accept the proposals.

4.7 Response 7 - Response 7 was from the Chair of Governors at YGG Llwynderw I am writing to confirm that I have circulated the information below to our governing body and that, on the whole, we are happy with the proposed admissions arrangements: thank you.

The only point that we would like to raise at this time is a request for some specific guidance to be included on the subject of Welsh-medium schools; at present, there does not appear to be any reference at all to the Local Authority's provision for education through the medium of Welsh. Specifically, it would be helpful for the Local Authority to clarify the way in which it will manage instances in which a family does not secure a place at a local Welsh-medium school - but wishes to exercise their right for their child to be educated in the Welsh language in Wales. How are such scenarios to be managed in instances in which a Welsh-medium school is oversubscribed, for example? I am aware from conversations with our parent governors that this has been discussed among local parents a number of times and, as such, we would be grateful if this could be taken into consideration in the content of the document - both in terms of how places are prioritised and awarded, and how appeals are to be managed.

It may be, of course, that such matters are/could be addressed by means of a separate document and cross-referenced with an admissions one - but we wanted to take the opportunity to raise it at this stage, especially as parents usually look to such documents when trying to establish grounds for appeal. If a separate document that clarifies these points is already in production/exists, I would be most grateful if you could please let me know and share details if available.

LA Response – Thank you for your response to the Admission Arrangements 2024-2025 consultation. The admission arrangements policy does not differentiate between Welsh-medium or English-medium as it applies to all Swansea LA maintained schools regardless of their medium. The policy lays out how the LA determines admission applications for all Swansea LA maintained schools. The arrangements are compliant with the Welsh Governments School Admissions Code.

Parents are able to apply for their catchment area school or express a preference any other school(s) of their choice. All requests for school places, in both Welsh-medium and English-medium schools, are considered in line with the LAs admission arrangements policy and the WG School Admissions Code.

If any school (Welsh-medium or English-medium) is oversubscribed, the LAs oversubscription criteria is applied to all applications that are received for the school. For example, pupils residing in the catchment area for a school have a higher priority than pupils who do not live in the catchment area for a school.

If an applicant who applies for a place at a Welsh-medium school as a 'parental preference' were being refused a place at their preferred Welsh-medium school, the LA will consider the availability at the applicants designated Welsh-medium catchment school and look to offer a place at their local catchment Welsh-medium school (if they reside within the City and County of Swansea local authority area).

Every applicant who is refused a place at a preferred school (whether that be a Welsh-medium or an English-medium school) is given the same opportunity to exercise their right of appeal through the LAs appeal process. The LA complies with the Welsh Government's School Admission Appeals Code.

Details of the LA's education provision in Swansea is contained within our Information for Parents booklet, which parents should read prior to making an application as part of the terms and conditions of applying for a school place. The booklet provides parents with information on Welsh-medium and English-medium provision in Swansea. It includes the admissions policy, oversubscription criteria and explains how the LA considers applications and allocates places. The booklet is published annually on our website in Welsh and English and is available, upon request, in hard copy.

5. Admission Forum

- 5.1 The admission forum has a role in ensuring a fair admissions system that does not disadvantage one child compared with another, and is straightforward and easy for parents to understand. Admission forums are responsible for monitoring compliance with the School Admissions Code. Membership of the forum includes:-

Local Authority representatives (Members and officers)
Headteacher representatives for secondary schools (English and Welsh Medium)
Headteacher representatives for primary schools (English and Welsh Medium)
Governor representatives
Diocesan representative
Voluntary Aided schools representatives (primary and secondary)

- 5.2 The Admission Arrangements 2024-2025 were considered by the Admission Forum at a meeting held on 9th November 2022 and their feedback noted. Comments received as part of the wider consultation were reported to the Forum at a meeting held on 1st February 2023. At this meeting the Forum agreed and recommended that the Admission Arrangements 2024-2025 be approved in their current format.

6. Equality and Engagement 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 Our Integrated Impact Assessment (IIA) process ensures that we have paid due regard to the above.
- 6.5 An IIA screening has been undertaken and it has been determined that the initiative is not relevant for a full IIA report.
- 6.6 Once set, the admission arrangements apply to all and take account of all protected characteristics to ensure that all applications for a school place are treated equally.
- 6.7 A full consultation process was completed as is required by Section 89 of the School Standards and Framework Act 1998 and Regulation 4 of the Education (Determination of Admission Arrangements) (Wales) Regulations 2006. The findings of the consultation are reported in this report.

7. Financial implications

- 7.1 Whilst there are no immediate financial implications arising from this report, acceptance of this policy could result in additional expenditure at a future time. Acceptance of the policy does not mean that additional resources will be made available and it should be assumed that future spending needs will need to be contained within existing budget provision and have full and due regard to the LAs budget principles and the likely levels of future budgets having due regard to the budget and medium term financial plan.

8. Legal implications

- 8.1 Section 89 of the School Standards and Framework Act 1998 and Regulation 4 of the Education (Determination of Admission Arrangements) (Wales) Regulations 2006 require Admission Authorities to consult and determine school admission arrangements annually. The Regulations set requirements for consultation and determinations of admission arrangements. The Welsh Government has issued guidance circular 'Measuring the Capacity of Schools in Wales', which sets out methodology for local authorities to follow when determining their admission arrangements. There is also a requirement to consider the guidelines contained in the Welsh Government School Admissions Code.

Background papers:

Education (Determination of Admission Arrangements) (Wales) Regulations 2006 - www.legislation.gov.uk/wsi/2006/174/made

Welsh Government (WG) guidance 'Measuring the Capacity of Schools in Wales' - Measuring the capacity of schools: guidance | GOV.WALES

School Admissions Code – School admissions code | GOV.WALES

School Admission Appeals Code WG July 2013 and December 2013 – School admission appeals code | GOV.WALES

Appendices:

Appendix A - Admission Arrangements 2024-2025 Nursery

Appendix B - Admission Arrangements 2024-2025 Reception

Appendix C - Admission Arrangements 2024-2025 Year 7

Appendix D - Admission Arrangements for 2024-2025 In Year Transfers

Appendix E - Admission Arrangements/Criteria for Entry 2024-2025 Sixth Forms

Appendix F - Schedule of Events (Reception and Year 7)

Appendix G - Admission Numbers for Primary and Secondary Schools

Appendix H - IIA

**ADMISSION ARRANGEMENTS 2024-2025
(Nursery classes based at local authority schools)**

The local authority, the LA, is the admitting authority for all community schools (schools funded and maintained entirely by LAs) in the area. The LA has agreed that schools will undertake the administration of nursery applications on behalf of the LA.

Admission to nursery classes

Parents/carers who require a place in a nursery class will be required to submit an admission application.

Parents/carers can either apply for a place at the catchment school or express a preference for a placement at an alternative school. Support can be provided for parents who need assistance if necessary. Requests for places will be granted unless to do so would prejudice the provision of efficient education or the efficient use of resources.

There is **no right of appeal** following the refusal of an application for a place in a nursery class.

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

(a) Oversubscription Criteria – nursery classes in Community Schools

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

1. Children who are in the care of a local authority i.e. looked after children (LAC), or previously looked after*.
2. Children who live within the school's defined catchment area. There is no guarantee of a catchment place. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
3. Children who have a brother or sister of statutory school age attending the school at the date of their admission***. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
4. Other children for whom a place has been requested for whom criteria 1 to 3 above do not apply. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.

* Looked After Child (LAC) / Previously Looked After Children – a looked after child refers to a child who is looked after by a local authority in England or Wales, (as defined by Section 22 of the Children Act 1989 and Section 74 of the Social Services and Wellbeing [Wales] Act 2014) at the time the application to a school is made and who the Local Authority has confirmed will still be looked after at the time of admission to the school. Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after (as defined by the Welsh Government School Admissions Code document no. 005/2013). Evidence will need to be provided for all LAC criteria applications.

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

*** A brother or sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible children are twins/triplets then the LA will admit both/all children. Statutory school age is defined as pupils who are between age 5 and 16 (i.e. pupils in any year group between and including Reception to Year 11).

Children who have Additional Learning Needs

The oversubscription criteria does not apply to pupils for whom the LA holds an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP or a Statement of Special Educational Needs, although the rights of parents to be involved in the placement of their child are protected in law. The LA in consultation with Parents/carers and schools will determine the school at which education is to be provided. The LA reserves the right to name a school which is not the catchment area school.

Schools have a duty to admit children with an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP or a Statement of Special Educational Needs, who have been placed in a school by the LA and these pupils are counted towards the number admitted up to the admission number unless they are placed in a Special Teaching Facility with planned places.

Please note that the information contained in this publication is correct at the time of going to print, but subject to change based on new guidance / legislation being issued which was not available when published.

Voluntary Aided Schools

In Swansea we have Voluntary Aided church schools (these are Roman Catholic, Church in Wales). Requests for admission to voluntary aided schools will be determined by reference to admission criteria set by the governing body. The governing bodies of Voluntary Aided Schools are responsible for determining their own admission arrangements.

(b) Admission Procedures – nursery places in Community Schools

Parents/carers can apply for a place for their child at the catchment school or state a preference for an alternative placement using the admission application.

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

The main residential address should be used when applying. Addresses which have restrictions on occupancy (such as chalets or caravans on holiday parks with seasonal restrictions on occupancy) cannot be used as a permanent address.

Children attending the nursery class of a school will not have an automatic right of admission to full time education at the same school. Parents/carers will need to apply for a reception place along with other applicants at the appropriate time. There is no guarantee of a catchment place.

Attending the nursery at any school does not guarantee a place in the reception class.

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

Parents/Carers who reside outside of the City and County of Swansea Local Authority should also make an application with their own Local Authority (the Local Authority to whom they pay Council Tax) as, in the event the school(s) applied for in Swansea are oversubscribed the LA will be under no duty to offer a place at an alternative Swansea school.

Withdrawal of a place

A place can be withdrawn by the LA if information is received that suggests the application no longer meets the oversubscription criteria it was originally assessed on. Any place approved on the basis of residence will be withdrawn if the pupil is no longer permanently resident at the address at the beginning of the school term to which the application relates.

Waiting Lists

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

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

ADMISSION ARRANGEMENTS 2024-2025 (Reception)

The local authority, the LA, is the admitting authority for all community schools (schools funded and maintained entirely by LAs) in the area.

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

Parents/carers can either apply on-line for a place at the catchment school or express a preference for a placement at an alternative school. Support can be provided for parents who need assistance if necessary. Requests for a place will be granted unless to do so would:

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

Those parents who apply on time for a place at any school will be given priority over those who have not.

(a) Admission Limits – Community Schools

All schools must admit up to their admission number in the year of entry (i.e. Reception classes in primary schools). In the year of entry a child will be refused a place once the admission number has been reached. Parents/carers who are refused a place at the school must be given right of appeal.

The admission number applies to all year groups (except nursery).

(b) Oversubscription Criteria – Community Schools

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

1. Children who are in the care of a local authority i.e. looked after children (LAC), or are previously looked after*.
2. Children who live within the school's defined catchment area. There is no guarantee of a catchment place. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
3. Children who have a brother or sister of statutory school age attending the school at the date of their admission.*** If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
4. Other children for whom a place has been requested for whom criteria 1 to 3 above do not apply. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.

* Looked After Child (LAC) / Previously Looked After Children – a looked after child refers to a child who is looked after by a local authority in England or Wales, (as defined by Section 22 of the Children Act 1989 and Section 74 of the Social Services and Wellbeing [Wales] Act 2014) at the time the application to a school is made and who the Local Authority has confirmed will still be looked after at the time of admission to the school. Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after (as defined by the Welsh Government School Admissions Code document no. 005/2013). Evidence will need to be provided for all LAC criteria applications.

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

***A brother or sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible children are twins/triplets then the LA will admit both/all children. Statutory school age is defined as pupils who are between age 5 and 16 (i.e. pupils in any year group between and including Reception to Year 11).

The LA **will not** provide transport or make any contribution towards transport costs for children admitted from outside the school's defined catchment area. However, if the catchment area school is full in the year group, transport will be provided to the nearest school with room if that school is more than 2 miles from the home address. The LA's School Transport Policy and school transport information is available on the Council website www.swansea.gov.uk/schooltransport

Children who have Additional Learning Needs

The oversubscription criteria does not apply to pupils for whom the LA holds an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP or a Statement of Special Educational Needs, although the rights of parents to be involved in the placement of their child are protected in law. The LA in consultation with Parents/carers and schools will determine the school at which education is to be provided. The LA reserves the right to name a school which is not the catchment area school.

Schools have a duty to admit children with an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP or a Statement of Special Educational Needs, who have been placed in a school by the LA and these pupils are counted towards the number admitted up to the admission number unless they are placed in a Special Teaching Facility with planned places.

Please note that the information contained in this publication is correct at the time of going to print, but subject to change based on new guidance / legislation being issued which was not available when published.

Voluntary Aided Schools

In Swansea we have Voluntary Aided church schools (these are Roman Catholic, Church in Wales). Requests for admission to voluntary aided schools will be determined by reference to admission criteria set by the governing body. The governing bodies of Voluntary Aided Schools are responsible for determining their own admission arrangements.

(c) Admission Procedures – Community Schools

Parents/carers will be asked to apply on-line for a place for their child at the catchment school or to state a preference for an alternative placement using the admission application.

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

The main residential address should be used when applying. Addresses which have restrictions on occupancy (such as chalets or caravans on holiday parks with seasonal restrictions on occupancy) cannot be used as a permanent address.

Children attending the nursery class of a school will not have an automatic right of admission to full time education at the same school. Parents/carers will need to apply for a reception place along with other applicants. There is no guarantee of a catchment place.

Attending the nursery at any school does not guarantee a place in the reception class.

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

Requests for admission to reception submitted on or before the administrative closing date, **24 November 2023**, will be processed collectively and places allocated according to the above oversubscription criteria. In this respect, no advantage shall be gained from the early submission of an admission request. Requests submitted after the closing date will be treated as late applications.

For requests to change a school preference after the published closing date for applications or after an offer of a place has been made on the statutory offer day, a new application will need to be submitted. A new application made will be a late application and will supersede any earlier applications received and any offers that were previously made would no longer be available.

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

The LA will be under no duty to comply with preference expressed otherwise than in accordance with its arrangements. Parents/carers who have applied by the **24 November 2023** will be advised whether they have been allocated a place by the **16 April 2024**.

Parents/Carers who reside outside of the City and County of Swansea Local Authority should also make an application with their own Local Authority (the Local Authority to whom they pay Council Tax) as, in the event the school(s) applied for in Swansea are oversubscribed the LA will be under no duty to offer a place at an alternative Swansea school.

Late Applications

Requests submitted after the published closing date will not be considered until after all on time applications received have been allocated and offered their places on the statutory offer day. Late applications are dealt with in date order of receipt. Where there are more late applications for a school than there are places available the applications will be considered in line with the oversubscription criteria. Appeals for late applications may be held after the appeals for on time applications have been held.

Right of Appeal

Parents/carers will be informed, in writing, as to whether their application has been successful. Where their application has been refused parents/carers will be informed in writing that they have right of appeal to an independent appeal panel. If they exercise that right, the appeal must be forwarded to the School Support Unit at the Civic Centre by **14 May 2024** (for applications that were received on time). The appeal will be considered by an independent appeal panel of 3 or 5 people comprising lay members, and persons with experience in education.

Please note: Because of the statutory class size maximum of 30, there are very restricted circumstances in which an appeal for a place in an infant class (Reception, Year 1 and Year 2) can be successful. The restricted circumstances are outlined in Annex C – point C.4 of the Welsh Governments School Admission Appeals Code – document no: 007/2013.

Withdrawal of a place

A place can be withdrawn by the LA if information is received that suggests the application no longer meets the oversubscription criteria it was originally assessed on. Any place approved on the basis of residence will be withdrawn if the pupil is no longer permanently resident at the address at the beginning of the school term to which the application relates.

Waiting Lists

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

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

ADMISSION ARRANGEMENTS 2024-2025 (Year 7)

The local authority, the LA, is the admitting authority for all community schools (schools funded and maintained entirely by LAs) in the area.

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

Parents/carers can either apply on-line for a place at the catchment school or express a preference for a placement at an alternative school. Support can be provided for parents who need assistance if necessary. Requests for a place will be granted unless to do so would:

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

Those parents who apply on time for a place at any school will be given priority over those who have not.

(a) Admission Limits – Community Schools

Availability of places is determined by reference to the school's admission number. Schools must admit up to the admission number in the year of entry (i.e. Year 7 in secondary school) and must not exceed this number. Parents/carers who are refused a place at the school must be given right of appeal.

The admission number applies to all year groups.

(b) Oversubscription Criteria – Community Schools

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

1. Children who are in the care of a local authority i.e. looked after children (LAC) or previously looked after*.
2. Children who live within the school's defined catchment area. There is no guarantee of a catchment place. If there are more applications than places, places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
3. Children who have a brother or sister of statutory school age attending the school at the date of their admission***. If there are more applications than places, places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
4. Children attending a designated partner primary school but who live outside the catchment area of that school. Attending a partner primary school does not guarantee a place in the associated secondary school. If there are more applications than places, places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.

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

* Looked After Child (LAC) / Previously Looked After Children – a looked after child refers to a child who is looked after by a local authority in England or Wales, (as defined by Section 22 of the Children Act 1989 and Section 74 of the Social Services and Wellbeing [Wales] Act 2014) at the time the application to a school is made and who the Local Authority has confirmed will still be looked after at the time of admission to the school. Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after (as defined by the Welsh Government School Admissions Code document no. 005/2013). Evidence will need to be provided for all LAC criteria applications.

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

***A brother or a sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible children for that place are twins/triplets, the LA will admit both/all children. Statutory school age is defined as pupils who are between age 5 and 16 (i.e. pupils in any year group between and including Reception to Year 11).

The LA **will not** provide transport or make any contribution towards transport costs for children admitted from outside the school's defined catchment area. However, if the catchment area is full in the year group, transport will be provided to the nearest school with room if that school is more than 3 miles walking distance from the home address. The LA's School Transport Policy and school transport information is available on the Council website www.swansea.gov.uk/schooltransport

Children who have Additional Learning Needs

The oversubscription criteria does not apply to pupils for whom the LA holds an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP or a Statement of Special Educational Needs, although the rights of parents to be involved in the placement of their child are protected in law. The LA in consultation with Parents/carers and schools will determine the school at which education is to be provided. The LA reserves the right to name a school which is not the catchment area school.

Schools have a duty to admit children with an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP or a Statement of Special Educational Needs, who have been placed in a school by the LA and these pupils are counted towards the number admitted up to the admission number unless they are placed in a Special Teaching Facility with planned places.

Please note that the information contained in this publication is correct at the time of going to print, but subject to change based on new guidance / legislation being issued which was not available when published.

Voluntary Aided Schools

In Swansea we have Voluntary Aided church schools (these are Roman Catholic, Church in Wales). Requests for admission to voluntary aided schools will be determined by reference to admission criteria set by the governing body. The governing bodies of Voluntary Aided Schools are responsible for determining their own admission arrangements.

(c) Admission Procedures – Community Schools

Parents/carers will be asked to apply on-line for a place for their child at the catchment school or to state a preference for an alternative placement using the admission application.

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

The main residential address should be used when applying. Addresses which have restrictions on occupancy (such as chalets or caravans on holiday parks with seasonal restrictions on occupancy) cannot be used as a permanent address.

Attending a partner primary school does not guarantee a place in the associated secondary school.

Applications for admission to the relevant age group (i.e. the age group at which children are normally admitted to the school) submitted on or before the administrative closing date, **24 November 2023**, will be processed collectively. In this respect, no advantage shall be gained from the early submission of an admission request. Requests submitted after the closing date will be treated as late applications.

For requests to change a school preference after the published closing date for applications or after an offer of a place has been made on the statutory offer day, a new application will need to be submitted. A new application made will be a late application and will supersede any earlier applications received and any offers that were previously made would no longer be available.

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

The LA will be under no duty to comply with preference expressed otherwise than in accordance with its arrangements. Parents/carers who have applied by the **24 November 2023** will be advised whether they have been allocated a place on the **1 March 2024**.

Parents/Carers who reside outside of the City and County of Swansea Local Authority should also make an application with their own Local Authority (the Local Authority to whom they pay Council Tax) as, in the event the school(s) applied for in Swansea are oversubscribed the LA will be under no duty to offer a place at an alternative Swansea school.

Late Applications

Requests submitted after the published closing date will not be considered until after all on time applications received have been allocated and offered their places on the statutory offer day. Late applications are dealt with in date order of receipt. Where there are more late applications for a school than there are places available the applications will be considered in line with the oversubscription criteria. Appeals for late applications may be held after the appeals for on time applications have been held.

Withdrawal of a place

A place can be withdrawn by the LA if information is received that suggests the application no longer meets the oversubscription criteria it was originally assessed on. Any place approved on the basis of residence will be withdrawn if the pupil is no longer permanently resident at the address at the beginning of the school term to which the application relates.

Right of Appeal

Parents/carers will be informed, in writing, as to whether their application has been successful. Where their application has been refused parents will be informed in writing that they have right of appeal to an independent appeal panel. If they exercise that right, the appeal must be forwarded to the School Support Unit at Civic Centre by **28 March 2024** (for applications that were received on time). The appeal will be considered by an independent appeal panel of 3 or 5 people comprising lay members, and persons with experience in education.

Waiting Lists

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

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

ADMISSION ARRANGEMENTS 2024-2025 (In Year Transfer)

The local authority, the LA, is the admitting authority for all community schools (schools funded and maintained entirely by LAs) in the area.

Admission to Community Schools – (Primary and Secondary)

Parents/carers who require a school place will be required to submit an admission application. Parents/carers can either apply for a place at the catchment school or express a preference for a placement at an alternative school. Support can be provided for parents who need assistance if necessary. Requests will be granted unless to do so would:

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

(a) Admission Limits – Community Schools

Availability of places is determined by reference to the school's admission number. A child will be refused a place once the admission number has been reached. Parents/carers who are refused a place at the school must be given right of appeal **(there is no right of appeal for nursery)**.

The admission number applies to all year groups. These arrangements apply to pupils transferring in years reception to year 11.

(b) Oversubscription Criteria – Community Schools

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

1. Children who are in the care of a local authority i.e. looked after children (LAC), or are previously looked after*.
2. Children who live within the school's defined catchment area. There is no guarantee of a catchment place. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
3. Children who have a brother or sister of statutory school age attending the school at the date of their admission.*** If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.
4. Children attending a designated partner primary school but who live outside the catchment area of that school. Attending a partner primary school does not guarantee a place in the associated secondary school. If there are more applications than places, places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority**.

