



City and County of Swansea

Notice of Meeting

You are invited to attend a Meeting of the

Cabinet

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

On: Thursday, 21 December 2023

Time: 10.00 am

Chair: Councillor Rob Stewart

Membership:

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

Watch Online: <http://tiny.cc/C21dec>

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

You are welcome to speak Welsh in the meeting.

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

Agenda

Page No.

1. **Apologies for Absence.**

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

www.swansea.gov.uk/disclosuresofinterests

3. **Minutes.**

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

1 - 3

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

5. **Public Question Time.**

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

6. Councillors' Question Time.
 7. Scrutiny Inquiry into Anti-Social Behaviour. 4 - 48
 8. Revenue and Capital Budget Monitoring 2nd Quarter 2023/24. 49 - 66
 9. Quarter 2 2023/24 Performance Monitoring Report. 67 - 120
 10. Local Authority Governor Appointments. 121 - 126
 11. Regional Education Consortium Amendment to Legal Agreement on Voting Within Joint Committee. 127 - 139
 12. Financial Procedure Rule 7 – Local Transport Fund SBWW and Regional Bus Core Allocation 2023/24 and 2024/25. 140 - 148
-

Next Meeting: Friday, 12 January 2024 at 10.00 am



Huw Evans
Head of Democratic Services
Tuesday, 12 December 2023

Contact: Democratic Services - Tel: (01792) 636923

Agenda Item 3.



City and County of Swansea

Minutes of the **Cabinet**

Multi-Location Meeting - Gloucester Room, Guildhall / MS

Teams

Thursday, 16 November 2023 at 10.00 am

Present: Councillor R C Stewart (Chair) Presided

Councillor(s)

C Anderson
L S Gibbard
E J King
A H Stevens

Councillor(s)

A Anthony
H J Gwilliam
A S Lewis

Councillor(s)

R Francis-Davies
D H Hopkins
R V Smith

Officer(s)

Huw Evans
Martin Nicholls
Ben Smith
Debbie Smith
Lee Wenham

Head of Democratic Services
Chief Executive
Director of Finance / Section 151 Officer
Deputy Chief Legal Officer
Head of Communications & Customer Engagement

Apologies for Absence

Councillor(s): -

65. Disclosures of Personal and Prejudicial Interests.

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

- 1) Councillor R V Smith declared a Personal & Prejudicial Interest in Minute 70 "Local Authority Governor Appointments" and stated that he had dispensation from the Standards Committee to stay, speak but not vote on matters relating to the Appointment of Local Authority Governors.

66. Minutes.

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

- 1) Cabinet held on 19 October 2023.

67. Announcements of the Leader of the Council.

a) Condolences - Huw Mowbray - Development and Physical Regeneration Strategic Manager

The Leader of the Council referred with sadness to the recent death of Huw Mowbray. Huw was the Council's Development & Physical Regeneration Strategic Manager. Huw was a great friend and colleague to many and was widely respected by Councillors & Officers for his professionalism and dedication.

For many years, Huw helped shape the regeneration of the City Centre and had been held in the highest esteem by our Partners and Developers. Huw's impact on the City can be seen today in the many developments that have helped transform the City Centre.

Our thoughts and condolences are with Huw's family, friends, and colleagues.

68. Public Question Time.

No questions were asked.

69. Councillors' Question Time.

No questions were asked.

70. Local Authority Governor Appointments.

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

Resolved that:

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

Birchgrove Primary School	Jade Evans
Clydach Primary School	Rachel Brimble
Craigfelen Primary School	Andrew Penalula
Gorseinon Primary School	Cllr Adam Davies
Hendrefoilan Primary School	Cllr Mary H Jones
Newton Primary School	Dr Julia Platts
YGG Login Fach	Dr Robert Hobbs
Bishopston Comprehensive School	Emily Davies John Olukoya Babalola

71. Capital Programme Authorisation for the Commitment of Capital Grant Funding Awarded to Support Learners with Additional Learning Needs.

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

Resolved that:

- 1) The capital scheme in the sum of £1,458,714 to support learners with additional learning needs be approved and included in the capital programme for 2023/2024.

72. Exclusion of the Public.

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

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

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

(Closed Session)

73. Councillors' Question Time.

No questions were asked.

74. Increasing Supported Accommodation to Help Tackle Homelessness.

The Cabinet Member for Service Transformation submitted a report that sought to increase Supported Accommodation to Help Tackle Homelessness.