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

* Looked After Child (LAC) / Previously Looked After Children – a looked after child refers to a child who is looked after by a local authority in England or Wales, (as defined by Section 22 of the Children Act 1989 and Section 74 of the Social Services and Wellbeing [Wales] Act 2014) at the time the application to a school is made and who the Local Authority has confirmed will still be looked after at the time of admission to the school. Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after (as defined by the Welsh Government School Admissions Code document no. 005/2013). Evidence will need to be provided for all LAC criteria applications.

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

***A brother or sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible children are twins/triplets then the LA will admit both/all children. Statutory school age is defined as pupils who are between age 5 and 16 (i.e. pupils in any year group between and including Reception to Year 11).

The LA **will not** provide transport or make any contribution towards transport costs for children admitted from outside the school's defined catchment area. However, if the catchment area school is full in the year group, transport will be provided to the nearest school with room if that school is more than 2 miles for primary or 3 miles for secondary from the home address. The LA's School Transport Policy and school transport information is available on the Council website www.swansea.gov.uk/schooltransport

Children who have Additional Learning Needs

The oversubscription criteria does not apply to pupils for whom the LA holds an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP or a Statement of Special Educational Needs, although the rights of parents to be involved in the placement of their child are protected in law. The LA in consultation with Parents/carers and schools will determine the school at which education is to be provided. The LA reserves the right to name a school which is not the catchment area school.

Schools have a duty to admit children with an Individual Development Plan (IDP) where the LA has named a school in section 2D.1 of the IDP or a Statement of Special Educational Needs, who have been placed in a school by the LA and these pupils are counted towards the number admitted up to the admission number unless they are placed in a Special Teaching Facility with planned places.

Please note that the information contained in this publication is correct at the time of going to print, but subject to change based on new guidance / legislation being issued which was not available when published.

Voluntary Aided Schools

In Swansea we have Voluntary Aided church schools (these are Roman Catholic, Church in Wales). Requests for admission to voluntary aided schools will be determined by reference to admission criteria set by the governing body. The governing bodies of Voluntary Aided Schools are responsible for determining their own admission arrangements.

(c) Admission Procedures – Community Schools

Parents/carers will be asked to apply for a place for their child at the catchment school or to state a preference for an alternative placement using the admission application.

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

The main residential address should be used when applying. Addresses which have restrictions on occupancy (such as chalets or caravans on holiday parks with seasonal restrictions on occupancy) cannot be used as a permanent address.

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

Attending the nursery at any school does not guarantee a place in the reception class.

Attending a partner primary school does not guarantee a place in the associated secondary school.

There is no guarantee of a place at a school even if you move into the catchment area for a school.

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

Parents/Carers who reside outside of the City and County of Swansea Local Authority should also make an application with their own Local Authority (the Local Authority to whom they pay Council Tax) as, in the event the school(s) applied for in Swansea are oversubscribed the LA will be under no duty to offer a place at an alternative Swansea school.

Right of Appeal

Parents/carers will be informed, in writing, as to whether their application has been successful. Where their application has been refused parents/carers will be informed in writing that they have right of appeal to an independent appeal panel (**there is no right of appeal for nursery**). If they exercise that right, the appeal must be forwarded to the School Support Unit at the Civic Centre. The appeal will be considered by an independent appeal panel of 3 or 5 people comprising lay members, and persons with experience in education.

Please note: Because of the statutory class size maximum of 30, there are very restricted circumstances in which an appeal for a place in an infant class (Reception, Year 1 and Year 2) can be successful. The restricted circumstances are outlined in Annex C – point C.4 of the Welsh Governments School Admission Appeals Code – document no: 007/2013.

Waiting Lists

The LA, as the admitting authority, maintains waiting lists for oversubscribed schools. For all admissions, where parents/carers are refused a place for their child/ren they are automatically placed on the waiting list and an opportunity to meet with an independent appeal panel is offered **(there is no right of appeal for nursery)**. Pupils' names will remain on the waiting list for the whole academic year and will only be removed if they are successful at appeal or if a parent confirms in writing that they no longer wish their child/ren's name to remain on the waiting list. If a place becomes available it will be allocated by the LA in accordance with the oversubscription criteria.

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

Admissions to Sixth Form - Criteria for Entry

Application Closing Date

Pupils can apply for a place at a sixth form at a Swansea school in the spring term prior to them seeking a place for the following September. Closing dates for applications will be determined by individual schools.

Provisional Offer

Pupils will be offered a provisional place. This provisional place will be subject to achieving certain specified entry qualifications as published by each individual school. For further information on specific entry qualifications contact the school directly.

GCSE/Equivalent Results

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

Choice of Subjects

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

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

Pupils will not be required to sit an entrance interview.

Admission Limits – Sixth Forms

All school sixth forms can admit up to their admission number subject to students achieving the entry requirement specified by the school (details are available from individual schools). Parents and pupils who are refused a place at the school sixth form must be given the right of appeal.

Admission Arrangements

The arrangements for admission into Year 12 and 13 for maintained community schools are delegated to the establishments directly. Details on admission arrangements for Voluntary Aided Schools may be obtained directly from the establishments concerned and will form part of their admissions policies.

Waiting List

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

Oversubscription Criteria

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

1. Pupils who are looked after by a local authority (LAC) or are previously looked after*.
2. Pupils who live within the school's defined catchment area. There is no guarantee of a catchment place. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority.**
3. Pupils who have a brother or sister of statutory school age attending the school at the date of their admission ***. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority **
4. Pupils who attended the school in year 11 but who live outside the catchment area of that school. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority.**
5. Other pupils for whom a place has been requested for whom criteria 1 to 4 above do not apply. If there are more applications than places, the places will be allocated in distance order with those living nearest (shortest available walking route) receiving priority.**

* Looked After Child (LAC) / Previously Looked After Children – a looked after child refers to a child who is looked after by a local authority in England or Wales, (as defined by Section 22 of the Children Act 1989 and Section 74 of the Social Services and Wellbeing [Wales] Act 2014) at the time the application to a school is made and who the Local Authority has confirmed will still be looked after at the time of admission to the school. Previously looked after children: looked after children who cease to be so because they were adopted or became subject to a residence order, or special guardianship order immediately following having been looked after (as defined by the Welsh Government School Admissions Code document no. 005/2013). Evidence will need to be provided for all LAC criteria applications.

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

***A brother or sister will be defined as a natural or legally adopted child of either parent living at the same address. In any circumstances in which there is one place available and the next eligible pupils are twins/triplets then the LA will admit both/all pupils. Statutory school age is defined as pupils who are between age 5 and 16 (i.e. pupils in any year group between and including Reception to Year 11).

NOTE: Pupils with Individual Development Plans (IDP) where the LA has named a school in section 2D.1 of the IDP or Statements of Special Educational Needs may transfer to sixth forms in Swansea schools. The decision to transfer is made by the local authority in consultation with the relevant school. Please note that the information contained in this publication is correct at the time of going to print, but subject to change based on new guidance / legislation being issued which was not available when published.



Education Department / Adran Addysg

**SCHEDULE OF EVENTS FOR ADMISSION ARRANGEMENTS 2024-2025
PRIMARY SCHOOLS (Reception)**

5 December 2022	Issue of admission arrangements to schools for consultation.
27 January 2023	Return of consultation responses to local authority (LA)
30 January – 10 February 2023	Period for LA to resolve queries
2 March 2023	Report of consultation to Corporate Briefing.
30 March 2023	Determination of admission arrangements by Council
September 2023	Information for parents made available to schools and parents/carers on City and County of Swansea website or by hard copy (available on request)
2 October 2023	Parents/carers are invited to apply for a school place
2 October – 24 November 2023	A period of eight weeks for parents to make their admission applications
24 November 2023	Deadline for parents/carers to submit admission application to the School Support Unit, Civic Centre
16 April 2024	Local authority notifies parents/carers of primary school place offered. (All Wales offer date).
EASTER HOLIDAY 25 March – 5 April 2024	
14 May 2024	Date by which parents/carers lodge appeal



Education Department / Adran Addysg

**SCHEDULE OF EVENTS FOR ADMISSION ARRANGEMENTS 2024-2025
SECONDARY SCHOOLS (Year 7)**

5 December 2022	Issue of admission arrangements to schools for consultation.
27 January 2023	Return of consultation responses to local authority (LA)
30 January – 10 February 2023	Period for LA to resolve queries
2 March 2023	Report of consultation to Corporate Briefing.
30 March 2023	Determination of admission arrangements by Council.
September 2023	Information for parents made available to schools and parents/carers on City and County of Swansea website or by hard copy (available on request)
2 October 2023	Parents/carers are invited to apply for a school place.
2 October – 24 November 2023	A period of eight weeks for parents to make their admission applications.
24 November 2023	Deadline for parents/carers to submit admission application to the School Support Unit, Civic Centre
1 March 2024	Local authority notifies parents/carers of secondary school place offered. (All Wales offer date)
HALF TERM HOLIDAY 12 February – 16 February 2024	
28 March 2024	Date by which parents/carers lodge an appeal.

CITY AND COUNTY OF SWANSEA / DINAS A SIR ABERTAWE

PRIMARY SCHOOLS / YSGOLION GYNRADD

ADMISSION NUMBERS / NIFER DERBYN

2024-2025

Birchgrove Primary	60
Bishopston Primary	38
Blaenymaes Primary	37
Brynhyfyd Primary	60
Brynmill Primary	45
Burlais Primary	75
Cadle Primary	51
Casllwchwr Primary	30
Christchurch Ch. in Wales	16
Cila Primary	16
Clase Primary	45
Clwyd Primary	45
Clydach Primary	37
Craigfelen Primary	25
Crwys Primary	24
Cwm Glas Primary	40
Cwmrhydyceirw Primary	65
Danygraig Primary	40
Dunvant Primary	49
Gendros Primary	43
Glais Primary	15
Glyncollen Primary	30
Gors Community	46
Gorseinon Primary	45
Gowerton Primary	49
Grange Primary	30
Gwyrosydd Primary	58
Hafod Primary	34
Hendrefoilan Primary	34
Knelston Primary	19
Llangyfelach Primary	30
Llanrhidian Primary	20
Mayals Primary	30
Morrison Primary	26
Newton Primary	30
Oystermouth Primary	30

Parkland Primary	75
Pen y Fro Primary	30
Penclawdd Primary	30
Pengelli Primary	15
Penllergaer Primary	43
Pennard Primary	30
Pentrechwyth Primary	24
Pentre'r Graig Primary	46
Penyrheol Primary	46
Plasmarl Primary	28
Pontarddulais Primary	55
Pontlliw Primary	26
Pontybrenin Primary	45
Portmead Primary	37
Sea View Community Primary	30
Sketty Primary	63
St. David's Primary	30
St. Helen's Primary	33
St. Illtyd's Primary	30
St. Joseph's Cathedral Primary	60
St. Joseph's Primary (Clydach)	30
St. Thomas' Primary	55
Talycopa Primary	30
Terrace Road Primary	45
Townhill Primary	60
Trallwn Primary	41
Tre Uchaf Primary	29
Waun Wen Primary	29
Waunarlwydd Primary	41
Whitestone Primary	27
Ynystawe Primary	24
YGG Bryniago	36
YGG Bryn-y-Mor	37
YG y Cwm	28
YGG Gellionnen	43
YGG Llwynderw	45
YGG Lon Las	75
YGG Pontybrenin	71
YGG Tan-y-lan	60
YGG Tirdeunaw	77
YGG Y Login Fach	31

CITY AND COUNTY OF SWANSEA / DINAS A SIR ABERTAW

SECONDARY SCHOOLS / YSGOLION GYNRADD

ADMISSION NUMBERS / NIFER DERBYN

2024-2025

Birchgrove Comprehensive	160
Bishop Gore Comprehensive	255
Bishop Vaughan Comprehensive	224
Bishopston Comprehensive	222
Cefn Hengoed Comprehensive	191
Dylan Thomas Community	148
Gowerton Comprehensive	222
Morrison Comprehensive	244
Olchfa Comprehensive	289
Pentrehafod Comprehensive	230
Penyrheol Comprehensive	224
Pontarddulais Comprehensive	172
Ysgol Gyfun Bryn Tawe	214
Ysgol Gyfun Gwyr	206

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

Which service area and directorate are you from?

Service Area: Vulnerable Learners Service

Directorate: Education

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
- Other

(b) Please name and fully describe initiative here:

Every Local Authority (LA) has a statutory duty to manage admissions to its schools. The Admission Arrangements are set out in accordance with the Welsh Government (WG) School Admission Code (July 2013) and ensures that the admissions to schools are managed in a fair and equitable manner for all pupils.

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	No Impact
	+	-	+	-	+	-		
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"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 compulsory consultation takes place annually with stakeholders (e.g. schools, headteachers, governing bodies, neighbouring LAs and other admission authorities). The LA’s Admissions Forum which is a statutory body also considers all responses to the consultation and makes its own recommendations which are also included in the admission arrangements report, which in turn goes to Corporate Briefing, Cabinet and Council for approval in line with the statutory timescales.

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**
 School Transport

Q7 Will this initiative result in any changes needed to the external or internal website?
 Yes No **If yes, please provide details below**

Admission Arrangements are published each year on our website.

Q8 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?

The Admission Arrangements are set out in accordance with the Welsh Government (WG) School Admission Code (July 2013) and ensures that the admissions to schools are managed in a fair and equitable manner for all pupils.

Outcome of Screening

Q9 Please describe the outcome of your screening using the headings below:

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

Only positive impact identified – admission arrangements ensure admission applications treated equally and fairly and in line with WG School Admissions Code.

Compulsory consultation undertaken annually with stakeholders (e.g. schools, headteachers, governing bodies, neighbouring LA's and other admission authorities). The LA's Admissions Forum which is a statutory body also considers all responses to the consultation.

Due regard has been given to the to the Well-being of Future Generations (Wales) Act 2015 and 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.

(NB: This summary paragraph should be used in the **'Integrated Assessment Implications'** 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: Melissa Taylor
Job title: Admissions Manager
Date: 19/12/2022
Approval by Head of Service:
Name: Rhodri Jones
Position: Head of Achievement and Partnership
Date: 18/01/2023

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 12.



Report of the Cabinet Member for Service Transformation

Council – 30 March 2023

Swansea Public Services Board Local Well-being Plan

Purpose:	To approve Swansea Public Services Board's Local Well-being Plan, this includes Local Well-Being Objectives and the steps the Partnership will take to achieve them.
Policy Framework:	The Well-being of Future Generations Act (Wales) 2015
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that Council: 1) Approves the Swansea Public Services Board Local Well-being Plan.
Report Author:	Richard Rowlands
Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

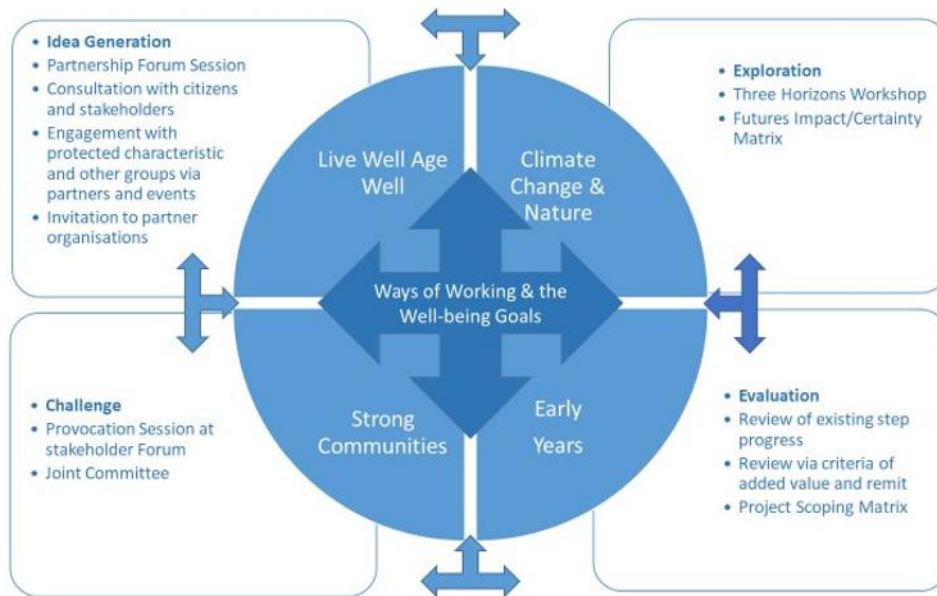
- 1.1 This report requests approval for the Public Services Board's Local Well-being Plan. As a statutory member of the Swansea Public Service Board the Council needs to approve the Swansea Local Well-Being Plan before the Public Services Board can give final agreement to publish the Plan.
- 1.2 This report sets out the legal requirements met by the Plan, the methodology used, the involvement process employed and key elements of the Plan including next steps and how it informs and is informed by the well-being plans of individual public bodies including the Council.

2. Legal Requirements

- 2.1 The Well-being of Future Generations (Wales) 2015 Act (WFG Act) sets out a well-being duty to be met by individual public bodies such as Swansea Council (how this is discharged is set out in Swansea Council's Corporate (well-being) Plan). The WFG Act also sets out a collective well-being duty to be discharged via Public Services Boards. These are distinct but complementary duties.
- 2.2 The Local Well-being Plan identifies Local Well-being Objectives which set priorities for collective action to be taken forward by one or more of the Public Services Board's partners. It also sets out steps to achieve these objectives and how they maximise contribution to the national well-being goals in line with the WFG Act's five ways of working. The actions underpinning these steps and who will deliver them will be set out in an Action following the action Plan's publication.
- 2.3 Swansea Council is one of four statutory members of the Public Services Board. The Local Well-being Plan has been approved by representatives of all statutory members collectively at Joint Committee. It now has to be approved by each statutory member's decision-making body before publication on 4th May 2023.

3. The Methodology

- 3.1 The Plan is primarily driven by matters raised in the Assessment of Local Well-being 2022. It takes into account recommendations made by the Future Generations Report, and Welsh Government's Future Trends Report. The Plan has been developed working closely with West Glamorgan Regional Partnership Board and they developed the Population Assessment and Area Plan draft. In addition, Swansea PSB has worked closely with Neath Port Talbot PSB throughout the process.
- 3.2 The involvement process took into account both the National Principles of Public Engagement in Wales and Children and Young People's Participation Standards. This placed an emphasis on involvement with citizens, partners, staff and leaders. involvement process can be summarised in the diagram below.



3.3 Input was invited throughout the process via a Partnership Forum, a Three Horizons Workshop event organised with Neath Port Talbot PSB and a range of tools were used by the PSB's Planning Group, Objective Delivery Groups and Joint Committee. The final phase of formal consultation used the extensive networks of all PSB Partners to consult with stakeholders in the way most suited to them.

3.4 Activities led by Swansea Council included an online survey, internal and external promotion of engagement opportunities generating Evening Post and intranet coverage, a social media campaign, drop ins at libraries and events, and engagement with the public, for example, via a bilingual Flying Start setting, Aging Well Steering Group and the Waterfront Museum's Well-being Fayre. The Plan was also promoted at the Human Rights City launch and via an activity at Children's Rights Day celebration. We also commissioned West Glamorgan People First Your Voice Advocacy to produce and Easy Read version of the Plan and engage with people with neurodiversity or additional needs.

3.5 The three-month engagement period involved hundreds of people across the diversity of Swansea's community and confirmed the Plan's objectives and steps. Feedback was integrated into the Plan's development. The majority of feedback focused on ideas which will be integrated into the action planning phase. In order to ensure the accessibility of the final Plan it will be produced in Easy Read, Plan on a Page and video formats.

4. Report Structure and Contents

4.1 The Plan is structured around four Local Well-being Objectives. It starts by setting out the background of the Public Services Board, and WFG Act principles. The challenges and opportunities facing Swansea, the wider partnership landscape in which the PSB operates and progress towards the 2018 objectives. It also sets out how the Plan was developed, and key

themes from the Assessment of Local Well-being and how people and organisations were involved.

- 4.2 Feedback from the public throughout the Assessment of Local Well-being process and from PSB partners suggested that despite the impact of Brexit, the pandemic, war in Ukraine and rising cost of living crisis, long term aspirations for well-being in 2040 remain broadly similar and that the strategic direction for change was still largely appropriate. As a result, the Local Well-being Objectives for 2018 were updated rather than replaced with new objectives in order to build on success to date and employ a consistent focus for how organisations work together improving well-being in Swansea. This enables the PSB to focus on action and improvements to the ways we work in line with the sustainable development principle's five ways of working.
- 4.3 The Plan then addresses each of the Well-being Objectives in turn. It sets out the background context, what is needed to drive change in the form of driver diagrams, the well-being objective and steps necessary to deliver it in the short, medium and long term. The Plan then sets out how each objective maximises contribution to the well-being goals and aligns with the WFG Act's five ways of working.
- 4.4 Finally the Plan identifies the action the PSB will take, setting out eight steps which underpin each of the objectives and how we will use the ways of working to implement them. The Appendices look at how connections are made between objectives, the membership of the PSB, Future Generations Report recommendations and how the Plan was developed and identifies the next step as being the agreement of detailed Action Plans.

5 Equality and Engagement 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 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'.
- 5.3 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 The Plan sets out how organisations can work better together to improve Swansea's social, economic, cultural and environmental well-being based on the Assessment of Well-being's findings in relation to a diversity of people in Swansea.

The Local Well-being Plan is based on the Assessment of Local Well-being which was developed engaging with both organisations and individuals via formal consultation and facilitated group conversations. Engagement activities have taken place both online and via a range of face to face opportunities across Swansea. This has involved groups, individuals and employees of partner organisations.

Swansea PSB exists due to this legislation. It is explicitly referenced throughout our Corporate Plan in relation to our Well-being objectives. The Plan details exactly how it maximises contribution to the national well-being goals and explicitly states how it will employ the five ways of working in relation to each local well-being Objective. The Sustainable development principle is integral to the Plan.

Failing to agree a Local Well-being Plan would mean that organisations are less effective in working together to improve Swansea's Well-being. The high level of commitment shown by organisations across sectors beyond Statutory Partners means that risk is minimal.

The Public Services Board exists to add value and improve the Well-being of Swansea and to date the culminative impact can be demonstrated as positive. This is evidenced within our Annual Reports and Progress to date section of the draft Plan.

6. Financial Implications

- 6.1 There are no financial implications associated with this report.

7. Legal Implications

- 7.1 The Public Service Board is required to prepare and publish a Local Well-Being Plan. The first plan must be published by 4 May 2023.
- 7.2 Section 43(5) of the Well-Being of Future Generations (Wales) Act 2015 provides that the function of approving the Local Well-Being Plan rests with full Council.

Background Papers: None

Appendices:

- Appendix A Swansea Public Services Board Local Well-being Plan
- Appendix B Integrated Impact Assessment



Swansea Public Services Board Local Well-being Plan 2023-2028

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Message from Swansea Public Services Board

It is five years since Swansea Public Services Board's first Local Well-being Plan was launched with real progress being made by working together to improve well-being. Since the start of our conversation about well-being in Swansea and the setting of long term 2040 objectives, much has changed.

We carried out an Assessment of Local Well-being in 2022 which looked at research and feedback from the public about well-being in Swansea. This found that despite the unprecedented impacts of Covid 19, Brexit, war in Ukraine, the emergence of the real effects of climate change, the nature emergency and the rising cost of living crisis, our long-term aspirations for well-being remain relevant. And as in 2022, the evidence is clear that deep rooted systems and economic and social models across our well-being work continue to challenge us. This suggests we need to address both immediate and longer-term challenges; if we only tackle the present problems they will continue to recur. The specific actions we need to take and way we take them are equally important.

Page 426 In Swansea, we continue to believe in the rights of every person. Our vision is to work together to make Swansea a place which is prosperous, where our natural environment is appreciated and sustained, and where every person can have the best start in life, get a good job, live well, age well, have access to cultural opportunities and have every opportunity to be healthy, happy, safe and the best they can be. Listening to people tells us Swansea is a great place to live but we need to work harder together to make sure everyone can live well, benefit from and be proud of Swansea.

We want to build on successes to date so have updated our existing long-term objectives. This strategic continuity will help us focus on the joint action needed to make the most difference to individuals' lives.



Early Years:

To ensure that children have the best start in life to be the best they can be



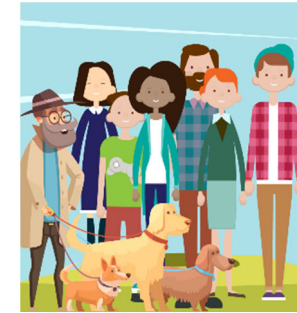
Live Well, Age Well:

To make Swansea a great place to live at every stage of life



Climate Change and Nature Recovery:

To restore and enhance biodiversity, tackle the causes, and reduce the impact of climate change



Strong Communities:

To build cohesive and resilient communities with a sense of pride and belonging

How we work

The Well-being of Future Generations Act (Wales) 2015 asks Public Services Boards and Welsh public bodies to work together toward seven common well-being goals using five ways of working when making decisions. This approach underpins all we do.

Five ways of working



The Long term: The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.



Prevention: How to act to prevent problems occurring or getting worse may help public bodies meet their objectives.



Integration: Considering how public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.



Collaboration: Acting in collaboration with any other person (or different parts of that body itself) that could help the body meet its well-being objectives.



Involvement: The importance of involving people with an interest in achieving the well-being goals and ensuring that those people reflect the diversity of the area which the body services.

Seven well-being goals	
Goal	Description of the Goal
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 action 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.
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).
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.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).
A Wales of cohesive communities	Attractive, viable, safe, and well-connected communities.
A Wales of vibrant culture and thriving Welsh language	A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
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.

Well-being in Swansea

Swansea is the second largest city in Wales, with a population (city and county) of 238,500 (2021 Census). Population growth in Swansea, and improvements in life expectancy, have recently plateaued, and (as elsewhere) our population is ageing. However, more detailed information from the Census will improve our understanding of recent change in Swansea. The impact of the pandemic has shaped life in Swansea for much of the last three years with over 800 registered deaths in Swansea involving Covid-19 (by May 2022); and the ongoing emotional, physical, and mental health costs are still not fully understood. Public services and our residents worked together to meet this challenge with a successful ongoing vaccination programme, implementation of regeneration and recovery plans and continued formal and informal volunteering activity and community action.

Swansea is an attractive place to work in and visit, with many people travelling to do both. It is one of the most ecologically rich counties in Wales, but there are many threats to our natural resources which are in decline and areas of poor environmental quality need improving. Climate change will increasingly impact on communities, businesses and infrastructure across Swansea. Swansea has a high proportion of people with higher-level qualifications and is home to high numbers of students. Whilst the overall number of people who can speak Welsh has fallen, the number of young people under 16 years who can speak Welsh is increasing. Alongside this there have been developments in the cultural offering in the city including a wide range of diverse events and the opening of the Swansea Arena.

Looking to the future, Wales is a country that is changing, and Swansea is changing too and will increasingly be made up of people from different backgrounds and protected characteristics. The average number of people in a household is falling with more people living on their own than before. The sort of jobs people have are changing, with technology advances, increasing automation and changes in health and social care. In Swansea, we need to understand the challenges and opportunities these changes bring.

Our latest Assessment of Local Well-being has also told us several things about Swansea:

Social well-being: People's life experiences are vastly different between our poorest and wealthiest communities, with signs of growing inequality in relation to education, employment, training, income, health outcomes, access to services and other life chances. These social determinants can unequally impact people's ability to live a healthy and happy life and can lead to persistent health inequalities. Despite some progress, there remain multiple challenges around early years, social care, substance misuse, housing, and community safety; and the pandemic has particularly impacted specific groups, including children, older people, and Black and Minority Ethnic communities.

Economy: There is already much work underway to help grow Swansea's economy and infrastructure, with developments to attract new visitors to the city, create new spending and supply opportunities for businesses, and in turn improve residents' economic wellbeing. However, measures of local economic performance, productivity, employment, and business suggest a mixed picture. Our future approach will need to integrate better our economic work with the climate and environmental considerations to achieve broader outcomes and how we plan our economic future.

Environment: The declaration of climate and nature emergencies along with national and local 'net zero' policy commitments, illustrate the multiple and urgent challenges facing Swansea's environment; for example, declining biodiversity and ecosystem resilience; water resources under pressure; increasing flood risk; competition between soils, land use and food production; the multiple benefits of green infrastructure; air quality impacts on health; opportunities for active and sustainable transport; improving waste management and reduction, and energy generation and security. The overwhelming message from the State of Our Natural Resources report is that wide ranging transformation is needed in the food, energy and transport systems that will require each of us to make changes to the way we live.

Culture: Swansea is strong in the diversity and range of its cultural offer (including tourism), but the sector and community it serves were hard hit by temporary closures during the pandemic lockdowns. The sector responded by utilising outdoor spaces as much as possible and is now showing signs of recovery due to sectoral support from the public, private and third sector. Nature sport, leisure and culture facilities provide vital health and well-being benefits to local communities. There is a good local volunteer base across activities ranging from Friends of Parks, Sports Clubs and Community Buildings, but with an ageing profile.

Key partnerships working towards well-being in Swansea

- Southwest Wales Corporate Joint Committee
- Swansea Bay City Deal Board
- Regeneration Swansea
- South West Wales Regional Learning and Skills Partnership

- Healthy Cities
- Regional Housing Forum
- Safer Swansea Partnership
- Poverty Partnership Forum
- Human Rights City Steering Group



- West Glamorgan Regional Partnership Board and increasingly Primary Care Clusters
- Partneriaeth (Educational improvement partnership)
- Ageing Well Steering Group
- Area Planning Board
- A regional collaboration for health

- Swansea Environmental Forum
- Local Nature Partnership Swansea

Swansea Public Services Board aims to support and help these partnerships thrive and benefit from considering all dimensions of wider well-being. Clearly identifying responsibilities and avoiding duplication of governance will enable resources to be concentrated where value is added and activities best fit.

We have formed the Neath Port Talbot and Swansea Joint Public Services Board which tackles specific issues which benefit from a regional approach such as substance misuse. This work will continue.

Summary of progress towards our objectives

Steps taken towards our objectives have resulted in these key achievements to date

Early Years

- *Signed up to the First 1000 Days Collaborative. Work was embedded into the Early Years Transformation Integration Pathfinder collaborative*
- *Ways of working embedded in Pathfinder approach and projects such as Jig So, Best Start Swansea Early Help Hubs, Early Years Early Help Team*
- *Early Years Transformation Integration collaborative Vanguard Systems Review helped consider 'What Matters to people. Further exploration of the integration of early years systems and services is ongoing, via the Early Intervention foundation toolkit, and the Early Years Maternity Maturity Matrix.*
- *Interventions are being made earlier in life via cross agency preventative services such as Flying start. Programmes include the expansion of Flying Start, the integration of services such as Jigso within social services, and the exploration of great Speech and Language support.*

Live Well, Age Well

- *Dementia friendly communities and Dementia friendly Generations projects, end of life wish technologies e.g., magic tables*
- *Contacts Booklet and training rolled out across partners, post covid directory of services produced*
- *Ageing Well Steering Group has developed informal activities for 50+ members which connect and build resilience*
- *Referral systems in place and reviews of assistive technology*
- *Culture changing intergenerational 'Big Conversations' between primary and secondary school children and ageing well members*

Working with Nature

- *City Centre Green Infrastructure strategy collaboratively produced, adopted and actively in use by partners, Green Spaces project implemented.*
- *Initiatives such as firebreaks on Kilvey Hill*
- *PSB partners set out commitments via Swansea Climate and Nature Recovery Pledge and launch of Sustainable Travel Charter Swansea Bay*
- *Series of well attended events talks and conferences resulting in action*

Strong Communities

- *Community led assets-based approach to High Street Critical Incident Group, Joint Swansea, and Neath Port Talbot PSB action on substance misuse*
- *Intercultural City Status achieved*
- *Poverty Truth Commission*
- *Swansea Recovery Economic Recovery Action Plan.*

Sharing for Swansea (cross cutting action)

- *PSB leaders completed in 'walking in our shoes' programme understanding each other's business.*
- *Partners participated in Swansea Local Property Board and have collaborated on hub activity.*
- *Swansea coproduction network established.*
- *Collaborative delivery pilots include the development of the Local Area Coordinator Network*
- *The PSB has pledged its intention to become a human rights city along with individuals and partners. Work to date includes production of a pocket guide.*

Real progress has been made taking steps towards our well-being objectives since 2018 but we have more work to do. While the impact of the pandemic significantly impacted the latter years of the plan's delivery, the relationships developed via the Public Services Board provided a firm foundation for an integrated, collaborative response to the Covid 19 crisis.

PSB partners have worked and will continue to work in accordance with agreed commitments signed by partners. These commitments go beyond the legal duties that the various organisations have and are reviewed taking into account advice from Wales Commissioners. Healthy Wales, United Nations Convention of Rights of the Child (UNCRC), First 100 days Collaborative, Age Friendly Cities and Communities, the National Principals for Public Engagement in Wales, National; Standards for Children and Young People's Participation, the Armed Forces Community Covenant, the Convention on Biological Diversity, One Public Sector, Swansea as a Human Rights City, Swansea Bay Healthy Travel Charter, etc. In addition, partners adhere to their organisational 'standards relating to promoting the Welsh language' and Cynnig Cymraeg as advised by the Welsh language Commissioner. These commitments underpin and continues in addition to activity on our Local Well-being Objectives.

We have reviewed our Local Well-being Objectives and updated them in line with the findings of our latest Assessment of Local Well-being. Our four objectives aim to improve well-being with a focus on 2040. The following pages detail what each objective aims to achieve, what conditions are needed for this to happen and how contribution to the national well-being goals is maximised and the five ways of working are employed.

1. Early Years: To ensure that children in Swansea have the best start in life to be the best they can be.

This happens 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 well integrated

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

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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 deprivation as adults. Positive Early Years experiences lead to a greater likelihood of having a good job and a better standard of living, and of being more able to look after the environment and contribute to safe and prosperous communities (for more information, please see the Marmot Reviews and Time for Change: Poverty in Wales Report).

Giving children the best start in life in Swansea involves a whole systems approach:

- Promoting important messages and information to all.
- Enhancing universal Early Years services through the availability of early intervention provision for expectant parents/carers and young children to ensure strong foundations are in place for their future development.
- Awareness of trauma and Adverse Childhood Experiences and how to support and build resilience.
- Adding value to universal and early intervention services through the engagement and involvement of wider services and organisations to promote, signpost, co-plan and deliver community-based support and activities.

Using evidence from our Assessment of Local Well-being, this diagram identifies what is needed to ensure children have the best start in life to be the best they can be:

Outcome (Objective):

Primary Driver (when):

Secondary Drivers (so we need to):

Early Years:
Children have the best start in life to be the best they can be

Parents/carers are well prepared for birth

All children develop to their full potential

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

Support services are high quality and well-integrated, and are accessible to all and no child is excluded

Parents/carers are supported to develop their skills, knowledge and confidence and can access the information they need

Parents/carers lead a healthy lifestyle and can access the local and natural environment

Parents/carers can access good employment

Families live in a good standard of housing

Families enjoy healthy family relationships

Children develop good positive attachments with their parents/carers*

Children with additional needs are identified and supported

Children have good quality physical and mental health and well-being

Children develop speech language and communication successfully

Children can access cultural and natural heritage

Children's needs are identified and supported at the earliest stage

Homes and neighbourhoods are safe and free from violence, crime and abuse

Children are protected from environmental risks such as air pollution

Children are protected from Adverse Childhood Experiences and supported when needed

Services are aligned and prioritised to support the mental health of parents/carers and address alcohol/drug misuse.

Communication and collaboration between service providers is strong in order to deliver accessible, timely services where none is excluded

Data and information sharing between services is effective

*Recognising that children and parents can be carers and may need additional support

How we will maximise our contribution to well-being



Ensuring children have the best start in life will improve Swansea’s social and economic well-being. This objective will contribute to the well-being goals by focusing on building a healthier, more prosperous, equal, and cohesive Swansea.

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Impact on the seven national well-being goals	A prosperous Swansea	A resilient Swansea	A healthier Swansea
	Parents are supported to be able to work and train	Children learn to engage with and start a lifelong relationship with nature	Children learn about the importance of making healthy choices, and parents are supported to help them and their children to be healthy
A more equal Swansea	A Swansea of cohesive communities	A Swansea of vibrant culture and Welsh language	A globally responsible Swansea
Services support families with a view to reducing inequalities across Swansea	Children and families are an active part of their communities	Ample opportunities are provided to children and their families which promote Welsh language, culture and traditions through a range of activities and a sense of cynefin	Children learn global citizenship and apply this through life including an understanding of the climate and nature crises.

We will use the five ways of working to enable this well-being objective to be achieved

Prevention: Collective working to create conditions for children to flourish

Long term: Early interventions to maximise longer-term health and well-being



Integration: Integrate resources and plan together, breaking down traditional structures

Collaboration: Share data, information, understanding and collaborate with wider local and national, private and third sector partners

Involvement: Taking a co-productive approach working with children, parents, carers, and practitioners

2 Live Well, Age Well: To make Swansea a great place to live at every stage of life

This happens when...

People are as independent as possible and enjoy a good quality of life

People feel safe in their homes and community



People have the best possible level of health and well-being

People are valued, listened to and are able to take control of their lives

We want to support all people to age well, to be safe, healthy, independent, and resilient in order to be able to reach their full potential. To achieve this, we need to support people throughout their lives to access good quality jobs, have enough money to live on, do the things that matter to them and keep well, have safe, good quality homes, easy access to natural green / blue spaces and the ability to make decisions that enable them to flourish. Many children and young people have had their development impacted by the pandemic and there have been a range of impacts from Covid 19 on people of all ages and backgrounds. While more people in Swansea are living longer, this is not always accompanied by a fulfilling quality of life. Climate change is already beginning to impact on people's lives and it is expected that this will increase. We need to maximise opportunities to ensure people enjoy active lifestyles as the population ages. We know that big differences remain between our poorest and wealthiest communities.

Using evidence from our Assessment of Local Well-being, this diagram identifies what is needed to ensure people live well and age well at every stage of life:

Outcome (Objective):

Primary Driver (when):

Secondary Drivers (so we need to):

Live Well, Age Well: To make Swansea a great place to live at every stage of life

People have the best possible level of health and wellbeing

People are free from poverty, as independent as possible and enjoy a good quality of life

People are valued, listened to, and able to have a voice, choice and control

People feel safe in their home and community

- Access to resources, knowledge and skills for healthy living
- Key health and wellbeing messages are identified, targeted and promoted
- Every individual has access to health and wellbeing opportunities and services
- Natural and built environments that encourage health and wellbeing are created and sustained
- People are supported to access information, advice and assistance

- Health, Social Care and third sector services work together closely to provide services in the community
- People are supported to learn, work and live well
- Individuals and communities are supported to be more connected
- People are protected from poverty and are supported from the impacts of poverty
- Advice and support is provided to help people, help themselves

People are able to access care and support in ways that suit them and supports them to help themselves

- A Human Rights City Approach is promoted to ensure people understand their rights and they are recognised
- Accessible mechanisms enable people to have their voice heard and be involved in decision making processes that impact their lives

- People live in safe good quality homes
- Environments that support people to feel and be safe are created, sustained and protected

How we will maximise our contribution to well-being



Supporting people to Live Well and Age Well will contribute to the well-being goals by focusing on building a healthier, more prosperous, more equal, more cohesive Swansea.

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Impact on the seven national well-being goals	A prosperous Swansea	A resilient Swansea	A healthier Swansea
	People develop confidence, skills, and abilities to participate in the emerging future economy	Children and adults connect with their local built and natural spaces and are protected from environmental risk.	Mental and physical health is maximised by participating in activities that matter
A more equal Swansea	A Swansea of cohesive communities	A Swansea of vibrant culture and Welsh language	A globally responsible Swansea
People have opportunities to connect and fulfil their potential at all stages of life	Intergenerational opportunities across life stages build a cohesive culture	People pass on their languages and traditions across generations	UNCRC, Age friendly Swansea, and a City of Sanctuary

We will use the five ways of working to enable this well-being objective to be achieved.

Prevention: Support people to build strength, independence, and resilience throughout the life-course

Long term: Early interventions to maximise longer term health and well-being



Integration: More integrated front-line workforce giving people the right support at the right time

Collaboration: Sharing best practice, skills and experience and having collective strength in tackling key issues

Involvement: Developing robust and integrated involvement activities and making best use of existing mechanisms

3 Climate Change and Nature Recovery: To restore and enhance biodiversity, tackle the causes, and reduce the impact of climate change

This happens when we...

Have abundant natural resources that we safeguard

Restore and enhance biodiversity



Create healthy places for people

Have an economy that is sustainable and regenerative.

A thriving natural environment provides many benefits to society, improving well-being and sustainable economic prosperity throughout the county. Swansea's network of varied and attractive landscapes and wildlife habitats, including its coastline, uplands, woodlands, rivers and wetlands, and its urban parks and gardens, make it one of the greenest counties in the UK. We recognise, however, that many aspects of our natural environment are in decline and are no longer as resilient to change as we need them to be to deliver multiple benefits that support our well-being, now and in future. Both national and local government have declared nature and climate emergencies; we need to stop exploiting nature and move to a situation where we are working with and regenerating nature for the benefit of all. We need to address inequalities as set out in 'Inequalities in a Future Wales Report.' This means putting Nature and Climate Emergencies at the heart of decision making.

Using evidence from the Assessment of Local Well-being this diagram identifies what is needed to improve health, enhance biodiversity, and reduce the impact of climate change:

Outcome (Objective):

Primary Driver (when):

Secondary Drivers (so we need to):

Climate change and nature recovery: To restore and enhance biodiversity, tackle the causes and reduce the impact of climate change

Biodiversity is restored and enhanced

Natural systems are healthy and resilient

Our carbon emissions are reduced to net zero and individuals, communities and organisations are well prepared for the impacts of climate change and adaptation.

The root causes of unsustainable production and consumption of natural resources are addressed, through knowledge and behaviour change

Ensure habitats are better connected with valuable sites and vulnerable species protected and their condition enhanced / improved

Support and protect pollinator species and populations

Prevent pollution, tackle environmental crime and the negative impacts of nonative species, pests and diseases (such as ash dieback)

Ensure the health and multiple other benefits of green and blue infrastructure are maximised in urban and rural areas, and that everyone has access to good natural spaces

Improve air quality, make ecosystems more resilient and take a catchment approach to water management, which involves local communities

Take a balanced approach to land use that safeguards soils, makes space for nature, supports local food growing and energy generation

Reduce the energyconsumption inour homes, buildings and businesses and support local sustainable energy generation

Promote active travel and develop a low carbon transport system that is accessible, affordable and meets the needs of everyone

Better understand and prepare for local climate change risks and impacts

Promote environmentally sustainable and ethical procurement practices, especially in the public sector

Increase training opportunities and the creation of green jobs to support the transition to a low carbon, circular economy with efficient reduction/ reuse / recycling of materials.

Improve the collection, analysis and sharing of environmental data and information to better inform decisions

Seek / encourage naturebased solutions to improving wellbeing

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How we will maximise our contribution to well-being



Acting on climate change and nature recovery will improve Swansea’s social, economic, and environmental well-being. This objective will contribute to the well-being goals by focusing on building a healthier, more prosperous, resilient, more equal, and globally responsible Swansea.

Impact on the seven national well-being goals	A prosperous Swansea	A resilient Swansea	A healthier Swansea
	A regenerative, circular economy which trains people for green jobs of the future	A more biodiverse Swansea where nature is valued will protect species and their habitats and provide multiple benefits to communities	Everyone has access to good quality natural green spaces, active travel routes and clean air and water supporting physical and mental health
A more equal Swansea	A Swansea of cohesive communities	A Swansea of vibrant culture and Welsh language	A globally responsible Swansea
Everyone has access to good quality environments and support is focused on those most vulnerable who are disproportionately impacted by climate change	A diversity of individuals and communities work together recognising differences, to protect nature and tackle climate change	The climate and nature emergencies are existential crises to which there is a cultural response. We embrace and safeguard our natural heritage and landscapes	We source materials with increasing awareness of the ethical and environmental impacts of procurement

We will use the five ways of working to enable this well-being objective to be achieved.

Prevention: Understanding the root causes of environmental, social, economic and cultural problems and work together with nature to prevent them – this is also called nature-based solutions.

Long term: Understanding and planning for the long-term trends so nature and people can adapt and become more resilient to climate change.



Integration: Ensuring the climate and nature crises, and their root causes, are fully considered in all policies plans and services and the benefits of working with nature are maximised.

Collaboration: Working together to maximise the benefits derived from nature, and mitigate and adapt, to impacts of climate change.

Involvement: Working with and enabling communities to understand and act on the climate and nature crises to support transformational change.

4 Strong Communities: To build cohesive and resilient communities with a sense of pride and belonging.

This happens when we...

Have a sense of pride and belonging

Are more cohesive

Are prosperous



Enable individuals to trust each other

Support people to feel safe and be safe, confident

We want to make Swansea a vibrant, inclusive, and welcoming place where everyone has equal access to opportunities and feels truly proud to live, work and play in Swansea. To achieve this, we need to develop a place where people belong, feel safe, and where people's backgrounds and circumstances are appreciated and valued.