Resolved that the recommendations outlined in the report be amended and approved.

The meeting ended at 10.20 am

Chair

Call In Procedure – Relevant Dates	
Minutes Published:	16 November 2023
Call In Period Expires (3 Clear Working Days after Publication):	23.59 on 21 November 2023
Decision Comes into force:	22 November 2023

Agenda Item 7.



Report of the Anti-Social Behaviour Scrutiny Inquiry Panel

Cabinet – 21 December 2023

Scrutiny Inquiry into Anti-Social Behaviour

Purpose:	This report presents the findings, conclusions and recommendations resulting from the Scrutiny Panel's Inquiry into Anti-Social Behaviour. Cabinet must consider the recommendations made by the Anti-Social Behaviour Scrutiny Inquiry Panel and agree action.
Policy Framework:	Council Constitution.
Consultation:	Legal, Finance, Access to Services
Recommendation(s):	It is recommended that: 1) Cabinet receives the report and tasks the relevant Cabinet Member to report back to a Cabinet meeting with a written response to the scrutiny recommendations and proposed action(s) for Cabinet decision.
Report Authors:	Cllr Terry Hennegan, Convener Anti-Social Behaviour Scrutiny Inquiry Panel Michelle Roberts
Finance Officer:	Amanda Thomas
Legal Officer:	Debbie Smith
Access to Services Officer:	Catherine Window

1.0 Introduction

- 1.1 This report presents the findings, conclusions and recommendations resulting from the Scrutiny Inquiry into Anti-Social Behaviour. The Scrutiny Panel's final report, appended, requires a Cabinet decision.
- 1.2 In accordance with the Council Constitution reports from Scrutiny to the Executive are presented to a Cabinet meeting. The convener of the Panel Cllr Terry Hennegan will attend to present the report and accompanying recommendations.

2.0 Scrutiny Programme Committee

2.1 Within the Scrutiny Work Programme, the Scrutiny Programme Committee established an Inquiry Panel to look into Anti-Social Behaviour, and appointed Councillors to the Panel to plan and carry out this work, gather evidence, consider findings, and prepare a report for Cabinet. On 14 November 2023 the Scrutiny Programme Committee discussed and agreed the report for submission to Cabinet.

3.0 Cabinet Decision

3.1 At this meeting the role of the Cabinet is to receive the report and task the relevant Cabinet Member to prepare a written response on behalf of Cabinet. The Cabinet Member's response report should ordinarily be scheduled for a future Cabinet meeting **no later than two months** following formal receipt of the scrutiny report.

3.2 In their response report the Cabinet Member should recommend approval or rejection of each of the scrutiny recommendations together with an explanation. Within their report the Cabinet Member should also provide a proposed action plan to show what steps are being or will be taken to implement recommendations. Cabinet will then make a decision on the Cabinet Member's response report.

4.0 Follow Up

4.1 The Inquiry Panel will schedule a follow up on progress with the implementation of the action plan agreed by Cabinet and impact of the scrutiny inquiry and report their views to the Scrutiny Programme Committee. The Panel convener and the Scrutiny Officer will ensure that a review of progress against accepted recommendations is scheduled into future work programmes. Usually, a progress report will be requested by the Panel within 9-12 months after the action plan has been agreed by Cabinet.

5.0 Integrated Assessment Implications

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

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage.
- Consider opportunities for people to use the Welsh language.

- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

5.1.1 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.

5.1.2 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.

5.2 There are no impact assessment implications associated with this report. Equality and engagement issues were formally considered at the scoping stage of this inquiry and borne in mind by the Panel throughout evidence gathering. The Cabinet Member will need to ensure that implications are considered via application of the corporate Integrated Impact Assessment process when considering the response to the recommendations.

6.0 Legal Implications

6.1 There are no specific legal implications at this stage.

7.0 Financial Implications

7.1 There are no financial implications to this report. Any potential implications will be outlined in the Cabinet response.

Background Papers: None.

Appendices: Appendix A – Anti-Social Behaviour Final Inquiry Report.

Anti-Social Behaviour Scrutiny Inquiry

How can the Council ensure that it is working with its partners to appropriately and effectively tackle Anti-Social Behaviour in Swansea?



The Anti-Social Behaviour Scrutiny Inquiry Panel
City and County of Swansea - Dinas a Sir Abertawe

October 2023



Why This Matters by Councillor Terry Hennegan (Convener)



Foreword

We would like to thank all those people that took time to attend our Inquiry Panel meetings and give evidence and hope that this report reflects some of the key views raised.