Our communities are changing, we want to learn from each other and work together to build a better Swansea. We know that good relationships are an essential component of well-being. As communities change, we will celebrate what they have in common and face challenges together, including tackling barriers to employment, training, educational attainment, inclusion, and climate change. Our culture, heritage, sport, traditions, and values bring us together.

We know we need to work together to understand individual and community issues and shape solutions based on lived experience. We need to build trust between communities and local organisations, giving people a voice in decisions affecting their lives. It is important to support and work with vulnerable people and socially marginalised groups to help shape preventative services and foster inclusion.

Using evidence from the Assessment of Local Well-being this diagram identifies what is needed to build strong, cohesive communities:

Outcome (Objective):

Primary Driver (when):

Secondary Drivers (so we need to ensure):

Strong Communities:
Cohesive and resilient communities with a sense of pride and belonging

People feel and are safe and confident

We have a thriving local economy where households achieve at least the Minimum Income Standard

Communities and individuals are connected

- Trust is built between people and organisations
- Advice and support are available and provide in a non-judgemental way
- Homes and neighbourhoods are healthy, safe places to be, free of substance misuse
- Safety, reduced crime and antisocial behaviour on the streets contributes to public confidence and strengthens the economy
- The needs of vulnerable community members are collectively understood and the resilience of communities is improved
- Employers should pay at least the minimum wage
- Good jobs are created and people are enabled to overcome the barriers to access
- People are supported to develop the skills and gain the qualifications they need to learn through their lifetimes
- People access all the financial support they are entitled to
- The cost of goods and services for all are equalised ending the poverty premium
- Barriers to involvement in community life are reduced (e.g Digital Inclusion, English/Welsh for Speakers of a second language, transport Infrastructure)
- People and communities have a voice in decisions which affect them via the processes and mechanisms of social partnerships, trade unions, representative and participative democracy
- Volunteer opportunities are available for individuals to engage in community action around shared concerns, and successes are built on, celebrated and promoted
- Built and natural environment planning and design maximises connectivity opportunities within and adjacent to newly planned developments
- The integration and promotion of the cultural offer in Swansea to instil a vibrant culture within communities.
- Language, heritage and cultures within and between our communities are celebrated and promoted

How we will maximise our contribution to well-being



By building strong communities we want to improve Swansea's social, environmental, economic, and cultural well-being. This objective will contribute to the well-being goals by focusing on building a more prosperous, equal, globally responsible, healthier, resilient, and cohesive Swansea which celebrates our diverse and vibrant culture.

Impact on the seven national well-being goals	A prosperous Swansea	A resilient Swansea	A healthier Swansea
	Lifelong education and learning opportunities are available to all	Communities connect with and care for their local green and blue spaces and act on climate change	People are able to take part in activities that feed the mind body and soul.
A more equal Swansea	A Swansea of cohesive communities	A Swansea of vibrant culture and Welsh language	A globally responsible Swansea
All people are able to access affordable, accessible activities in the context of an increased cost of living	People are able to promote, express, share and see their lived experiences, language and culture.	Following the pandemics impact on cultural sector, we need a coordinated approach from grassroots up	Swansea is a City of Sanctuary and offers a welcome to all

We will use the five ways of working to enable this well-being objective to be achieved

Prevention: Work actively to celebrate difference and to ensure all residents feel they belong and have the confidence to challenge racism, sexism, and other inappropriate behaviours

Long term: Work to understand the impacts of future trends on communities to help us prepare for a future Swansea we are all proud of

Integration: Work to understand the impact we all have on each other, our communities and the wider environment

Collaboration: Listen to and trust each other, working across organisational boundaries and involving a greater diversity of partners



Involvement: Work together to ensure we build trust and maximise positive change in Swansea codesigning and coproducing solutions where possible. This will enable us to take into account the lived experience of community members

Action the Public Services Board will take

Identifying the primary and secondary drivers for our four objectives helps to show us the path to their delivery and the contribution that we can make collectively as a Public Services Board. We describe the high-level actions we plan to take as steps. Our experience of working together over the past five years has taught us that to make the biggest difference as a Public Services Board we need to focus our efforts on:

- a few steps and do them well
- steps that can only be achieved by two or more PSB partners working together
- steps that add value to what is already happening in the existing post Covid partnership landscape
- steps which we can properly resource

To ensure we are successful we also need to ensure that we:

- agree who will take lead responsibility and who will be involved in delivering each step
- develop arrangements to ensure progress is measured and monitored
- Increase and broaden participation of active partners across sectors.
- Improve integration and interaction between the objectives

Taking account of the above learning, we have decided that rather than assign steps to individual objectives, to develop steps that **underpin the entire suite of objectives** as a whole, to encourage greater integration. Detailed annual plans will be developed to show what we intend to do to progress each step each year, albeit recognising that the actions we take and the objectives themselves will interlink and none will be successfully achieved if pursued in silos. Against that background, we have identified eight steps that we will collectively take over the next five years:

- Transforming early years' services across Swansea
- Building on Swansea as a Human Rights City
- Working towards Swansea's net zero target and nature recovery
- Making Swansea safer, more cohesive, and prosperous
- Developing Swansea's integrated cultural offer
- Influencing and connecting with other governance arrangements across the Swansea Bay region
- Improving data quality and accessibility across the Swansea Bay region
- Developing Swansea PSB performance management arrangements

2023-28 Swansea Public Services Board Local Well-being Plan Steps			
<i>The Steps to be taken</i>	<i>Short term (< 3 years)</i>	<i>Medium term (4-5 years)</i>	<i>Long term/Generational</i>
<i>To support the transformation of Early Years services in Swansea to provide better support children to have the best start in life</i>	Identify a lead sponsor for the integration toolkit, the Early Years Maternity Maturity Matrix, develop a framework and engage key stakeholders, and public.	Acting on reflective practice to evolve integrative working practices.	To embed and extend integrated working in other areas of delivery.
<i>To build on Swansea's 2022 declaration of being a Human Rights City</i>	To work with stakeholders to develop and deliver an action plan that supports the declaration of Swansea being a Human Rights City.	To undertake activities and develop policies which demonstrate and enable people of all ages to understand and access their rights as a human being.	To embed in wider culture and review progression.
<i>To energise and engage Swansea in working together for a just and equitable transition towards Net Zero and nature recovery taking a nature-based approach where possible.</i>	To expand and diversify Swansea Climate and Nature Charter signatories engaging in transformative change - by understanding risk and response, building capacity and capability, through sharing of good practice, innovation, identification, and implementation of collaborative adaptation and mitigation actions towards <i>Net Zero Wales</i> and the <i>Area Statement for Southwest Wales</i> delivery.	To focus on maximising collaborative and transformative action in the highest impact areas (e.g., adaptation, biodiversity, environmental risk, procurement, circular and foundational economy,) involving diverse partners, community groups and individuals to build resilience.	To embed and continue to drive forward Net Zero commitments and nature recovery ambitions while mobilising individuals, communities and organisations across all sectors to tackle the climate and nature emergencies, ensuring a just transition towards Net Zero.
<i>To maximise the contribution of PSB partners to making Swansea safer, more cohesive, and prosperous</i>	To identify and tackle any partnership barriers to progress on implementing the Safer Swansea Strategy; supporting Regeneration Swansea; and ensuring no one is left behind by	To provide support and advocacy for any challenging projects requiring additional buy in and sponsorship or increased collaboration.	To embed work in the business-as-usual activity of all partners.

2023-28 Swansea Public Services Board Local Well-being Plan Steps			
<i>The Steps to be taken</i>	<i>Short term (< 3 years)</i>	<i>Medium term (4-5 years)</i>	<i>Long term/Generational</i>
	supporting Swansea Poverty Partnership Forum actions.		
<i>To support the development of an integrated cultural offer in Swansea</i>	To support and help develop the cultural offer which includes organisations, partnerships, and practitioners from across all sectors, supporting the promotion of the Welsh Language, community cohesion, health, and economic prosperity.	To support the Swansea Cultural Offer by encouraging culture, as defined in the FGA, to be integrated in the wider social, economic, and environmental activity undertaken by partners.	To reinforce and embed the routine consideration and use of culture as a critical tool in all partner activities and projects.
<i>Influence and connect with other governance and partnership arrangements to ensure well-being is integrated across Swansea</i>	Ensure decision makers in Swansea are able to benefit from the Assessment of Local Well-being, the PSB's shared objectives and collaborative ways of working.	Increase and diversify participation in PSB activities including increased people involvement.	Work as part of a flexible, mapped and defined partnership framework enabling the right decision to be taken in the right place in an integrated way.
<i>To help strengthen decision making across the Swansea Bay region by improving data quality and availability</i>	To work with partners via the Regional Partnership Board to improve the availability and quality of regional data.	To improve the relevance scope and availability of local data for the next well-being assessment including lived experiences.	For partners to have access to relevant regularly updated and assured data by streamlining efforts.
<i>To develop performance management arrangements which measure and monitor the PSB's progress</i>	To develop 2023-24 Action Plan, milestones, and 2023-28 population level outcome measures; and to put in place monitoring arrangements.	To undertake review of annual performance; develop qualitative measures; and develop annual action plans based on progress.	Work towards the democratisation of performance by incorporating a 360 approach actively involving individuals.

How we will implement the steps



Long Term

Swansea Public Services Board has a 2040 vision which our organisations are already orientated toward. Our focus is on action today, to benefit from outputs tomorrow and outcomes in a generation.



Collaboration

We aim to increase collaborative work and create closer working relationships with key partners such as Town and Community Councils and community groups. Joint PSB activity with Neath Port Talbot PSB will continue to take place addressing shared concerns such as substance misuse.



Prevention

We recognise the gaps in our knowledge base particularly those resulting from the pandemic's demands on social, health and support services. We want to focus on removing barriers to data development so we can better understand and tackle emerging issues such as mental health. Preventative agendas such as climate change and poverty can be tackled more creatively by looking for the less obvious links to objectives and steps.



Integration

We plan to connect the work we already do towards shared ambitions to amplify effectiveness. For example, recent census data suggests the number of Welsh speakers in Swansea has declined by 0.2% while this decline is greater across Wales, we plan to come together and determine how take to collective action to co-ordinate our efforts to support Cymraeg 2050 (a strategy which aims to increase Welsh speakers to a million by 2050).



Involvement

Swansea PSB aims to focus on involving our communities and citizens more proactively in the design and participation in projects. Where possible we aim to explore co-productive approaches and new ways of communicating with people and community groups.

Appendix I - Making the Connections

Although each objective focuses on a specific priority as our diagrams show there are many areas of overlap. We believe it is critical that everyone contributes to all of the objectives not just the ones where our work makes the biggest impact. Even where the scope for action is relatively small, when we all address each objective collectively the impact can be game changing. The chart below maps the role of each objective in carrying out the steps.

Steps we will take (<i>Accountability and the extent to which the steps are applied by each Objective Delivery Group</i>)	Early Years	Live Well, Age Well	Climate Change & Nature Recovery	Strong Communities
Early Years services transformation	Lead	Support	Support	Support
Human Rights City	Support	Lead	Support	Support
Net Zero Swansea and nature recovery	Support	Support	Lead	Support
Safer, cohesive, prosperous Swansea	Support	Support	Support	Lead
Integrated cultural offer	Support	Support	Support	Lead
Influence and connect with governance arrangements	Consider	Consider	Consider	Consider
Data development	Support	Support	Support	Support
Performance management arrangements	Support	Support	Support	Support

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A detailed Action Plan will set out how we will implement the steps to achieve our objectives. These annually reviewed Action Plans will be developed iteratively drawing on a menu of steps identified via engagement and our driver diagrams. All actions will be assessed against criteria based on lessons learnt and/or engagement evaluation tools.

Appendix II Swansea Public Services Board

The Swansea Public Services Board is a partnership of organisations who work together to improve local services and includes statutory partners, Swansea Bay University Health Board (SBUHB), Swansea Council, Natural Resources Wales, and Mid and West Wales Fire and Rescue Service and;

SBUHB Local Public Health Team

Gower College Swansea

HM Prison and Probation Service

Job Centre Plus

Regional Business Forum

Safer Swansea Partnership

Chief Constable of South Wales Police

Poverty Partnership Forum

South Wales Police and Crime Commissioner

Regeneration Swansea

Swansea Environmental Forum

Swansea Council for Voluntary Service

Swansea University

Wales Community Rehabilitation Company

Welsh Government

University of Wales Trinity St David

Community and Town Council representation

Mumbles Community Council

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Every local council area in Wales is legally required to have a Public Services Board. This requirement is set out in the Well-being of Future Generations (Wales) Act 2015.

The Act asks Public Service Boards and Public Bodies to work together toward seven common well-being goals and five ways of working to make sure that when making decisions they take into account:

- the impact they could have on people living their lives in Wales in the future
- how to work better with people and communities and each other
- how to prevent problems and take a more joined-up approach locally and regionally.

The Local Well-being Plan is designed to be about the collective action of the PSB Partnership. The PSB and Scrutiny will ensure that steps are in place to monitor that the Plan is achieving its objectives for Swansea and Wales.

Appendix III: How the plan has developed

Our involvement process started in 2016 by asking individuals, children, staff, managers, leaders, service users and experts to imagine the Swansea they wanted to see in 2040 and identified key trends that would impact this future. This long-term approach underpins the development of our Local Well-being Plan.

Population	Climate change	Economy & Infrastructure	Society & Culture	Health	Land Use & Natural Resources
<ul style="list-style-type: none"> • Aging population • Housing • Migration • Immigration • Older work force • Household make up • Student population • Increased child population 	<ul style="list-style-type: none"> • Weather patterns • Extreme weather events • Bio-diversity • Water quality and availability • Flooding • Air quality • Sea level rise • Geopolitical instability 	<ul style="list-style-type: none"> • Price rises • Skills gap • Austerity • Globalisation • De-industrialisation • Increased adoption of IT • Smart technologies • Transport • Supply chains 	<ul style="list-style-type: none"> • Poverty • Apathy • Lack of trust / empowerment • Erosion of community cohesion • BREXIT • Increased inequalities • Community safety • Welsh language 	<ul style="list-style-type: none"> • Heat related deaths • ACES • Demand • Life styles • E Health • Welsh Language • Mental health • Elderly care • Drug resistance • Social media 	<ul style="list-style-type: none"> • Energy • Food security • Farming and land use • Finite resources • Waste • Emissions / Pollutants • Ecosystem resilience • Soil quality • Bio-diversity

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Our approach to involvement and engagement was based on the National Principles for Public Engagement and was designed to begin with a blank sheet and engage, re-engage, and then formally consult with our stakeholders filtering down the collective priorities for action into objectives. This meant ideas could be refined into objectives with everybody's buy in and voice being heard at every stage of the process.

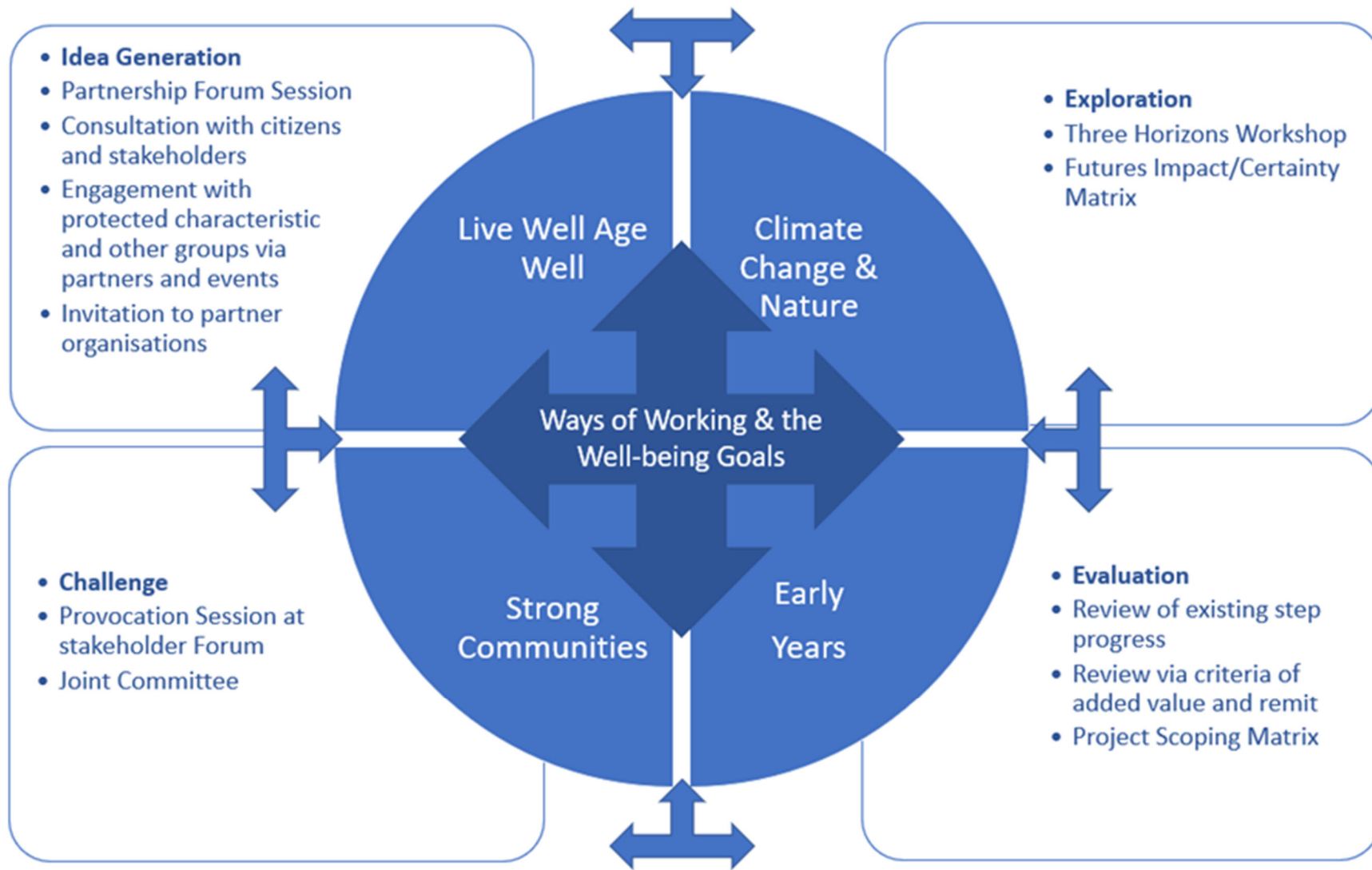
In researching our 2022 Assessment of Local Well-being we found concerns in these areas were key.

<p style="text-align: center;">Social</p> <ul style="list-style-type: none"> • Growing inequality and cost of living • Mental health • Aging population and social care workforce difficulties • Lack of public transport • Digital Exclusion • Pandemic impact on specific groups e.g., early years, older people, BAME people and people with disabilities • Crime, community safety and community cohesion • Substance misuse 	<p style="text-align: center;">Economic</p> <ul style="list-style-type: none"> • Productivity and gross value added • Diversification, growth, and survival of business base • Household Income levels • Economic infrastructure development viability gap • Sustainable transport infrastructure • Areas of deprivation and economic inactivity • Skills attainment gap amongst disadvantaged • Digital and green skills shortage • Worker shortages: care, construction, hospitality
<p style="text-align: center;">Environmental</p> <ul style="list-style-type: none"> • Climate and Nature Emergency • Loss of biodiversity, declining ecosystem resilience • More resource required for long term management • Water resources under increasing pressure • Increasing flood risk impacting people, properties, services, and infrastructure • Competition between soils, land use and food production • Green infrastructure and Placemaking • Air quality impacts on health • Sustainable Transport and Active Travel • Energy Generation and use/efficiency • Inequity of benefit to and benefit from natural resources and exposure to environmental risks. 	<p style="text-align: center;">Culture</p> <ul style="list-style-type: none"> • Development of a Cultural Strategy • Need for balanced programme of local affordable activities for all, targeting vulnerable groups/protected characteristics • Tourism sector post pandemic recovery • Inequalities in physical activity participation impacting health across areas • Increase in Welsh speakers and resultant demand for Welsh language services • Support sustainability of volunteering

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To view the Assessment of Local Well-being and Summary, click here: www.swansea.gov.uk/psbassessment

We are working with our partners, groups, and a diversity of Swansea people to develop a plan focusing on taking steps (especially in the areas identified via Assessment) to meet our updated 2040 local well-being objectives.



As well as using information from the Assessment of Local Well-being, Swansea has taken the following things into consideration to make sure our Local Well-being Plan is the best it can be:

Future Trends Report 2022	West Glamorgan Regional Partnership Board	What we have to do by law (statutory duties)	The rights of all people
<p>This is a report written by Welsh Government. It looks at trends in Wales and shows:</p> <ul style="list-style-type: none"> • The population is ageing although population growth is slowing and growth of Welsh language • Increasing demand for public sector, care, and digital services • Widening inequality, reducing unemployment levels felt unevenly, slow progress on poverty reduction • Changing health profiles • Accelerating climate change impacts, with uneven risk distribution • Increasing consumption and emissions • Species loss and less ecosystem resilience • Increased digitalisation and AI, changing nature of work, increased cyber security risk 	<p>Swansea PSB works closely with West Glamorgan health and social care programme.</p> <p>This regional partnership delivers across Neath Port Talbot and Swansea.</p> <p>The development of both the Population Assessment and last Area Plan have been informed and been informed by the work of Swansea PSB.</p> <p>The 2022 Population Assessment can be found at www.westglamorgan.org.uk</p> <p>The 2018 Area Plan can be seen at www.westernbay.org.uk/areaplan</p>	<p>The Act gives PSBs the choice to bring together a range of plans that set out what we have to do in specific areas. These plans are:</p> <ul style="list-style-type: none"> • The Crime and Disorder, Reduction of Offending and Substance Misuse Partnership Plan • Children and Young People’s Partnership Plan • The West Glamorgan Area Plan • The Part 1 Scheme ‘Local Primary Mental Health Support Services’ jointly agreed by the LHB and 3 local authorities under section 2 of the Mental Health Measure 2010 measure. • The Violence Against Women, Domestic Abuse and Sexual Violence Plan <p>The PSB agreed that to best work on these specific areas, there should be separate plans.</p> <p>The Well-being Plan will support and add value to them.</p>	<p>All people have rights. These rights are set out in the United Nations Declaration of Human Rights.</p> <p>We want to respect people’s rights and involve them in decisions that affect their lives and their well-being.</p> <p>The PSB ensures that a diversity people are involved in decisions that affect their well-being.</p> <p>Children have specific rights that are set out in the United Nations Convention on the Rights of the Child. In Wales, we have to show what we do to listen to children and young people. In Swansea, there is a clear and agreed commitment to supporting children to enjoy their rights.</p>

The Future Generations Report

Read the Future Generations Commissioners Report at www.futuregenerations2020.wales. Recommendations which are being prioritised and are reflected in this plan include:

Climate Change and Nature Recovery

- Declare a nature and climate emergency and rapidly accelerate the scale and pace of change to help tackle these challenges.
- Invest in and value the important role biodiverse green and blue space plays in supporting people's health and community well-being.
- Considering and taking action to address the climate and nature crisis together.
- Develop your knowledge of nature and increase awareness of the importance of a biodiverse natural environment with healthy functioning ecosystems, and prepare people with skills fit for the future.

Strong Communities

- Ensure that objectives consider opportunities to tackle poverty and inequalities in the context of all of the well-being goals - not solely focusing on economic and social opportunities.
- Support communities to be well connected and a place where people feel safe.
- Use the relationships you have developed to work better together to plan, prepare and shift activity and resources towards prevention; to help tackle crime and anti-social behaviour.
- Support people to engage with culture in their daily working and recreational lives and bring out the best in our cultural professionals.

- Enable our citizens to access and engage with their own and other cultures.
- Make the most of local assets such as libraries, play facilities, museums, galleries, sports facilities, music venues, arts organisations, natural resources, and historical spaces to support community well-being.

Live Well, Age well

- Focus on prevention of inequalities, including through education and harnessing the skills and resilience of people who have lived experience of relevant issues.
- Playing their part to ensure Wales is welcoming, safe and fair to all.
- Take more of a concerted effort to successfully integrate refugees and asylum seekers in Wales.
- Seek to reduce inequalities by involving people in the ‘story behind the data’ and collaborating with others.

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Early Years

- Be willing to fundamentally reform existing services.
- Look at the whole system and replace competition with compassion – interventions should be dealing with the person, not the specific issue.
- Breaking down barriers between professions, public bodies, and communities to allow collaboration and integration.

Glossary

biodiversity: The variety of plants and animals on earth. It includes all species of plants and animals and the natural systems that support them.

personal and community resilience: how well an individual or community can respond positively to, withstand and recover from a difficult or negative situation.

deprivation: the lack of access to opportunities and resources which we might expect in our society to meet basic needs.

deprived neighbourhoods: a geographic area where there is a concentration of people experiencing deprivation.

digitally excluded: unequal access or skills to use information and communication technologies (ICTs).

ecologically rich: a geographical area that supports a wide range of plants and/or animals.

ecosystems Services: The benefits people get from ecosystems. These include food and water; regulating services such as flood and disease control; cultural services such as spiritual, recreational, and cultural benefits; and supporting natural processes that maintain the conditions for life on Earth.

environmental quality: the condition of the natural environment (land, air, and water) and how it is affected by human activity i.e., pollution.

green infrastructure: good quality natural and constructed greenspace, including woodlands, wetlands, open and running water, riverbanks, parks and gardens, allotments, churchyards, recreational space, green roofs.

Healthy Cities: International learning network run by the World Health Organisation 'requiring local political buy in to deliver change' to improve health for all. Swansea is the only designated 'Healthy City' in Wales at present.

Intercultural Cities: The Council of Europe's Intercultural Cities programme supports cities in reviewing their policies through an intercultural lens and developing strategies to help them manage diversity positively and realise the diversity advantage.

Making Every Contact Count: An approach where employees of public services use every opportunity to deliver brief advice to improve health and wellbeing.

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.

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Minimum Income Standard: This identifies what the public think is an acceptable minimum standard of living each year. It includes, but is more than just, food, clothes, and shelter. It is about having what you need to have the opportunities and choices necessary to participate in society.

multi-disciplinary: a number of experts, or people from different professions, working together.

natural environment: the natural (not constructed) surroundings in which a plant or animal lives.

population: the people who live in the City and County of Swansea.

poverty premium: the additional amount which households on low incomes have to pay for the same essential goods and services; credit, fuel, food, and transport. For example, fuel costs more per unit from a pre-payment meter than with an online Direct Debit discount. Also, more fuel is used in households with poor insulation and inefficient appliances. Food costs more from small, local shops than larger ones which you cannot get to without a car.

objectives: or aims, are the goals the PSB are looking to achieve to improve people's well-being in Swansea.

social prescribing: enables doctors and nurses to refer patients with social, emotional, or practical needs to a range of local, non-clinical services, often provided by the voluntary and community sector

urban environment: constructed areas i.e., towns, urban environments.

vulnerability: A person is vulnerable if, as a result of a situation or circumstances, they are unable to take care of or protect themselves from harm or exploitation.

References

- First 1000 Days programme - [First 1000 Days Paper - Partnership Agreement.pdf \(swansea.gov.uk\)](#)
- Swansea Bay City Deal - www.swanseabaycitydeal.wales
- Swansea Economic Regeneration Strategy - www.swansea.gov.uk/swanseabaycityregioneconomicregenerationstrategy
- Swansea Economic Regeneration Partnership - www.swansea.gov.uk/article/10723/Regeneration-Swansea
- Assessment of Local Well-being - www.swansea.gov.uk/psbassessment
- Population Assessment - www.westglamorgan.org.uk
- Local Area Plan - www.westernbay.org.uk/areaplan
- The Marmot Review - www.ucl.ac.uk/marmotreview
- Police and Crime Plan - <https://commissioner.south-wales.police.uk/en/your-commissioner/police-crime-plan-2022-2026/>
- [Future Generations Report - www.futuregenerations2020.wales](http://www.futuregenerations2020.wales)
- [Time for Change: Poverty in Wales Audit Wales https://audit.wales/publication/time-change-poverty-wales](https://audit.wales/publication/time-change-poverty-wales)
- [Inequality in a future Wales www.futuregenerations.wales/resources_posts/inequality-in-a-future-wales/](http://www.futuregenerations.wales/resources_posts/inequality-in-a-future-wales/)

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

Which service area and directorate are you from?

Service Area: Strategic Delivery Unit

Directorate: Resources

Q1 (a) What are you screening for relevance?

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

(b) Please name and fully describe initiative here:

Swansea Public Services Board is a partnership where the public, private and third sectors work together to improve quality of life in Swansea both now and for future generations.

Every 5 years Swansea Public Services Board develops a Local Well-being Plan. This sets out objectives and steps that are used to guide our actions each year. It is driven by an Assessment of Local Well-being published in May 2022, this reports on the state of Swansea's social, economic, environmental and cultural well-being and draws on the expertise of partners from all sectors, wide ranging data and the lived experience of individuals.

The 2023 draft Local Well-being Plan has been out to consultation since November 22nd and closes on 13th February. As a result, feedback to date from a range of drop in sessions, events, and survey comments and organisational responses has already been used to improve the plan which will continue to evolve.

The draft Plan sets out four draft Local Well-being Objectives for Swansea's public services to better work together on improving Swansea's well-being. These focus on Early Years, Climate Change and Nature Recovery, Strong Communities and Live Well, Age Well. Eight potential cross cutting steps have been identified to date. These will provide a framework for action plans to be developed for each objective to be reviewed each year.

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	No Impact
	+	-	+	-	+	-		
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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<input type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Plan sets out how organisations can work better together to improve Swansea’s social, economic, cultural and environmental well-being based on the Assessment of Well-beings findings in relation to a diversity of people in Swansea taking into consideration the characteristics above. Please see www.swansea.gov.uk/psbassessment2022

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 Local Well-being Plan is based on the Assessment of Local Well-being which was developed engaging with both organisations and individuals via formal consultation and facilitated group conversations. (www.swansea.gov.uk/psbassessment2022 See Annex 1 - Engagement and Survey and Annex 2 Consultation Feedback Report).

Involvement activities around the draft Local Well-being Plan build on a 14 week engagement period with the Office of Future Generations Commissioner. This includes a statutory 12 week formal consultation period which included on and off-line survey and idea generation activity. Engagement included drops ins held at a City Centre and rural library, a Welsh language Flying Start setting and Swansea Museum. Events attended with a stall included World Children’s Day at the Waterfront Museum with 70 drawings and written ideas submitted, the launch of Human Rights City at the Stadium, and the Waterfront Museum’s Well-being Fayre.

Engagement also took place via presentations at the Town and Community Council Forum, Aging Well Steering Group, the PSB’s delivery groups and the Partnership Forum as well as at meetings across partner organisations.

West Glamorgan Your Voice Advocacy produced an easy read version of the consultation and have reached out to various groups to ensure the views of neurodiverse and people with additional learning needs are represented. Partners have promoted the consultation to their staff and service users using resources available online and shared our social media campaign.

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

Yes, the PSB exists due to this legislation. It is explicitly referenced throughout our Corporate Plan in relation to our Well-being objectives. The Plan details exactly how it maximises contribution to the national well-being goals and explicitly states how it will employ the five ways of working in relation to each local well-being Objective. The Sustainable development principle is integral to the Plan.

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"/>
---------------------------------------	---	---

Failing to agree a Local Well-being Plan would mean that organisations are less effective in working together to improve Swansea’s Well-being. The high level of commitment shown by organisations across sectors beyond Statutory Partners means that risk is minimal.

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

Yes No **If yes, please provide details below**

Yes, the integration way of working employed by all Council services means that Swansea PSB’s Local Well-being objectives influenced and are influenced by Council services across every directorate. The Local Well-being Objectives expressed in the Plan directly link to our objectives within our Corporate Plan and feature within Plans, Strategies and Policies produced by every service.

Q7 Will this initiative result in any changes needed to the external or internal website?

Yes No **If yes, please provide details below**

The Council hosts Swansea PSB online communications so the completed plan and various accessible versions will be shared via this platform. This means that the webpages www.swansea.gov.uk/psb will need to be updated but also associated documentation which is influenced by the Local Well-being Plan’s objectives across internal services.

Q8 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 Public Services Board exists to add value and improve the Well-being of Swansea and to date the culminative impact can be demonstrated as positive. This is evidenced within our Annual Reports and Progress to date section of the draft Plan.

Outcome of Screening

Q9 Please describe the outcome of your screening using the headings below:

- **Summary of impacts identified and mitigation needed (Q2)**
The Plan sets out how organisations can work better together to improve Swansea's social, economic, cultural and environmental well-being based on the Assessment of Well-being's findings in relation to a diversity of people in Swansea.
- **Summary of involvement (Q3)**
The Local Well-being Plan is based on the Assessment of Local Well-being which was developed engaging with both organisations and individuals via formal consultation and facilitated group conversations. Engagement activities have taken place both online and via a range of face to face opportunities across Swansea. This has involved groups, individuals and employees of partner organisations.
- **WFG considerations (Q4)**
Swansea PSB exists due to this legislation. It is explicitly referenced throughout our Corporate Plan in relation to our Well-being objectives. The Plan details exactly how it maximises contribution to the national well-being goals and explicitly states how it will employ the five ways of working in relation to each local well-being Objective. The Sustainable development principle is integral to the Plan.
- **Any risks identified (Q5)**
Failing to agree a Local Well-being Plan would mean that organisations are less effective in working together to improve Swansea's Well-being. The high level of commitment shown by organisations across sectors beyond Statutory Partners means that risk is minimal.
- **Cumulative impact (Q7)**
The Public Services Board exists to add value and improve the Well-being of Swansea and to date the culminative impact can be demonstrated as positive. This is evidenced within our Annual Reports and Progress to date section of the draft Plan.

(NB: This summary paragraph should be used in the ‘**Integrated Assessment Implications**’ 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: Suzy Richards
Job title: Sustainable Policy Officer
Date: 31 January 2023

Approval by Head of Service:
Name: Lee Wenham
Position: Head of Communications and Marketing
Date: 31 January 2023

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 13.



Report of the Interim Director of Corporate Services

Council – 30 March 2023

Appointment of Lay Member to the Governance & Audit Committee

Purpose:	To approve the recommendation of the Appointments Committee held on 6 March 2023 and appoint an additional Lay Member to the Governance & Audit Committee.
Policy Framework:	None.
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) David Roberts be appointed as Lay Member of the Governance & Audit Committee. 2) The Term of Office will be five years, from 1 April 2023 to 31 March 2028.
Report Author:	Ness Young
Finance Officer:	Ben Smith
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The Local Government (Wales) Measure 2011 requires that each council shall appoint an Audit Committee in line with the recommendation made by CIPFA in 2005.
- 1.2 The Welsh Government has provided statutory guidance covering the functions and membership of the Governance & Audit Committee.
- 1.3 The City and County of Swansea has had a Governance and Audit Committee for a number of years, but the Local Government & Elections (Wales) Act 2021 requires additional lay members to be appointed to the Governance and Audit Committee. One third of the Committee's membership must be Lay Members.

- 1.4 In October 2021 Council agreed to appoint three additional lay members to the Governance and Audit Committee which would bring the total number of lay members to five. In March 2022 Council appointed two additional lay members in accordance with recommendations made by the Appointments Committee.
- 1.5 In December 2022, to recruit the final lay member, an advert was placed in the South Wales Evening Post and the Western Mail inviting applications by Friday 13 January 2023.

2. Appointments Committee

- 2.1 As a result of the advert, five application forms were returned by the closing date.
- 2.2 The Appointments Committee met on 6 February 2023 to consider the applications and agreed that three applicants should be invited for interview.
- 2.3 The Appointments Committee met again on 6 March 2023 and interviewed the three applicants. The Committee recommend on the basis of the scoring and following consideration of the advice of the Interim Director of Corporate Services that David Roberts should be appointed by Council as Lay Member of the Governance and Audit Committee.

3. Integrated Assessment Implications

- 3.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
 - Deliver better outcomes for those people who experience socio-economic disadvantage.
 - Consider opportunities for people to use the Welsh language.
 - Treat the Welsh language no less favourably than English.
 - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 3.2 The Well-being of Future Generations (Wales) Act 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.
- 3.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.
- 3.4 An IIA screening has been undertaken and no adverse implications have been noted.

4. Financial Implications

- 4.1 There are no financial implications associated with this report beyond those set out in the October 2021 Council report on agreeing to create the additional lay members' posts.

5. Legal Implications

- 5.1 The relevant legislative provisions are set out in the report.

Background Papers: None.

Appendices: Appendix A - IIA

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: Corporate 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
- Other

(b) Please name and fully describe initiative here:

Appointment of lay member to the Governance and Audit Committee in accordance with requirements of the Local Government and Elections (Wales) Act 2021

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	No Impact
	+	-	+	-	+	-		
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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<input type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 appointment follows an open and competitive recruitment process, shortlisting and interviews undertaken by the Council’s Appointments Committee

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**

As a lay member, the appointee will be responsible with the rest of the committee for providing independent assurance on the adequacy and effectiveness of the Council’s risk management framework, internal control environment, performance assessment, complaints handling and the integrity of the financial reporting and governance processes.

Q7 Will this initiative result in any changes needed to the external or internal website?

Yes No **If yes, please provide details below**

The membership of the Governance and Audit Committee will need to be updated

Q8 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 cumulative impact of this appointment on people and communities will be positive, by helping to provide independent assurance on the adequacy and effectiveness of the Council’s risk management framework, internal control environment, performance assessment, complaints handling and the integrity of the financial reporting and governance processes.

Outcome of Screening

Q9 Please describe the outcome of your screening using the headings below:

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

The appointment of lay member to the Governance and Audit Committee is in accordance with requirements of the Local Government and Elections (Wales) Act 2021. The recommendation to appoint follows an open and competitive recruitment process, shortlisting and interviews undertaken by the Council’s Appointments Committee.

The cumulative impact of the appointment on people and communities will be positive, by helping to provide independent assurance on the adequacy and effectiveness of the Council’s risk management framework, internal control environment, performance assessment, complaints handling and the integrity of the financial reporting and governance processes.

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: Ness Young
Job title: Interim Director of Corporate Services
Date: 20 March 2023
Approval by Head of Service:
Name:
Position:
Date:

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 14.



Report of the Head of Democratic Services

Council – 30 March 2023

Nomination of Lord Mayor and Deputy Lord Mayor Elect 2023-2024

Purpose:	To nominate the Lord Mayor, elect and Deputy Lord Mayor elect to enable the arrangements for the Inauguration of the Lord Mayor and Deputy Lord Mayor event to proceed.
Policy Framework:	Lord Mayor and Deputy Lord Mayor Protocol.
Consultation:	Political Group Leaders and their Deputies, Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) Councillor Graham Thomas be nominated Lord Mayor Elect 2023-2024. 2) Councillor Paxton Hood-Williams be nominated Deputy Lord Mayor Elect 2023-2024.
Report Author:	Huw Evans
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The Lord Mayor and Deputy Lord Mayor Protocol (adopted by Council on 20 April 2017) sets out the procedure when nominating a Lord Mayor and Deputy Lord Mayor. The Protocol is attached as **Appendix 1**.

2. Deferment of Term of Office

- 2.1 Councillor R C Stewart was scheduled to be considered for the role of Deputy Lord Mayor 2023-2024 in line with the Seniority List; however, he has asked for his Term of Office to be deferred for an unspecified length of time. In line with the Protocol, this was agreed by the Political Group Leaders on 26 January 2023.

- 2.2 Councillor E T Kirchner is one of four Councillors with equal length of service to become Deputy Lord Mayor 2023-2024; however, she asked for her Term of Office to be Deferred for an unspecified length of time. In line with the Protocol, this was agreed by the Political Group Leaders on 26 January 2023.
- 2.3 Councillor R C Stewart & E T Kirchner shall join Councillor P Lloyd on the list of Councillors that have deferred their Term of Office. They will be readded to the seniority list in line with the Paragraph 9.2 of the Protocol:

“9.2 Once a Councillor has completed their deferment they will be replaced back on the Seniority List in accordance with their seniority. They shall follow the next person in line to be Deputy Lord Mayor but shall not be permitted to replace the next person in line if the period until the next selection is less than 6 months.”

3. Two or more Councillors have Exactly the Same Length of Service

- 3.1 Section 4 of the Protocol sets out the Councillors Total Length of Service and includes a paragraph on the process to be followed if 2 or more Councillors have exactly the same length of service.
- 3.2 Councillors E W Fitzgerald, P R Hood-Williams and C L Philpott, all have exactly the same length of service. The Head of Democratic Services confirmed that each of the 3 candidates meet the criteria and that the Political Group Leaders and their Deputies have unanimously agreed that all 3 candidates are appropriate to hold the Office of Lord Mayor / Deputy Lord Mayor.
- 3.3 On 25 January 2023, the Head of Democratic Services drew lots to establish the order that each of the aforementioned Councillors will be considered for the role of Lord Mayor / Deputy Lord Mayor. The outcome of the draw being:
- i) Councillor P R Hood-Williams.
 - ii) Councillor E W Fitzgerald.
 - iii) Councillor C L Philpott.

4. Nominations

- 4.1 In line with the Protocol, the Head of Democratic Services e-mailed the Political Group Leaders and their Deputies on 22 December 2021 informing them that the candidates for the posts of Lord Mayor and Deputy Lord Mayor Elect 2023-2024 met the criteria for nomination. The candidates being:
- Councillor Graham Thomas (To become Lord Mayor 2023-2024).
 - Councillor Paxton Hood-Williams (To become Deputy Lord Mayor 2023-2024).
- 4.2 The e-mail asked the Political Group Leaders and their Deputies to consider whether these candidates are considered appropriate for the roles. The Appropriateness Test is set out within the Protocol. There was a unanimous decision that both candidates met the appropriateness test and were therefore appropriate to undertake the roles.

5. 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 and no adverse implications have been noted.

6. Financial Implications

- 6.1 There are no financial implications associated with this report.

7. Legal Implications

- 7.1 There are no legal implications associated with this report.

Background Papers: None.

Appendices:

Appendix 1 Lord Mayor and Deputy Lord Mayor Protocol

Lord Mayor and Deputy Lord Mayor Protocol

1. Introduction

1.1 On 22 March 1982, HM Queen Elizabeth II graciously granted to the City of Swansea letters patent which elevated the status of the Mayor to that of Lord Mayor. The Unitary Authority of the City and County of Swansea which came into being on 1 April 1996 was successful in having both the City and Lord Mayor status re-bestowed on 29 March 1996.

1.2 The actual wording of the letters patent is shown below:

“Elizabeth the Second by the Grace of God of the United Kingdom of Great Britain and Northern Ireland and of our other Realms and Territories Queen Head of the Commonwealth Defender of the Faith To all to whom these presents shall come, Greeting. Know ye that our will and pleasure is and We do hereby declare and ordain that from and after the date of these presents the Mayor of the City of Swansea and his successors in office shall be styled entitled and called LORD MAYOR OF SWANSEA And we do hereby authorise and empower the Mayor of the City of Swansea and his successors in office henceforth at all times to assume and use and to be called and to be named by the style title and appellation of Lord Mayor of Swansea and to enjoy and use all and singular the rights privileges and advantages to the degree of a Lord Mayor in all things duly and or right belonging. In witness whereof we have caused these our letters to be made patent. Witness Ourselves at Westminster the twenty second day of March in the thirty first year of our reign”.

1.3 The Lord Mayor and Deputy Lord Mayor Protocol aims to cover all aspects relating to the eligibility, nomination and behaviour of the Lord Mayor / Deputy Lord Mayor.

1.4 A “Civic Protocols and Guidance” document is provided to each Lord Mayor / Deputy Lord Mayor. The document is provided by the Lord Mayor’s Office and is maintained by the Civic and Corporate Marketing Manager.

2. Eligibility to be Lord Mayor / Deputy Lord Mayor

2.1 For the period that a person is elected as Lord Mayor / Deputy Lord Mayor, they must remain a Councillor of the City and County of Swansea.

2.2 From the moment that the person ceases to be a Councillor of the City and County of Swansea, they automatically also cease to be the Lord Mayor / Deputy Lord Mayor.

2.3 If the existing Lord Mayor / Deputy Lord Mayor is suspended or partially suspended from being a Councillor by the Standards Committee, Public Services Ombudsman for Wales and / or Adjudication Panel for Wales they shall not conduct any Lord Mayor / Deputy Lord Mayor duties.

3. Criteria for the Nomination of Lord Mayor and Deputy Lord Mayor

3.1 Councillors MUST satisfy the following **criteria** prior to being nominated as Deputy Lord Mayor / Lord Mayor:

i) Candidates for the position of Lord Mayor and Deputy Lord Mayor must be serving members of the Council and have the longest total length of service (**Appendix A1**).

Note: If the Candidate is suspended or partially suspended from being a Councillor then they do not meet the criteria at that point in time.

3.2 The Head of Democratic Services shall inform the Political Group Leaders and their Deputies via e-mail whether the candidate(s) meet the criteria.