We were impressed with the commitment of all the organisations and individuals that took part in the inquiry. We were particularly pleased to meet with a group of young people who told us what it was like from their perspective and how it affected them.

We heard about the many challenges that face the Council and its partners in tackling Anti-Social Behaviour, how the issue is multi layered and required input and commitment across a wide selection of organisations not just our statutory partners.

One of the key recommendations from our inquiry was to conduct a mapping exercise of Council Services but also of all those organisations that have a stake in improving ASB. We felt that this would help the Council, its partners and wider stakeholders including the public to see the bigger picture, therefore helping to address any cross departmental or organisation challenges.

We hope that this inquiry has helped to highlight the complexity and importance of the issues associated with Anti-Social Behaviour to a wider audience.

Our report contains a number of recommendations for Cabinet and the wider Safer Swansea Partnership that we believe will help tackle and prevent Anti-Social Behaviour in Swansea.

Summary of Conclusions and Recommendations

Anti-Social Behaviour Scrutiny Inquiry

Inquiry Key Question: *How can the Council ensure that it is working with its partners to appropriately and effectively tackle Anti-Social Behaviour (ASB) in Swansea?*

Conclusions

1. Effective strategies, policies and procedures in tackling anti-social behaviour (ASB) are in place and the Council is meeting its regulatory obligations in the area.
2. The support for tackling and preventing ASB must be adequately resourced in the Council, as well as more widely across the Safer Swansea Partnership.
3. The Council and its partners are working together effectively to tackle and reduce anti-social behaviour in Swansea but the overall picture of services and support is confusing.
4. Better information about ASB needs to be easily available and accessible. The Council and its partners must communicate with and feedback to the public and/or victims.
5. The Council along with its partner organisations are working hard to address the underlying causes of anti-social behaviour.
6. The Council, its partners, communities and other stakeholders will need to work together to overcome wider challenges and barriers to improvement.

Recommendations

Cabinet is asked to consider those recommendations that they are directly responsible for, but also make representation on behalf of the Council, where agreeable, in support of any recommendation that would require action from others, such as the Safer Swansea Partnership.

The Panel recommends that Cabinet:

- R1. Investigates options for appointing an independent chair for ASB Case Reviews and then put the most appropriate option put in place. This should be done as a matter of urgency.
- R2. Continues to build upon and embed the five key ASB Home Office principles into the work of the Council.
- R3. Looks at devolving the Community Protection Warning / Community Protection Notice powers to Housing Associations, with consideration being given to their use by other partners.

- R4. Carries out a Council wide mapping exercise to establish and provide clarity in relation to ASB. It should include, but not be restricted to the governance, roles, resources, regulatory powers and other tools used (or available), use of the referral process and equity of services provided to the public.
- R5. Looks into providing resources to do more targeted work with primary school aged children that includes ASB preventative matters.
- R6. Widens the current membership of the Public Services Board and Safer Swansea Partnership to include local Housing Associations.
- R7. Investigates the potential of developing a partnership hub/office where services to ASB across organisations can be co-located.
- R8. Works with key partner organisations to improve the understanding of each other's roles in order to help provide clarity and consistency of approach to ASB for the service user and the public. This should include a map of the services and powers available across the partnership.
- R9. Develops a Multi-Agency Strategic Forum where solutions to cross cutting themes and ways of working can be discussed.
- R10. Ensures that good feedback mechanisms for the public are in place across the Council and that we use that feedback to improve the services we provide.
- R11. Considers and reviews accessibility to information about ASB in order to ensure ease of access.
- Ensure key information is available in different languages, formats and in physical form.
 - That we look to have information available in different locations in the Council across the partner public locations.
 - Build on how we target information to suit those we are looking to reach i.e., young people.
 - Review the Council's website content in relation to ASB with a view to expanding what is available.
- R12. Maximises the opportunities to raise awareness of ASB, in particular:
- Publicise good news stories about work that is done by the Council.
 - Communicate and raise awareness of young people's positive activities in the community.
 - Look to influence and change the negative narrative and language used about young people in the media.
 - Provide information and raise awareness of the ASB Case Review.
 - Link up with the new Council's Community engagement office located at waterfront Museum.
- R13. Looks to further build upon the intergenerational work with young people and the older generation, do this in conjunction with the voluntary sector where appropriate.