4. Councillors Total Length of Service

4.1 Councillors shall be elected to the position of Deputy Lord Mayor and Lord Mayor based on their total length of service with the City and County of Swansea Council and its predecessor Authorities. **Appendix A1** (The List) highlights the “Councillors Total Length of Service with the City and County of Swansea and each of its predecessor Authorities” (As at Date Printed on **Appendix A1**).

4.2 Simultaneous service on more than one of the City and County of Swansea Council’s predecessor Authorities will count as one period of service i.e. If a Councillor was an Elected Member with Lliw Valley Borough Council and West Glamorgan County Council during 1990-1994, only 4 years would be counted towards the Councillors total length of service during that time.

4.3 If a Councillor has broken service with the City and County of Swansea Council or any of its predecessor Authorities, then the time of each of the periods of service will be added together in order to establish the total length of service. For details of a Councillors Period(s) of Service with the City and County of Swansea and its predecessor Authorities, please refer to www.swansea.gov.uk/councillors

4.4 If a Councillor has accrued service with another Authority, then that time will not be counted, as the time has not been spent representing the people of the City and County of Swansea Council.

4.5 A Councillor shall be honoured with the title Deputy Lord Mayor / Lord Mayor once.

4.6 If two or more Councillors have exactly the same length of service, then the nomination will be determined as follows:

- i) Between the Councillors involved;
- ii) The drawing of lots between the Councillors involved.

5. Procedure for the Nomination of Lord Mayor and Deputy Lord Mayor

5.1 Once a Councillor has been deemed to meet the criteria to be nominated Lord Mayor / Deputy Lord Mayor; the procedure is as follows:

- i) Head of Democratic Services to consult with Political Group Leaders and their Deputies (all of whom have a vote) via email to determine whether the candidate(s) are appropriate. Whether a candidate is appropriate is to be decided on an individual basis. Considerations may include whether a candidate has been found in breach of the Code of Conduct, whether the breach was a serious breach and what sanction, if any, was imposed. Other considerations include whether the Councillor has been found guilty or pleaded guilty to a serious criminal offence;
- ii) If **unanimous decision** that the candidate(s) are appropriate, and a report be presented to Council;
- iii) If there is **not a unanimous decision** then a meeting of the Constitution Working Group (CWG) shall be convened. CWG will consider the appropriateness of the candidate(s) and decide what action to take based on the Protocol.

6. Appropriateness Test

6.1 The Appropriateness Test seeks to determine the appropriateness of candidate(s) nominated for the role of Deputy Lord Mayor and Lord Mayor. It is a measure of their appropriateness at a current point in time. Questions by the Constitution Working Group may include whether the candidate(s) is subject to any investigation by the Public Services Ombudsman for Wales in relation to any breach of the Code of Conduct, any sanctions imposed, any court proceedings or any other matter they consider relevant.

6.2 Depending on outcome of paragraph 6.1 above, the Constitution Working Group may hear representations from the candidate prior to making any final decision.

6.3 The powers of the Public Services Ombudsman for Wales and the Adjudication Panel for Wales are outlined in **Appendix B1** to this report.

6.4 If a candidate is considered not appropriate for the role of either Lord Mayor or Deputy Lord Mayor they will be replaced on “the list” in accordance with their seniority and will be subject to the Appropriateness Test at the following round of Lord Mayor / Deputy Lord Mayor nominations.

7. Constitution Working Group Report to Council

7.1 The Constitution Working Group shall present a report to Council recommending the appropriate candidate(s) for the role of Deputy Lord Mayor / Lord Mayor to Council The report shall nominate one Councillor for the role of Deputy Lord Mayor and one Councillor for the role of Lord Mayor.

7.2 In the year of a **Local Government Election**, there will be a third and fourth recommendation seeking a resolution to name the next 5 Councillors as being

eligible should the initial nominations fail to be re-elected. These additional 5 Councillors shall be appointed in line with the Protocol.

- 7.3 When a Councillor is elected to the position of Deputy Lord Mayor, then that person would become Lord Mayor the following municipal year, subject to the Appropriateness Test.

8. Role of Council

- 8.1 Council will receive the report of the Constitution Working Group regarding nominations for the Deputy Lord Mayor and Lord Mayor. It shall consider whether to accept the recommendations of the Constitution Working Group or not.

- 8.2 In the year of a **Local Government Election**, Council shall also be asked to accept the nominations of the next 5 Councillors under the Protocol in order to have an automatic fall-back position should the initial nominations fail to be re-elected. The automatic fall-back would mean that the next eligible Councillor who had been subjected to and passed the appropriateness test by the Constitution Working Group would be elected to the position of Lord Mayor / Deputy Lord Mayor as necessary.

- 8.3 Should Council not accept the recommendations of the Constitution Working Group, then the matter should be deferred to either the next Ordinary meeting of Council or to an Extraordinary meeting of Council in order for the appropriateness test to be considered for the next Councillor in line based on length of service by the Constitution Working Group.

9. Deferment of Term of Office

- 9.1 A Councillor may request that their term of Office be deferred for any length of time or even an unspecified length of time. However, such a request must gain the support of the majority of the Political Group Leaders. In the event of a tie, then the Constitution Working Group will consider the matter.

- 9.2 Once a Councillor has completed their deferment they will be replaced back on the Seniority List in accordance with their seniority. They shall follow the next person in line to be Deputy Lord Mayor but shall not be permitted to replace the next person in line if the period until the next selection is less than 6 months.

10. Title and Chain of Office of Lady Mayoress / Lord Mayor's consort / Deputy Lady Mayoress / Deputy Lord Mayor's Consort

- 10.1 The Title and Chain of Office of Lady Mayoress / Lord Mayor's consort / Deputy Lady Mayoress / Deputy Lord Mayor's Consort is conferred at the Ceremonial Meeting of Council on an annual basis.

- 10.2 Any other person may accompany the Lord Mayor / Deputy Lord Mayor to any civic engagement to which the same courtesies and precedence would be extended, however, the Chain of Office may not be worn.

11. Behaviour of Lord Mayor / Deputy Lord Mayor during their Term of Office

- 11.1 Should the behaviour of the Lord Mayor / Deputy Lord Mayor be brought into question during their term of office, then the behaviour should be reported to the Chief Executive, the Monitoring Officer, the Head of Democratic Services and the relevant Political Group Leader.
- 11.2 However, if the alleged behaviour may lead to any investigation by the Public Services Ombudsman for Wales in relation to any breach of the Code of Conduct, any sanctions imposed, any court proceedings or any other matter considered relevant then the complainant should refer the matter to the Public Services Ombudsman for Wales or Police as appropriate.
- 11.3 The allegation will be passed to the Constitution Working Group for them to consider whether it requires any immediate action to be taken. The Group should consider the point that people are presumed innocent and should not make any decision to impede that basis of law. However, the CWG may determine any appropriate sanction based on the Appropriateness Test following the outcome of the Ombudsman's or Police investigation (if any).

12. Suspension from Office as a Councillor

- 12.1 Should a Councillor be suspended from the Office of Councillor for a period of time following a breach of the Councillors Code of Conduct, the following actions are to be followed:
- i) A suspended, partially suspended or disqualified Councillor would no longer meet the criteria to be Lord Mayor / Deputy Lord Mayor and would therefore automatically relinquish that Office.
 - ii) The issue shall also be automatically referred to the Constitution Working Group for it to consider whether to appoint a new Lord Mayor, Deputy Lord Mayor etc.

13. Behaviour of Lord Mayor's Consort, / Deputy Lord Mayor's Consort, Lady Mayoress / Deputy Lady Mayoress during their Term of Office

- 13.1 Should the behaviour of the Lord Mayor's Consort, / Deputy Lord Mayor's Consort, Lady Mayoress / Deputy Lady Mayoress be brought into question during their term of office, then the behaviour should be reported to the Chief Executive, the Monitoring Officer, the Head of Democratic Services and the relevant Political Group Leader.
- 13.2 The allegation(s) will be passed to the Constitution Working Group for them to consider whether it requires any immediate action to be taken. Action could include suspending the individual for a period of time or seeking a Council resolution to remove the individual from Office.

Councillors Total Length of Service with the City and County of Swansea and each of its predecessor Authorities (20/01/2023).

Last Name	First Name(s)	Total Time Served	Municipal Year served as LM
Lewis	Richard	49 years, 8 months, 10 days	2010-2011
Francis-Davies	Robert	39 years, 8 months, 15 days	2001-2002
Black	Peter	38 years, 8 months, 17 days	2019-2020
Holley	Christopher	37 years, 8 months, 18 days	2006-2007
Hopkins	David	31 years, 8 months, 18 days	2016-2017
Phillips	David	29 years, 8 months, 14 days	2018-2019
Downing	Philip	26 years, 7 months, 19 days	2017-2018
Lloyd	Paul	25 years, 9 months, 23 days	Deferred
Jones	Mary	23 years, 8 months, 14 days	2021-2022
Day	Mike	23 years, 8 months, 14 days	Current Lord Mayor
Thomas	Graham	23 years, 8 months, 14 days	Current Deputy Lord Mayor
Stewart	Robert	19 years, 8 months, 19 days	Deferred – January 2023
Hood-Williams	Paxton	18 years, 7 months, 10 days	
Fitzgerald	Wendy	18 years, 7 months, 10 days	
Kirchner	Erika	18 years, 7 months, 10 days	Deferred – January 2023
Philpott	Cheryl	18 years, 7 months, 10 days	
May	Peter	16 years, 0 months, 30 days	
Matthews	Penny	15 years, 6 months, 1 days	
Doyle	Ryland	14 years, 8 months, 19 days	
Jones	Jeff	14 years, 8 months, 19 days	
Jones	Sue	14 years, 8 months, 19 days	
Morris	Hazel	14 years, 8 months, 19 days	
Jardine	Yvonne	14 years, 7 months, 14 days	
Curtice	Jan	10 years, 8 months, 17 days	
Evans	Mandy	10 years, 8 months, 17 days	
Gordon	Fiona	10 years, 8 months, 17 days	
Hale	Joe	10 years, 8 months, 17 days	
Hennegan	Terry	10 years, 8 months, 17 days	
Hopkins	Beverley	10 years, 8 months, 17 days	
James	Lynda	10 years, 8 months, 17 days	
Lewis	Andrea	10 years, 8 months, 17 days	
Smith	Robert	10 years, 8 months, 17 days	
Walker	Gordon	10 years, 8 months, 17 days	
Walton	Lesley	10 years, 8 months, 17 days	
White	Mike	10 years, 8 months, 17 days	
Rice	Stuart	8 years, 7 months, 14 days	
Anderson	Cyril	7 years, 8 months, 13 days	
Evans	Ceri	7 years, 8 months, 13 days	
King	Elliott	7 years, 8 months, 13 days	
Lewis	Mike	6 years, 8 months, 15 days	
Durke	Mike	5 years, 8 months, 15 days	
Gibbard	Louise	5 years, 8 months, 15 days	
Griffiths	Kevin	5 years, 8 months, 15 days	
James	Oliver	5 years, 8 months, 15 days	
Jones	Lyndon	5 years, 8 months, 15 days	
Lewis	Wendy	5 years, 8 months, 15 days	
Pritchard	Samuel	5 years, 8 months, 15 days	
Pugh	Alyson	5 years, 8 months, 15 days	
Roberts	Kelly	5 years, 8 months, 15 days	
Rowlands	Brigette	5 years, 8 months, 15 days	

Stevens	Andrew	5 years, 8 months, 15 days
Thomas	William	5 years, 8 months, 15 days
Jones	Matthew	1 years, 8 months, 13 days
Lawson	Hannah	1 years, 8 months, 13 days
Bailey	Matthew	0 years, 8 months, 15 days
Bennett	Sam	0 years, 8 months, 15 days
Bentu	Patricia	0 years, 8 months, 15 days
Davis	Adam	0 years, 8 months, 15 days
Evans	Chris	0 years, 8 months, 15 days
Fogarty	Rebecca	0 years, 8 months, 15 days
Furlong	Nicola	0 years, 8 months, 15 days
Gwilliam	Hayley	0 years, 8 months, 15 days
Holland	Victoria	0 years, 8 months, 15 days
Jeffery	Allan	0 years, 8 months, 15 days
Jenkins	Dai	0 years, 8 months, 15 days
Joy	Sandra	0 years, 8 months, 15 days
Keeton	Sara	0 years, 8 months, 15 days
Locke	Michael	0 years, 8 months, 15 days
Matthews	Nicola	0 years, 8 months, 15 days
McGettrick	James	0 years, 8 months, 15 days
O'Brien	Francesca	0 years, 8 months, 15 days
O'Connor	Angela	0 years, 8 months, 15 days
Pritchard	Jess	0 years, 8 months, 15 days
Tribe	Mark	0 years, 8 months, 15 days
Williams	Andrew	0 years, 8 months, 15 days

**Public Services Ombudsman for Wales and the Adjudication Panel for Wales
Powers**

1. The Public Services Ombudsman for Wales considers complaints that Members of Local Authorities in Wales have broken the Code of Conduct. The Ombudsman investigates such complaints under the provisions of Part III of the Local Government Act 2000 and the relevant Orders made by the National Assembly for Wales under that Act. Where the Ombudsman decides that a complaint should be investigated, there are four findings, set out under Section 69 of the Local Government Act 2000, which the Ombudsman can arrive at:
 - a) That there is no evidence that there has been a breach of the Authority's Code of Conduct;
 - b) That no action needs to be taken in respect of the matters that were subject to the investigation;
 - c) That the matter be referred to the Authority's Monitoring Officer for consideration by the Standards Committee;
 - d) That the matter be referred to the President of the Adjudication Panel for Wales for adjudication by a tribunal (this generally happens in more serious cases).
2. In the circumstances of c) and d) above, the Ombudsman is required to submit the investigation report to the Standards Committee or a Tribunal of the Adjudication Panel for Wales and it is for them to consider the evidence found by the Ombudsman, together with any defence put forward by the Member concerned. It is also for them to determine whether a breach has occurred and, if so, what penalty (if any) should be imposed.
3. The **maximum penalty that a Standards Committee can apply** is suspension for **6 months**. In considering whether the Councillor or Co-opted Member has failed to comply with the relevant Authority's Code of Conduct it may also determine that:
 - i) No action needs to be taken in respect of that failure;
 - ii) The Councillor or Co-opted Member should be censured (A censure takes the form of a public rebuke of the Member concerned);
 - iii) The Councillor or Co-opted Member should be Suspended or Partially Suspended from being a Member of that Authority for a period not exceeding six months.
4. The **maximum that a Tribunal of the Adjudication Panel for Wales can determine** is **5 years'** disqualification from Office. The Tribunal may:
 - i) Suspend or Partially Suspend a person from being a Councillor or Co-opted Member of the Relevant Authority concerned for a period not exceeding one year or, if shorter, the remainder of the person's term of Office;

- ii) Disqualify a person for being, or becoming (whether by Election or otherwise), a Councillor of that or any other relevant Authority for a period **not exceeding 5 years**.

Agenda Item 15.



Report of the Head of Democratic Services

Council – 30 March 2023

Timing of Council Meetings - Survey & Council Bodies Diary 2023-2024

Purpose:	To present a draft Council Bodies Diary 2023-2024.
Policy Framework:	None.
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) The draft Council Bodies Diary 2023-2024 be adopted subject to final approval at the Annual Meeting of Council on 18 May 2023.
Report Author:	Huw Evans
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

1.1 The Council Constitution states that the Council Diary must be approved at the Annual Meeting of Council each year. However, to ensure a seamless continuation of the democratic process and for Committee Rooms to be booked a draft Council Diary is presented to Council for earlier consideration but this is subject to final ratification at the Annual Meeting of Council.

2. Timing of Council Meetings Survey

2.1 Section 6 of the Local Government (Wales) Measure 2011 requires the Authority to undertake a survey of Councillors regarding the timing and frequency of Council meetings at least once during each term of administration. The Local Government (Wales) Measure 2011 - Statutory Guidance is attached as **Appendix A**.

2.2 The Head of Democratic Services carried out the survey online between 12-29 January 2023. Twenty-four Councillors responded to the survey. The survey and results are attached at **Appendix B**.

3. Interpreting the Outcome of the Timing of Council Meetings Survey

3.1 There is no clear consensus for a favoured meeting time; however, meetings that commence late afternoon or early evening are preferred. The favoured times tend to range from 4.00-6.00pm. If a meeting is held in the morning, 10.00am is preferred.

3.2 The responses show that Councillors are generally happy to attend meetings on Monday-Thursday, with Friday being the least popular option.

3.3 The purpose of the survey is to support Councillors' needs so that they can carry out their role as Councillors whilst juggling their employment, caring responsibilities, or other need. Meetings should not continue to be held at the same time simply out of inertia. What may have been tradition or an arrangement which suited the previous generation of Councillors may not necessarily serve the interests of Councillors.

3.4 The Authority must consider the needs of those Councillors in employments and with caring responsibilities etc. and seek to find a way to ensure that timings of meetings are accessible. Consideration could be given to rotating meeting times due to an impossibility to please all Councillors all of the time. Any such arrangements will, of course, need to be clearly publicised for the benefit of interested members of the public, as such moves can easily lead to confusion.

3.5 Current practice sees Council setting the dates and times of Committees and if required, Committees may seek to amend the start times for the remainder of the year. This works reasonably well but can cause knock on problems when Committee times are amended. Issues such as room bookings, linking with Scrutiny and other bodies such as the Public Service Board and Western Bay link the timings and dates of their meetings to formal Committee meetings.

3.6 Whilst there are no workforce impacts associated with this report, any change to existing meeting arrangements may also have implications for those Officers who attend meetings of the Council.

4. Council Bodies Diary 2019-2020

4.1 The Head of Democratic Services has considered the responses to the Timing of Council Meetings - Survey and consulted with the Presiding Member and Leader of the Council in producing this draft Council Bodies Diary.

4.2 The Council Bodies Diary 2023-2024 is attached as **Appendix C**. The Annual Meeting of Council on 18 May 2023 will be asked to ratify the Diary in line with the Council Constitution.

5. 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 and no adverse implications have been noted.

6. Financial Implications

- 6.1 There are no financial implications associated with this report.

7. Legal Implications

- 7.1 There are no legal implications associated with this report.

Background Papers: None.

Appendices:

Appendix A	Local Government (Wales) Measure 2011 - Statutory Guidance
Appendix B	Timings of Council Meetings Survey - Councillor Responses
Appendix C	Council Bodies Diary 2023-2024

Local Government (Wales) Measure 2011 – Statutory Guidance

Chapter 1. Timing of Council Meetings

- 1.1 Part 1 of the Measure contains provisions related to the strengthening of local democracy. More specifically, Chapter 1 of this Part deals with “promoting and supporting membership of local authorities” and section 6 relates to the timing of meetings.
- 1.2 These provisions flowed from proposals developed in the report of the Councillor Commission Expert Panel Wales Are We Being Served? published in 2009. It included a number of recommendations aimed at making local government service more attractive to a more diverse cross-section of the adult population. These included laying greater emphasis on the roles of “backbench” councillors, including through the introduction of remote access to council meetings, a review of councillors’ time commitments, a bi-annual survey to establish councillors’ support needs and engaging with employers to try and attract more candidates from the employed workforce.
- 1.3 In this context, the times at which meetings of the local authority take place is of considerable significance as it can affect the extent to which individuals may contemplate standing for election.
- 1.4 This is statutory guidance issued in accordance with section 6 (1) of the Measure. By virtue of section 6 (2) of the Measure, local authorities must have regard to this guidance in respect of the times and intervals at which meetings of a local authority are held. The relevant meetings in the context of this guidance are meetings of the full council and any committee or sub-committee of the council.
- 1.5 Only members of council executives are considered to be “full-time” councillors and this is reflected in the levels of payments that they are currently entitled to for their special responsibilities. By contrast, non-executive members are considered to undertake the equivalent of a part-time role, which will, in many cases, need to be fitted around whatever other commitments councillors may have.
- 1.6 The Expert Panel found that, although many councillors are retired, others had difficulty in marrying their work commitments with those of their council duties, or, in other cases, did so at the expense of any meaningful personal time.
- 1.7 For many prospective councillors in full-time employment, the extent to which their employers are supportive of their new commitment is a vital concern. Although employment legislation entitles councillors to time off for public duties, operating that in practice may be more difficult.
- 1.8 The timing and frequency of meetings is the most problematic issue in this respect. Other duties may be fulfilled at times which suit the individual but

a meeting is at a set time and (subject to any arrangements made for remote attendance) at a set venue.

- 1.9 It is neither practical nor desirable for the Welsh Government to prescribe the times and frequency of meetings of the full council, committees and sub-committees as these are matters for each local authority to consider in individual circumstances. However, it is important that local authorities do not simply continue to hold their meetings at the same time as they always have done simply out of inertia. What may have been tradition or an arrangement which suited the previous generation of councillors will not necessarily serve the interests of the new intake.
- 1.10 All local authorities should review the times at which meetings are held at least once in every term, preferably shortly after the new council is elected. The rule of thumb should be that meetings will be held at times, intervals and locations which are convenient to its members and as far as is practicable have regard to equality and diversity issues. Councils should find ways of surveying their members, at least after each election, to assess their preferences and should be committed to act on the conclusions. The survey should be carried out within three months of ordinary elections. It will be for each authority to decide on the regularity of such surveys.
- 1.11 Although this process could result in long-serving councillors having to make changes to their pattern of working that would be worth doing if it meant that the council was better able to retain new councillors with outside responsibilities.
- 1.12 Issues to be taken into account in conducting a survey could include:
- Whether daytime or evening meetings are preferred.
 - Whether particular times cause difficulties for councillors with particular characteristics, such as age, gender, religion, having caring responsibilities or being in employment.
- 1.13 As a result of the survey, local authorities should also consider whether there may be advantages to rotating meeting times due to an impossibility of pleasing all their members all of the time. Any such arrangements will, of course, need to be clearly publicised for the benefit of interested members of the public.

**Timings of Council Meetings Survey - Councillor Responses (24)
12-29 January 2023**

Do you prefer Morning, Afternoon, Evening or meetings at anytime?

Morning	Afternoon	Evening	Anytime
2 (8.7%)	9 (39.1%)	12 (52.2%)	6 (26.1%)

What times are you available for Morning, Afternoon and Evening Committee meetings (Not Council)? (Please tick all that apply)

Morning

08.00	09.00	10.00	Other (Give Time)
2 (25.0%)	2 (25.0%)	6 (75.0%)	1 (12.5%)

Afternoon

14.00	15.00	16.00	Other (Give Time)
8 (53.3%)	5 (33.3%)	9 (60.0%)	0 (0.0%)

Evening

17.00	17.30	18.00	Other (Give Time)
11 (68.8%)	12 (75.0%)	13 (81.3%)	0 (0.0%)

Comments:

- After 11am preferred x1
- Generally, later in the day is easier x1

Do you have difficulty in attending a meeting at a specific day or time? If yes, what are those day(s) / time(s)?

- Around School drop off / pick up times x1
- Friday day x1
- Work Wednesday-Friday 8.30am-4.30pm. Struggle to attend during these times x1
- Meetings during day between 7.30am-15.30pm due to work commitments x1
- Meetings in middle of the day x1
- Monday-Friday 9am-5pm x2
- Monday-Thursday – 9am-5pm x1
- Mornings x1
- Mornings & Afternoons. Monday-Friday x1
- No / N/A x5
- Varies depending on college timetable x1
- Wednesday afternoon & All-day Friday x1
- Wednesdays are difficult x1
- Weekday mornings are harder to get off work x1

- Working week during work hours x1
- Yes, between 3.30-6pm x1

What issues do you have that causes those difficulties? (e.g. Age, Gender, Religion, Having Caring Responsibilities or being in employment?)

- Employment x9
- Care Responsibilities x3
- Caring Responsibility & Employment x2
- Educational Study x1
- Running Pontarddulais Food Bank x1
- None x1
- N/A x2
- Social Activities in Evening, so not normally an early riser x1

What times are you available for Council Meetings? (Please tick all that apply).

Morning

08.00	09.00	10.00	Other (Give Time)
4 (30.8%)	5 (38.5%)	10 (76.9%)	2 (15.4%)

Afternoon

14.00	15.00	16.00	Other (Give Time)
12 (63.2%)	10 (52.6%)	14 (73.7%)	1 (5.3%)

Evening

17.00	17.30	18.00	Other (Give Time)
18 (81.8%)	17 (77.3%)	17 (77.3%)	2 (9.1%)

Comments:

- 5pm onwards for Wednesday-Friday. Anytime Monday, Afternoons only on Tuesday x1
- After 11am x1
- Saturday mornings should also be included x1

What weekdays are you available to attend Meetings? (Please tick all that apply).

Monday	21 (91.3%)
Tuesday	21 (91.3%)
Wednesday	19 (82.6%)
Thursday	22 (95.7%)
Friday	17 (73.9%)

June 2023

June 2023							July 2023						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
			1	2	3	4						1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	15	16
19	20	21	22	23	24	25	17	18	19	20	21	22	23
26	27	28	29	30			24	25	26	27	28	29	30
							31						

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
29 May	30	31	1 Jun Half Term 09:00 Corporate Briefing 17:00 Council	2	3	4
5 17:30 Climate Change CDC	6 14:00 Planning	7 14:00 Gov & Audit Ctte	8 14:00 Econ & Infra CDC	9 10:00 Licensing	10	11
12 15:30 Safe Peop & Tack Pov CDC	13 16:00 Scrutiny	14 16:00 Educ & Skills CDC	15 10:00 Cabinet	16 10:00 Archives	17	18
19	20 14:00 Org Trans CDC	21 17:00 Community Town Councils Forum	22	23 10:00 Standards	24	25
26	27	28	29	30	1 Jul	2

July 2023

July 2023							August 2023						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
3	4	5	6	7	8	9	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28	29	30	31			
31													

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
26 Jun	27	28	29	30	1 Jul	2
3 18:30 Gower AONB	4 14:00 Planning	5	6 09:00 Corporate Briefing 17:00 Council	7 10:00 Licensing	8	9
10 14:00 Armed Forces	11 10:30 JCC	12	13 11:00 Pension Fund Cttee	14	15	16
17 10:00 Corporate Parenting 17:30 Climate Chance CDC	18 16:00 Scrutiny	19 14:00 Gov & Audit Cttee	20 10:00 Cabinet 14:00 Econ & Infra CDC	21	22	23
24 15:30 Safe Peop & Tack Pov CDC	25 10:00 Pension Board 14:00 Org Trans CDC	26 16:00 Educ & Skills CDC	27 14:30 SBCRJIC	28	29	30
31 16:00 Democratic Services	1 Aug	2	3	4	5	6

August 2023

August 2023							September 2023						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
31 Jul	1 Aug 14:00 Planning	2	3	4 10:00 Licensing	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28 08:00 BANK HOLIDAY	29	30	31	1 Sep	2	3

September 2023

September 2023							October 2023						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
4	5	6	7	8	9	10	2	3	4	5	6	7	8
11	12	13	14	15	16	17	9	10	11	12	13	14	15
18	19	20	21	22	23	24	16	17	18	19	20	21	22
25	26	27	28	29	30		23	24	25	26	27	28	29
							30	31					

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
28 Aug	29	30	31	1 Sep 10:00 Licensing	2	3
4 17:30 Climate Chance CDC	5 14:00 Planning	6 10:00 Pension Fund Ctte	7 09:00 Corporate Briefing 17:00 Council	8	9	10
11 15:30 Safe Peop & Tack Pov CDC	12	13 14:00 Gov & Audit Ctte	14	15 10:00 Archives	16	17
18	19 16:00 Scrutiny	20	21 10:00 Cabinet 14:00 Econ & Infra CDC	22	23	24
25	26 14:00 Org Trans CDC	27 10:00 Pension Board 16:00 Educ & Skills CDC	28	29	30	1 Oct

October 2023

October 2023							November 2023						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
25 Sep	26	27	28	29	30	1 Oct
2 18:30 Gower AONB	3 14:00 Planning	4	5 09:00 Corporate Briefing 17:00 Council	6 10:00 Licensing	7	8
9 14:00 Armed Forces	10	11	12	13 10:00 Standards	14	15
16 10:00 Corporate Parenting 17:30 Climate Chance CDC	17 16:00 Scrutiny	18	19 10:00 Cabinet	20	21	22
23 15:30 Safe Peop & Tack Pov CDC	24	25 14:00 Gov & Audit Ctte	26	27	28	29
30 Half Term	31 14:00 Org Trans CDC	1 Nov	2	3	4	5

November 2023

November 2023							December 2023						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
		1	2	3	4	5					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
30 Oct	31	1 Nov	2	3	4	5
		Half Term				
			09:00 Corporate Briefing 14:00 Econ & Infra CDC	10:00 Licensing		
6	7	8	9	10	11	12
	14:00 Planning	16:00 Educ & Skills CDC	17:00 Council			
13	14	15	16	17	18	19
16:00 Democratic Services	16:00 Scrutiny	10:00 Pension Fund	10:00 Cabinet 13:30 SBCRJC			
20	21	22	23	24	25	26
	10:30 JCC	17:00 Community/Town Councils Forum				
27	28	29	30	1 Dec	2	3
17:30 Climate Chance CDC		10:00 Pension Board				

December 2023

December 2023							January 2024						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
4	5	6	7	8	9	10	1	2	3	4	5	6	7
11	12	13	14	15	16	17	8	9	10	11	12	13	14
18	19	20	21	22	23	24	15	16	17	18	19	20	21
25	26	27	28	29	30	31	22	23	24	25	26	27	28
							29	30	31				

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
27 Nov	28	29	30	1 Dec 10:00 Licensing	2	3
4 15:00 Safe Peop & Tack Pov CDC	5 14:00 Planning	6 14:00 Gov & Audit Ctte	7 09:00 Corporate Briefing 17:00 Council	8	9	10
11	12 14:00 Org Trans CDC	13 16:00 Educ & Skills CDC	14 14:00 Econ & Infra CDC	15 10:00 Archives	16	17
18	19 16:00 Scrutiny	20	21 10:00 Cabinet	22	23	24
25 08:00 Christmas Day	26 08:00 Boxing Day	27 08:00 Extra Statutory Day	28	29	30	31

January 2024

January 2024						
Mo	Tu	We	Th	Fr	Sa	Su
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2024						
Mo	Tu	We	Th	Fr	Sa	Su
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 Jan 24 08:00 New Years Day	2	3	4 09:00 Corporate Briefing	5	6	7
8	9 14:00 Planning	10	11	12 10:00 Licensing	13	14
15 10:00 Corporate Parenting 15:30 Safe Peop & Tack Pov CDC	16 16:00 Scrutiny	17 14:00 Gov & Audit Ctte	18 10:00 Cabinet 14:00 Econ & Infra CDC	19 10:00 Standards	20	21
22 14:00 Armed Forces	23 14:00 Org Trans CDC	24 16:00 Educ & Skills CDC	25 17:00 Council	26	27	28
29 17:30 Climate Chance CDC	30	31	1 Feb	2	3	4

February 2024

February 2024							March 2024						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
			1	2	3	4					1	2	3
5	6	7	8	9	10	11	4	5	6	7	8	9	10
12	13	14	15	16	17	18	11	12	13	14	15	16	17
19	20	21	22	23	24	25	18	19	20	21	22	23	24
26	27	28	29				25	26	27	28	29	30	31

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
29 Jan	30	31	1 Feb 09:00 Corporate Briefing	2	3	4
5	6 14:00 Planning	7	8 10:30 SBCRJC	9 10:00 Licensing	10	11
12	13 16:00 Scrutiny	14 Half Term		15 10:00 Cabinet	16	17
19	20 10:30 JCC	21	22	23	24	25
26 15:30 Safe Peop & Tack Pov CDC	27 14:00 Org Trans CDC	28 14:00 Gov & Audit Ctte	29 14:00 Econ & Infra CDC	1 Mar	2	3

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March 2024

March 2024							April 2024						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
4	5	6	7	8	9	10	1	2	3	4	5	6	7
11	12	13	14	15	16	17	8	9	10	11	12	13	14
18	19	20	21	22	23	24	15	16	17	18	19	20	21
25	26	27	28	29	30	31	22	23	24	25	26	27	28

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
26 Feb	27	28	29	1 Mar 10:00 Licensing	2	3
4 18:30 Gower AONB	5 14:00 Planning	6 10:00 Pension Fund 16:00 Educ & Skills CDC	7 09:00 Corporate Briefing 17:00 Council	8	9	10
11 17:30 Climate Chance CDC	12	13	14	15 10:00 Archives	16	17
18 16:00 Democratic Services	19 16:00 Scrutiny	20 10:00 Pension Board	21 10:00 Cabinet 17:00 Council	22 10:00 Standards	23	24
25	26	27	28	29	30	31
Easter Holidays						
				08:00 Good Friday		To 5 Apr. →

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April 2024

April 2024							May 2024						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
1	2	3	4	5	6	7	6	7	8	9	10	11	12
8	9	10	11	12	13	14	13	14	15	16	17	18	19
15	16	17	18	19	20	21	20	21	22	23	24	25	26
22	23	24	25	26	27	28	27	28	29	30	31		
29	30												

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1 Apr ← From 25 Mar 08:00 Easter Monday	2	3	4	5	6	7
Easter Holidays						
8 15:30 Safe Peop & Tack Pov CDC	9 14:00 Planning	10 14:00 Gov & Audit Ctte	11 10:30 SBCRJC 14:00 Econ & Infra CDC	12 10:00 Licensing	13	14
15	16 16:00 Scrutiny	17 10:00 Pension Fund 16:00 Educ & Skills CDC	18 10:00 Cabinet	19	20	21
22 17:30 Climate Chance CDC	23 14:00 Org Trans CDC	24	25	26	27	28
29	30	1 May	2	3	4	5

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May 2024

May 2024							June 2024						
Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su
6	7	1	2	3	4	5	3	4	5	6	7	1	2
13	14	8	9	10	11	12	10	11	12	13	14	15	16
20	21	22	23	24	25	26	17	18	19	20	21	22	23
27	28	29	30	31			24	25	26	27	28	29	30

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
29 Apr	30	1 May 09:00 Corporate Briefing	2 09:00 PCC Election	3	4	5
6 08:00 Bank Holiday	7	8	9	10 10:00 Licensing	11	12
13	14 14:00 Planning 16:00 Scrutiny	15	16 10:00 Cabinet 16:00 Annual Council	17 14:00 Ceremonial Council (Lord Mayor)	18	19
20	21	22	23	24	25	26
27 08:00 Bank Holiday	28	29	30	31	1 Jun	2
Half Term						

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Agenda Item 16.



Joint Report of the Presiding Member, Monitoring Officer & Head of Democratic Services

Council - 30 March 2023

Amendments to the Council Constitution - Constitution Working Group Terms of Reference & Membership & Financial Procedure Rules

Purpose:	To make amendments to simplify, improve and / or add to the Council Constitution. A decision of Council is required to change the Council Constitution.
Policy Framework:	Council Constitution.
Consultation:	Access to Services, Finance, Legal
Recommendation(s):	It is recommended that: 1) The amendments to the Council Constitution as outlined in Paragraph 4.2 be approved. 2) Councillor E W Fitzgerald be removed, and Councillor M H Jones be added to the Constitution Working Group. 3) The amendments to the Council Constitution as outlined in Paragraph 5.3 be approved.
Report Author:	Huw Evans
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 In compliance with the Local Government Act 2000, the City and County of Swansea has adopted a Council Constitution. From time to time, it is necessary to review the Council Constitution in line with legislative requirements and to ensure good governance arrangements.
- 1.2 Several issues have arisen since adoption and to maintain the aims, principles and procedures set out in Articles 1 and 15 of the Council Constitution, it is proposed that the amendment set out below should be made to the Constitution.
- 1.3 The terms of reference of the Constitution Working Group includes keeping under review the Council Constitution and to make appropriate recommendations for change.
- 1.4 The Constitution Working Group considered both issues on 14 March 2023 and recommend both to Council for adoption.

2. Delegated Minor Corrections to the Council Constitution

- 2.1 There are no delegated minor corrections to the Council Constitution.

3. Amendments to the Council Constitution

- 3.1 This report outlines a suggested amendment to the Council Constitution. The amendments are within the following areas of the Council Constitution:
 - a) Part 3.2 “Responsibility for Functions” Constitution Working Group Terms of Reference.
 - b) Part 4.6 “Rules of Procedure” Financial Procedure Rules.

4. Part 3.2 “Responsibility for Functions” Constitution Working Group Terms of Reference

- 4.1 Paragraph 6.1a) currently reads:

“This Group is exempt from the Committee Balance Rules in order to allow the following membership and representation by each Political Group: Presiding Member, Deputy Presiding Member, Leader & Deputy Leader of Ruling Group and Largest Opposition Group, Leader of other Political Groups and Cabinet Member with responsibility for Constitutional matters.”

- 4.2 It is proposed that this paragraph be amended to read:

“This Group is exempt from the Committee Balance Rules to allow the following membership and representation by each Political Group: Presiding Member, Deputy Presiding Member, Leader & Deputy Leader

*of Ruling Group and Largest Opposition Group, Leader of other Political Groups and Cabinet Member with responsibility for Constitutional matters. **Note:** Each Political Group Leader may substitute their Deputy Political Group Leader with another of their Group Members if required but the membership must be approved by Council.”*

5. Part 4.6 “Rules of Procedure” Financial Procedure Rules

5.1 Financial Procedure Rule (FPR) 11 refers to Accounting for Income & Expenditure.

5.2 FPR 11.6 currently reads:

“11.6 Debts which are not recoverable must be written off. The Chief Finance Officer must approve all write off of debts up to £10,000. Debts above £10,000 must be written-off with the approval of the Chief Finance Officer, the Chief Legal Officer, and the Cabinet Member responsible for the relevant service.”

5.3 It is proposed that this paragraph be amended to read:

“11.6 Debts which are not recoverable must be written off. The Chief Finance Officer must approve all write off of debts up to £10,000. Debts above £10,000 must be written-off with the approval of the Chief Finance Officer and the Chief Legal Officer”.

5.4 Debts are written off for a variety of reasons but largely following legal advice owing to businesses going into receivership, unable to trace debtors or limitation issues meaning that legal proceedings cannot be initiated. There is no legal requirement for Cabinet members to sign off debts save under the Finance Procedure Rules. It is therefore felt that it is more appropriate and a better use of resources for the Chief Legal Officer and Chief Finance Officer to continue to sign off debts over £10,000 based on advice provided to them.

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 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'.

6.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also considers 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 no adverse implications have been noted.

7. Financial Implications

7.1 There are no financial implications associated with this report.

8. Legal Implications

8.1 There are no legal implications associated with this report.

Background Papers: None.

Appendices: None.

Agenda Item 17.



Report of the Returning Officer

Council - 30 March 2023

Review of Communities

Purpose:	To instruct the Local Democracy & Boundary Commission for Wales (LDBCW) to conduct the Community Review on behalf of the Council.
Policy Framework:	None.
Consultation:	Access to Services, Finance, Legal
Recommendation(s):	It is recommended that: 1) The Local Democracy & Boundary Commission for Wales conduct a Section 26 Review of Communities on behalf of the Council. 2) The Constitution Working Group's Terms of Reference be amended to include: <i>"To oversee the Review of Communities and have responsibility for working with the Local Democracy & Boundary Commission for Wales to ensure any recommendations accurately reflect Swansea's communities and the Terms of Reference of the Review of Communities."</i> 3) The Constitution Working Group consider a "Council Size Policy" and recommend such a Policy to Council in due course.
Report Author:	Huw Evans
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 Swansea Council has a duty under the Local Government (Democracy) (Wales) Act 2013 to keep its communities under review and report to the Local Democracy and Boundary Commission for Wales (LDBCW) every ten years.
- 1.2 To achieve this the Council has approached the Local Democracy and Boundary Commission for Wales to carry out a Review of Communities & Electoral Arrangements on behalf of Swansea Council.
- 1.3 The last Review of Communities was carried out in 2011, under The Swansea (Communities) Order 2011. Given that new Principal Area Electoral Arrangements were put in place in 2022, now is an opportune time to conduct a Review of Communities. The review is likely to commence in October 2023 and take approximately 15 months to complete.

2. What is a Section 25 Review & a Section 26 Review?

- 2.1 Section 25 Review. A Review of Community Boundaries by Principal Council.
This seeks to ensure that Communities continue to reflect local identities and facilitate effective and convenient Local Government. This review allows the Council to 'tidy-up' boundaries that may have become outdated due to housing developments, shifts in population etc. This review will consider any consequential changes required to the electoral arrangements because of any boundary changes.
- 2.2 A Section 26 Review is effectively the same as a Section 25 Review but carried out by the Local Democracy & Boundary Commission for Wales as opposed to the Principal Council.
- 2.3 It is proposed that the Local Democracy & Boundary Commission for Wales undertake a Section 26 "Review of Communities" on behalf of the Council.
- 2.4 The names of the Community / Town Councils will be reviewed, and they will be re-named bilingually.

3. Appointing the Constitution Working Group to assist the Review of Communities

- 3.1 To assist the Commission in their Section 26 Review, the Council is advised to appoint a politically balanced Working Group of Councillors to oversee the review and have responsibility for working with the Commission to ensure any recommendations accurately reflect the communities.

- 3.2 To achieve political balance, the Working Group would need to contain the representatives from each of the four Political Groups. It would be a Working Group of 9 made up of the following Political Group Councillors: 5 Labour, 2 Liberal Democrat / Independent Opposition, 1 Conservative & 1 Uplands. This mirrors the number and political breakdown of the membership of the Constitution Working Group.
- 3.3 The Constitution Working Group membership being 9 Councillors comprising the Presiding Member, Deputy Presiding Member, Leader & Deputy Leader of Ruling Group and Largest Opposition Group, Leader of other Political Groups and Cabinet Member with responsibility for Constitutional matters. **Note:** Each Political Group Leader may substitute their Deputy Political Group Leader with another of their Group Members if required but the membership must be approved by Council."
- 3.4 It is proposed that the Constitution Working Group be the Working Group to assist the process and that its Terms of Reference be amended to include:

"To oversee the Review of Communities and have responsibility for working with the Local Democracy & Boundary Commission for Wales to ensure any recommendations accurately reflect Swansea's communities and the Terms of Reference of the Review of Communities."

Note: The Terms of Reference of the Review of Communities will be set by the Local Democracy & Boundary Commission once the process commences.

4. Scope of the Review of Communities & Council Size Policy

- 4.1 As part of the review, the Commission will have regard to:
- i) The creation, abolition or merging of Communities and Community wards.
 - ii) The name of the Community and, where warded, the name of Community wards.
 - iii) Where changes have been made to the boundaries of Communities or Community wards the number of Councillors representing the Community and, where warded, the number of Councillors per ward.
- 4.2 It is important to note that the whole County is divided into Community areas even where those areas are not served by a Community or Town Council. These areas will also be part of the review.
- 4.3 The National Association for Local Councils have provided supplementary guidance to English Local Authorities conducting Community Governance Reviews and recommend that a Community should have no fewer than 7 Councillors and no more than 25 to carry out its statutory responsibilities effectively. This provides a reasonable

framework to work within and even though each Community should be considered on its' own merits, having regard to its population and geography a formal council size policy should be adopted.

- 4.4 It is proposed that the Constitution Working Group consider a "Council Size Policy" and recommend one to Council in due course.
- 4.5 The Review of Communities shall be based on the electorate as at the new register published on 1 December 2022 and a 5-year forecast of electorate figures.
- 4.6 Any changes made at a Community level may lead to consequential changes being required to County Electoral Wards. To make these changes it is envisaged that the Commission will carry out the next county review early in the next round of reviews and before the Local Government elections in 2027.

5. 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 considers 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 and no adverse implications have been noted.

6. Financial Implications

6.1 The Commissions fee for conducting the Review is £13,500. However, there are additional costs not included such as translation, printing, postage, newspaper adverts etc. The total cost will be approximately £20,000.

6.2 There is no core budget allocated for this periodic one off spend.; however, the Section 151 Officer has committed to underwrite the spend by up to £20,000 from contingency.

7. Legal Implications

7.1 All legal implications are set out in the report.

Background Papers: None.

Appendices: None.

Agenda Item 18.