- R14. Asks the Safer Swansea Partnership to investigate how to improve levels of reporting of incidents of ASB including asking South Wales Police to consider its response times in relation to the 101 non-emergency telephone line and to simplify the online reporting form.
- R15. Investigates the possibility of developing a multi-agency mediation resource.
- R16. Looks to counteract negative 'online world' impacts on children and young people by
- a) continuing to build on and share the expertise and information available.
 - b) resource the Contextual Missing Exploited Trafficked Team training that will support schools with understanding and preventing extra familial harm.
 - c) consider extending this training to Gower College and to others who regularly work with young people.
- R17. Looks to increase the number of Youth Workers in Swansea with the aim of every community across the City and County of Swansea having dedicated Youth Worker Support.
- R18. Work with Community Centres to encourage more use of facilities for/by young people and vulnerable groups.
- R19. Looks into the potential of Housing Associations contributing to some of our environmental services like noise abatement and fly tipping in order to increase their levels of service provision.
- R20. Cabinet ensures more regular deep cleans of the City Centre particularly in and around the Quadrant Bus Station.
- R21. Cabinet work with local businesses and the Business Improvement District (BID) with the aim of tidying up shop fronts and rubbish storage across the City Centre.
- R22. Cabinet carryout regular 'walk throughs' of the city centre and communities across Swansea to see the locations through the 'eyes of the public' and to identify issues of concern. This should be done in conjunction with appropriate officers and local ward members.
- R23. Develops and builds upon appropriate data collection processes in order to help plan future service provision and monitor effectiveness of strategies used. This monitoring process should be closely linked to the ASB Home Office 5 key principles (once they are formalised).
- R24. Make representations to Police and Crime Commissioner's Officer asking them to consider grant funding on a medium-term basis (i.e., 3 yearly).

WHY WE PRODUCED THIS REPORT

Overview

- 1.1.1 In selecting this topic and producing this report we wanted to see how the Council is meeting its duties under legal frameworks and to ensure it is collaborating with its partners to appropriately and effectively tackle Anti-Social Behaviour in Swansea.

Selecting the topic

- 1.1.2 The Inquiry into Anti-Social Behaviour was proposed by the Annual Scrutiny Work Planning Conference in 2022. Following agreement of a Scrutiny Work Programme, the Council's Scrutiny Programme Committee established the Inquiry Panel, and appointed Councillors to the Panel to plan and conduct this work, gather evidence, consider findings, and prepare a report for Cabinet. A strategic overview of the matter was discussed in October 2022 and the Inquiry commenced on the 17 January 2023.
- 1.1.3 This topic was chosen because Scrutiny Councillors felt this was a wide-reaching subject that would benefit from Councillor's review and input.

Intended contribution

- 1.1.4 As a Panel, we believe that we can make a valuable contribution to the Council's role in appropriately and effectively tackling Anti-Social Behaviour. We recognise that the challenges in this area can often be complex. We also believe that, whilst no one has all of the answers, success will only come from a conversation that everyone is able to contribute to. It is in this spirit that our conclusions and recommendations are offered.
- 1.1.5 Specifically, this report aims to contribute to this vital debate by:
 - a. Providing a Councillor perspective on the issue
 - b. Providing evidenced proposals that will lead to more effective services
 - c. Gaining the views of the public and stakeholders
 - d. Considering and concluding on recommendations from national reports, legislation /directives, and their implications for Swansea
 - e. Identification of good practice/research elsewhere and whether there is any learning for Swansea's approach
 - f. Increased Councillor understanding about Anti-Social Behaviour
 - g. Greater public awareness of work in relation to Anti-Social Behaviour.
- 1.1.6 We are also happy to recognise the limitations of the inquiry. Given the complexity of the topic and the time that we had this report provides a broad view of issues and is not exhaustive.
- 1.1.7 Finally, many of our conclusions are in line with the Council's current direction of travel and these are offered to provide reassurance. Others may be either additional or contrary to what has already been agreed. These are intended to offer challenge and to stimulate debate. Where we

have made recommendations, these are intended to help improve the performance of the Council in this area.

Equalities

- 1.1.8 When planning this inquiry, we considered the public and stakeholders, how they might be affected and how we might engage them. We completed the Council's Integrated Impact Assessment (IIA) Screening form which formed part of the evidence pack for the inquiry.