Council – 30 March 2023

Councillors' Questions

Part A – Supplementaries

1	<p>Councillors Paxton Hood-Williams & Brigitte Rowlands</p> <p>Will the Leader of the council set out the council strategy for the future of Swansea Airport.</p> <p>Response of the Cabinet Member for Corporate Service & Performance</p> <p>Given recent events, the Council are now reviewing its legal position and Officers will be updating Cabinet in April.</p>
2	<p>Councillors Peter May, Stuart Rice, Sandra Joy & Allan Jeffery</p> <p>Please can the Cabinet Member explain what it meant by "Divest the Council's interest in St Helens" as mentioned on page 38 of Medium-Term Financial Plan (Council Summons 2 March 2023). As divest in the dictionary means <i>to deprive someone of or to rid oneself of an interest</i> is the Council planning to sell or transfer St Helens to someone else.</p> <p>Response of the Cabinet Member for Investment, Regeneration & Tourism</p> <p>The current use and quality of facilities of St Helens has significantly changed over recent years and the Council and key stakeholders all recognise that significant investment is required to ensure it remains a fit for purpose, well used and well maintained in order for the venue to remain a key facility as part of Swansea's rich sporting offer. The venue is no longer used as a permanent first-class cricket facility, due to Glamorgan Cricket Clubs decision to relocate to Cardiff. Additionally with costs and practicalities of utilising the ground for the annual 5 days festival becoming more challenging, this has meant Glamorgan Cricket Club have not used the venue since 2019.</p> <p>Swansea Council are currently in dialogue with partners and key stakeholders regarding the future of St Helens. We are investigating ways to enhance the sporting offer at this historic venue, as well as providing much needed investment and economic development for the city. We envisage that any future model will be more sustainable for the Council, enabling the Medium Term Financial Plan (MTFP) savings against revenue to be delivered. The reference to divesting our interest relates to annual revenue subsidy, as opposed to divesting interest in the venue entirely, as we recognise the outcomes and benefits it brings to Swansea as a whole. The Council would like to ensure that any future model would retain and improve the economic, social and wellbeing outcomes and benefits longer term.</p>

	<p>The new arrangements which are currently being explored are likley to unlock significant opportunities for external capital investment into the venue, ensuring that the venue remains a key part of Swansea community sporting offer for future generations to enjoy.</p>
3	<p>Councillors Richard Lewis & Francesca O'Brien</p> <p>Gower is set to see another jammed pack Summer with sporting events taking place this year and with Gower beaches being promoted across the UK, we are sure to see even higher footfall. Would the Leader agree to investing more money into Gower roads.</p> <p>Response of the Leader</p> <p>Swansea Council has agreed funding of £5m to improve roads this is on top of any Welsh Government allocation. There was no new capital allocation to Wales as part of the last chancellor's autumn budget statement so additional monies for local councils has not been made available. The details of which roads are to be resurfaced will be released once the programme has been confirmed.</p> <p>In addition, Gower benefits from additional investment. When events such as the Ironman take place a specific inspection of the highway is undertaken, and the condition of the route is discussed with event organisers and repairs carried out as required.</p>
4	<p>Councillors Will Thomas, Angela O'Connor & Francesca O'Brien</p> <p>Mumbles Ward Councillors welcome the news that more money will be used to create disabled parking bays as part of the new budget. Can the Leader / Cabinet Member confirm how councillors can request funding to support this initiative in their ward.</p> <p>Response of the Cabinet Member for Environment & Infrastructure</p> <p>The funding to support the introduction of disabled bays has recently been introduced. Detailed consideration on how this will be managed is currently being reviewed and will be shared once this process is complete.</p>
5	<p>Councillors Peter May, Stuart Rice, Sandra Joy & Allan Jeffery</p> <p>Please can the Cabinet Member explain what is meant by: "Reduce Library Service 'footprint' through providing accommodation and shared services via SitC - work needed to assess costs to other services versus reduced costs to the Library service" saving £400k per year for the next three years (starting 24/25) on page 37 of the Medium Term Financial Plan (Council Summons 2 March 2023). Does footprint, as it normally means, buildings.</p> <p>Response of the Cabinet Member for Culture & Equalities</p> <p>A number of 'transformation' and change strategies are either currently in preparation or already underway for the Authority, including for Accommodation, Customer Contact and provision of services in the community via 'Community Hubs' and shared public sector buildings, as well as with other third sector organisations. Historic savings targets for the Library Service, dating back to</p>

	<p>previous commissioning reviews, need to be considered against these strategies and how the current estate of 17 libraries, including tenanted and stand-alone buildings, can be aligned with these numerous strategies, whilst meeting contemporary needs and challenges faced by our communities and services. Library buildings and the activities that take place within them, are diverse and we will review the opportunities to reduce the ‘footprint’ costs to the service, by assessing how premises costs, roles and responsibilities can be shared, as will be the case for the new City Centre Community Hub. The maintenance of the library service, fulfilling Welsh Public Library Standards will remain a priority.</p>
6	<p>Councillors Wendy Fitzgerald, Mark Tribe & Sam Bennett</p> <p>Now that the LDP is going to be reviewed, and bearing in mind that over 17,000 new homes were due to be delivered by 2025, could the Cabinet Member inform Council as to the number of new homes actually delivered to date.</p> <p>Response of the Cabinet Member for Corporate Service & Performance</p> <p>The Swansea LDP identifies a housing requirement for the 15 year period of the Plan (2010-25) of 15,600 homes. The Plan provides for up to 17,600 homes by means of allocations, ‘windfall’ sites, and those with planning permissions in place, which serves to provide a buffer/flexibility margin for delivery. As reported in the latest LDP Annual Monitoring Report (AMR 3), which was endorsed at the 2nd March Council meeting, as of 31st March 2022 just under 6000 (5,952) dwellings have so far been recorded as completed since the start of the Plan period. There are three years remaining of the Plan period and the number of completions have significantly increased since 31st March 2022. The monitoring of the exact completion figures is a continual process and the next AMR will report on the total build figures for the Plan period up to end of March 2023.</p>
7	<p>Councillors Francesca O’Brien & Brigitte Rowlands</p> <p>We understand that due to the ill health of the lead coordinator for the Devon / Swansea ferry working group discussions have been delayed, however, due to the importance of this pioneering facility, what is the work schedule for the cross channel working group for 2023.</p> <p>Response of the Leader</p> <p>There is no single “group” taking forward proposals for a Hydrogen Devon/Swansea ferry. It is correct that one of these groups the Council has been involved in has indeed been delayed due to ill health, but the Council continues to work with other partners to explore the opportunity. These opportunities include exploring using the route as a “hydrogen test bed” as part of the wider development of hydrogen shipping technology and the legislative framework.</p> <p>In addition, there have been separate exchanges between a potential operator and Swansea Council which at this time are commercially sensitive and meetings are arranged in the next few weeks. Council will be updated as the matter progresses.</p>

8	<p>Councillors Lesley Walton, Mike Lewis, Wendy Lewis, Mike White & Phil Downing</p> <p>Given the pressures currently faced by the health service and in domiciliary care, can the Cabinet member outline what Adult Services is doing around reablement and to help people to live independently without need of a care package.</p> <p>Response of the Cabinet Member for Care Services</p> <p>Bonymaen House offers temporary residential reablement for people leaving hospital or from the community. This is provided through an integrated approach. The service is funded by the Council with health staff providing therapy, nursing input and a service level agreement with the local GP surgery.</p> <p>During 22/23 there have been 214 temporary residents, staying an average of 28.3 days. The outcomes have been 59% returning home with no package of care and 8% with a reduced package of care during this period. This has increased in recent months, during November to January 36 people returned home independently and only 3 returned home with a package of care. The service has operated at between 18 and 20 beds during the last 12 months and due to the success has recently increased this to 24 beds.</p> <p>The Home Care in-house domiciliary care reablement service work closely with colleagues as part of the Home First initiative (aligned to Welsh Government Discharge to Recover and Assess pathway) to facilitate hospital avoidance and timely hospital discharge. They work towards same day admission arrangements for commencement of packages of care and where this isn't possible due to capacity early identification of alternative support to mitigate impact on a person's wellbeing outcomes. We are working alongside our colleagues in commissioning to facilitate transfer of longer term packages of care to free up capacity.</p> <p>Home Care reablement have strengthened a multi-disciplinary approach to offer wrap around support to individuals in the community, including from suitably qualified Occupational and physiotherapists, community nursing, medicines management, community care staff, social work and third sector.</p>
9	<p>Councillors Wendy Fitzgerald, Mary Jones, Kevin Griffiths</p> <p>Swansea has some key routes leading into the city centre. Could the Cabinet Member advise what arrangements are in place to ensure these roads are regularly cleaned so that verges and central reservations are not strewn with unsightly litter.</p> <p>Response of the Cabinet Member for Community (Services)</p> <p>We have recently had to change the arrangements for cleansing the main arteries into Swansea. In order to keep staff safe we are using lane closures when litter picking. There was a recent gap in service whilst this new method of working was being set up which allowed litter to build up. Now this is set up, the regular cleansing will again be undertaken to address the concerns raised.</p>
10	<p>Councillors Francesca O'Brien & Angela O'Connor</p> <p>After receiving the shocking news of the food hygiene rating for Bishop Gore School (2 star), what measures are the council taking to ensure this is rapidly improved so</p>

	<p>we can reassure concerned parents who have contacted us with their concerns about this.</p> <p>Response of the Cabinet Member for Education & Learning</p> <p>The hygienic handling of food including preparation, cooking, re-heating, cooling and storage was found to be very good at the time of the last inspection in July 2022.</p> <p>Unfortunately, some structural issues with the kitchen were identified along with issues with the freezers and the outside food waste storage area.</p> <p>The council addressed all of the matters identified during the school summer holidays of 2022, and our school meal service is making regular visits to ensure high standards are maintained.</p> <p>We are confident that when the kitchen is reassessed the rating will improve, and parents and pupils can be reassured that the food at Bishop Gore is prepared and served to a high standard.</p>
	<p>Part B – No Supplementaries</p>
<p>11</p>	<p>Councillors Peter May, Stuart Rice, Sandra Joy & Allan Jeffery</p> <p>Given the recent high profile announcements regarding the proposed flights to Exeter from Swansea airport, coupled with the other recent reports that the operating license of the airport has been suspended, when can we expect the first service to cross the Bristol Channel to Devon. What plans does the Council have to address the issues at the airport.</p> <p>Response of the Cabinet Member for Corporate Service & Performance</p> <p>The Council is not in a position to confirm timescales for the new scheduled services at Swansea Airport as these are very much operational matters for Swansea Airport Limited. The Council has no involvement with day-to-day operations or management of the facility. However, it is clear that given recent events, these services would likely be postponed until the CAA licensing position has been finalised.</p>
<p>12</p>	<p>Councillors Peter May, Stuart Rice, Sandra Joy & Allan Jeffery</p> <p>Builders can apply for a waiver which they must display in their windscreen to park in a residents' parking bay free of charge for up to 28 days. In the digital application form on the council's website, it states: "We will only issue waivers on a street once checks have been made and given that there is adequate space available in the area."</p> <p>A. What are the checks</p> <p>B. What is the basis of the calculation to define adequate space in the area and how is the area defined if residents' permits usually define a street</p> <p>C. How many applications have been received in the calendar year of 2022 and how many have been rejected? (Please if possible can this be broken down by ward)</p>

	<p>Response of the Cabinet Member for Environment & Infrastructure</p> <p>A. How many waivers are already issued to the Company – we allow a maximum of two waivers at any one time. How many waivers have been issued for the premises i.e., where the work is being carried out – we allow a maximum of three waivers at any one time. That the vehicle has business use insurance to ensure that private residents do not apply for waivers as a means of parking without a resident permit. Is there unrestricted parking on the street and are there resident parking bays to allow us to issue a waiver.</p> <p>B. Most of the streets in Swansea have unrestricted parking. We do not generally issue waivers if there is unrestricted parking on street, there are Pay & Display bays or if there are loading bays on street. We determine how many waivers can be issued for a street by determining the length of the street, the number and length of the resident bays in the street and if there is any alternative parking. For example, St. Helens Road is 583.5m long and it has four resident bays in it totalling 16m long. Therefore, we will issue a maximum of five waivers at any one time for St. Helens Road.</p> <p>C. We can provide December's numbers because that is when we moved to a virtual permit system. However, we do not have an electronic method for reporting on the rest of 2022. This information is not therefore readily available and would involve a lengthy a manual exercise of checking every email received during the year and the response given to determine the figures. In December 2022, we received 41 waiver applications. 32 were accepted and nine were rejected. This would be fairly typical of the level of monthly applications received. Applications tend to be concentrated in and around wards within the city centre.</p>
13	<p>Councillors Peter May, Stuart Rice, Sandra Joy & Allan Jeffery</p> <p>During the budget debate at the council meeting of 2nd March 2023 the leader commentated the chamber through a powerpoint presentation. Was this an official council document which the council endorsed or was it his own personal production.</p> <p>Response of the Leader</p> <p>The presentation was created by the Leader using information from the suite of budget documents discussed at the meeting and prepared by officers.</p>
14	<p>Councillors James McGettrick, Jeff Jones, Lynda James, Michael Locke & Cheryl Philpott</p> <p>We have been made aware of difficulties in the running of Swansea Airport. Will the Cabinet Member respond to the following questions:-</p> <p>(a) The Council decided to award a new lease to the current leaseholder, Swansea Airport Ltd. (SAL) on January 19th. Last week the CAA suspended the airport licence for several safety related issues, including systemic failure of airport safety systems. Most of these failures have been the cause that the airport licence has been suspended for periods over the past 15 years. This is a case of 'repeat offending'. Since SAL have been unable to meet the prime lease requirement of maintaining the airport licence in the past, how do the Council propose to secure compliance with the new lease.</p>

(b) The lease has required the airport to be open for 350 days per year. For the past few years the airport has been closed on Mondays and Tuesdays and, on many occasions, on other days at short notice. SAL has therefore failed to comply with another prime lease requirement. Why did the Council accept advice from its Legal Department that SAL had complied with the lease.

(c) In light of the February 2023 findings by the CAA which were described in the press and online as a “systemic failure of safety management” and cited ineffective safety management, inadequate safeguarding of the aerodrome and an absence of an accountable manager, what is Swansea Council doing to ensure that the tenant (Swansea Airport Ltd.) completes the vital work on time.

(d) According to NOTAMs issued by the CAA the fuel licence has been suspended and the commercial licence has been suspended yet again.

(e) The suspension of the commercial licence means that no scheduled or charter flights can take place at Swansea Airport and the lack of fuel means that resident aircraft are flown to aerodromes like Shobdon (Herefordshire), Cardiff or St.Athan, so could the renewal of the airport lease with the present tenant be reviewed.

(f) During the 19th January 2023 video conference about the renewal of the airport lease the Cabinet Member mentioned that there were current breaches in the lease as well as historic failings, but the council had very limited legal grounds on which to oppose renewal. Surely this means that there is some legal “wriggle room” and as a result of recent events there are significant reasons for the Cabinet to review their decision and will the council now go down this route.

(g) Had any Cabinet Members visited Swansea Airport before the Cabinet meeting if you had you would have seen the very poor state of the infrastructure. Another Councillor saw this on his visit and mentioned during the live video conference of 19th January 2023. Plus did you and other Cabinet Members take note of what the three other contributors to the video conference mentioned.

(h) Did Council officers visit Swansea Airport periodically to check that their property was being well maintained by the tenant, that the equipment and vehicles were working, being well maintained and that any equipment/vehicles that were beyond repair were suitably replaced before being disposed of? Did the Council officials who inspected Swansea Airport report breaches of the landlord tenant agreement to the Legal Department.

(i) Did the Council officers and Councillors who attended recent meetings with the CAA, etc, at Swansea Airport supply the Cabinet Members with details (minutes, etc) for consideration.

(j) Regarding the briefing documents provided by the Council officers for the cabinet to consider, did members of the cabinet ask for any points to be clarified or query the recommendation? Will these documents be available for public scrutiny so that they can be compared with past and present CAA findings and other sources.

Response of the Cabinet Member for Corporate Service & Performance

(a) Given recent events, the Council are now reviewing its legal position and Officers will be updating Cabinet in April.

(b) The Council has considered the various lease breaches and its legal position is explained in full within the closed version of the Cabinet reported dated 19th January 2023. These point of law were not contained within the open version of the report as the Council has to be mindful of the existing Landlord and Tenant relationship that exists.

Nevertheless, as explained above, the recent CAA situation will require the Council to review its legal position further before it can confirm the next course of action.

(c) The CAA's decision to suspend the operating licence was taken after Cabinet decision on the 19th January 2023. At the time of reporting to Cabinet, there was no evidence to suggest the CAA were considering a suspension of the operating licence. A copy of the September 2022 CAA audit report was included within the open & closed versions of the Cabinet report and is available for review.

Officers are currently working with Swansea Airport Limited with a view to them meeting the CAA deadline but these matters are of operational nature which the Council has limited control over.

(d) The Council is aware of the current NOTAM and issues regarding aircraft refuelling. These matters will be addressed further within the updated Cabinet report which is expected in April.

(e) As explained above, the recent CAA situation will require the Council to review its legal position further before it can confirm the next course of action.

(f) The Council has considered the various lease breaches and its legal position is explained in full within the closed version of the Cabinet reported dated 19th January 2023. These point of law were not contained within the open version of the report as the Council has to be mindful of the existing Landlord and Tenant relationship that exists.

Nevertheless, as explained above, the recent CAA situation will require the Council to review its legal position further before it can confirm the next course of action.

(g) The Leader and Deputy Leader visited the site prior to the Cabinet decision on 19th January 2023. Councillors will be aware that Officers presented an open and closed version of the report to Cabinet which addressed all estate management issues and points of law.

Councillors may wish to familiarise themselves with the ingoing Schedule of Condition (dated 1991) contained within the open & closed of the Cabinet reports which illustrates the condition at the time of the original letting. As explained within the report, Swansea Airport Limited (or their successors in title) are not obligated to yield up the property in any better condition than as documented within the schedule and this is an important factor in determining the recommendation.

(h) Council Officers have been working closely with Swansea Airport Limited to address some of the historic issues and prior to recent events, significant progress had been made. The legal issues surrounding Landlords Equipment are also covered within the closed report and Councillors may wish to familiarise themselves with these point of law.

(i) The Council is not party to the operating licence and therefore does not have a relationship with the CAA. All licencing issues are made between the CAA and the licence holder, Swansea Airport Limited. However, prior to the Cabinet decision, the Accountable Manager provided the Council with a copy of the most recent CAA audit and this is available for review within the report appendices.

(j) For the reasons already mentioned above, the Council is mindful that members of the public do not have access to the closed report and therefore it would not be appropriate to publish any Cabinet queries regarding points of law. With regard the CAA position, the CAA carried out an audit in September 2022 and this was published within both the open and closed report (with the express permission of the tenant). Subject to that further permission officers will ensure a copy of the most recent CAA suspension notice is included within updated Cabinet report to ensure full transparency.

15 Councillors Peter Black, Chris Holley & Mary Jones

Would the Leader outline the additional spending items he announced in council on 2nd March, which were not in the budget papers, and identify the funds that will pay for them.

Response of the Leader

The additional proposed capital investment contained in the evening’s budget presentation, proposed to be funded from the residual ERF fund (after establishing the Energy Reserve) included :

free bus rides local & community bus service assistance	£1M
community centres energy assistance (as part of the energy support fund)	£250,000
levelling up based on need	£1M
new play areas	£500,000
new nature trails/natural play	£100,000
disabled parking bays & disabled access	£135,000
additional new bus shelters/bins	£150,000
highways repair patch teams	£450,000
drainage/flood avoidance team	£350,000
coronation road closures support	£20,000
CCTV mobile pods	£50,000
additional youth engagement	£100,000

The total includes £250k contained within the £15m energy fund

Agenda Item 19.



Council – 30 March 2023

Notice of Motion

The Brexit Risk to our Rights - The Retained EU Law Bill

Notice of Motion from Councillors Rebecca Fogarty, Rob Stewart, Andrea Lewis, David Hopkins, Jan Curtice, Yvonne Jardine, Mike Lewis, Wendy Lewis, Lesley Walton, Nicola Matthews, Elliott King and Robert Francis-Davies

So far, leaving the European Union has harmed our national standing in the world, cost our economy billions in lost trade and created uncertainty and paperwork for citizens and businesses across the UK. 65% of the British public think that the Conservative Government is handling Brexit badly.

The Retained EU Law Bill will give Government Ministers the ability to pick and choose which EU rules they will keep and which to scrap. This includes basic, but hard-fought, protections such as health and safety at work, disability protections and maternity rights. This risks causing further harm at a time of economic difficulty for many by ripping up 4,000 basic rights and protections with minimal parliamentary scrutiny and locking into the UK statute books the Conservative obsession with deregulation at all costs. It is particularly concerning to see attempts to sideline the sovereignty of Parliament at a time when there seems to be a new scandal involving UK Government Ministers every week, undermining public trust and confidence in our leaders to do what is in their best interests.

Like communities across the UK, Swansea is deeply affected by the cost of living crisis, with people living evermore precariously. The Government's priority at this time must be to secure economic prosperity, and prevent any further harm being done by those who wish to use Brexit as an opportunity to weaken hard fought rights and protections.

Therefore, this Council:

- urges the Government to rethink sunseting EU laws through the Retained EU Law Bill.
- calls on the UK Government to make a commitment to uphold all existing rights and protections afforded to us in EU legislation.
- asks the Leader to write to the Prime Minister outlining this Council's steadfast opposition to his Government's regular attacks on fundamental human rights.
- asks the Leader to also write to the Leader of the Opposition in Westminster, seeking assurance that as the Bill makes its way through Parliament, every step will be taken to fight this outright attack on Parliamentary democracy, including through focusing public scrutiny on the rights and protections we stand to lose.

Agenda Item 20.



Council – 30 March 2023

Notice of Motion - Illegal Immigration Bill

Notice of Motion from Councillors Sam Pritchard, Rob Stewart, Andrea Lewis, David Hopkins, Jan Curtice, Yvonne Jardine, Nicola Matthews, Mike Lewis, Wendy Lewis, Lesley Walton, Elliott King & Robert Francis-Davies

This Council is appalled by the UK government's illegal immigration bill which proposes to detain and later remove anyone who arrives in the UK on a small boat meaning the Home Office will not consider any of their Asylum claims regardless if they have fled war or persecution for being a minority.

These people seeking sanctuary will then be deported back to the country they have fled from or a 'safe' third country. This third country could be Rwanda or another country deemed safe by UK Govt but with a questionable record on human rights.

This ill-thought out and inhumane legislation will punish the most vulnerable people from across the world. Questions have been raised surrounding the legality of the Bill and whether it is compliant with the European Convention on Human Rights (ECHR) and consistent with the 1951 Refugees Convention. The Prime Minister has also stated in writing that if you come to the UK illegally "You can't benefit from our modern slavery protections".

This Council also notes and condemns the dangerous and dehumanising language which has been used to support this Bill. This rhetoric cultivates and provides a platform for a culture of abuse, racism and even violence against refugees and minorities.

As a City of Sanctuary, this Council and the people of Swansea have welcomed and accepted refugees and asylum seekers. This has made the city a more interesting, diverse and tolerant city because of this.

This Council condemns the action of the UK Government in bringing forward this legislation, and calls upon the prime minister and his ministers to withdraw these egregious proposals.

We call upon the Leader of Council to write to the Prime Minister in the strongest possible terms to outline our concerns.

We would also request the Leader of the Council to write to Swansea City of Sanctuary to reaffirm the Council's support for the work they do.