Glossary of Terms

ASB	Anti-Social Behaviour
CMET	Contextual Missing Exploited Trafficked
CPN	Community Protection Notice
CPW	Community Protection Warning
CYP	Children and Young People
HA	Housing Association
LA	Local Authority
LAC	Local Area Co-ordinator
PCCO	South Wales Police and Crime Commissioners Office
PCSO	South Wales Police Community Support Officer
WG	Welsh Government
YJS	Youth Justice Team
PSPPO	Public Space Protection Orders

EVIDENCE

Evidence Collected

- 1.1.9 Evidence was collected between 17 January 2023 and 23 May 2023. The following evidence gathering activities were undertaken by the Panel:
- a. Strategic Overview by Cabinet Member and Lead Council Officer/s
 - b. Community Inclusion, Community Safety information and role of the Anti-Social Behaviour Officer
 - c. South Wales Police and Community Policing
 - d. Cabinet Member/s and Director of Education
 - e. Cabinet Member/s and Lead Officers Youth Offending, CMET and EVOLVE
 - f. Cabinet Member and Lead Officer in Council Housing and Neighbourhood Support Unit
 - g. Lead Officers for Public Protection/fly tipping
 - h. Roundtable meeting with Registered Social Landlords/Housing Associations
 - i. Roundtable meeting with representatives for Equality Groups and Forums
 - j. Roundtable meeting with representatives from the Business Community and Swansea Council for Voluntary Service

- k. Session with Young People at Brynhyfryd Early Help Hub
- l. Public questions, Blog and Call for Evidence
- m. Performance and comparison data, customer satisfaction survey results
- n. Relevant legislation, policy, practice and other useful relevant information

1.1.10 For full details of how the evidence was gathered including details of all of the findings please see the findings report for this inquiry. This report can be downloaded [here](#) (pdf).

CONCLUSIONS

2.1 Effective strategies, policies and procedures in tackling anti-social behaviour (ASB) are in place and the Council is meeting its regulatory obligations in the area.

2.1.1 There are many influences on how we deal with ASB as a Council and in partnership with others and this includes legislation and guidance. The Panel heard that the Home Office is responsible for making and implementing policies to tackle ASB across England and Wales. It convenes the 'National Anti-social Behaviour Strategic Board' which "keeps under review" the legislative framework for tackling ASB. It is also responsible for issuing statutory guidance on powers available to public bodies to tackle ASB.

2.1.2 With regard to devolution in Wales, ASB powers are a reserved issue for the UK Government. This means the UK Government, not the Welsh Government, is responsible for legislating for powers to tackle ASB. However, since the causes of ASB relate to many aspects of public policy which are devolved in Wales, in practice the Welsh Government has developed its own policies to prevent and reduce ASB.

2.1.3 The Panel understood tackling and preventing ASB is something that cannot be done by the Council alone and that we rely heavily on other organisations in order to play our part in this regulatory landscape. It heard that Swansea Council has the legislative powers to deal with ASB as outlined in the Anti-Social Behaviour, Crime and Policing Act 2014. The Panel were pleased that this includes a broad partnership approach to tackling ASB. They heard that in Swansea this is done in a co-ordinated way through the Safer Swansea Partnership, its partnership sub groups, structures and/or problem-solving task and finish groups. The Safer Swansea Partnership reports and is accountable to the local Swansea Public Service Board.

2.1.4 The Panel were informed that the Public Service Boards (PSBs) in Wales (and the Future Generations (Wales) Act 2015) requires local authorities, local health boards, fire and rescue authorities and Natural Resources Wales to work together on local PSBs. The Boards are required to invite the local Chief Constable, South Wales Police and Crime Commissioner, probation service and voluntary organisations to participate in their activities. They must also seek advice from "other partners" such as Higher Education

providers and cultural institutions where appropriate. Under the 2015 Act PSBs are required to assess the state of economic, social, environmental and cultural well-being of its area; set local objectives to improve local well-being and maximise their contribution to the Welsh national 'Well-being Goals'. PSBs do this by publishing 'Well-being Plans' for their area.

- 2.1.5 Swansea's Well-being Plan for 2023-2028 is called 'working together to improve wellbeing in Swansea'. This plan has four vision areas. The one most appropriate to this inquiry is *Strong communities - To build cohesive and resilient communities with a sense of pride and belonging*.
- 2.1.6 ASB is also Priority 1 Reducing Neighbourhood Crime and the Panel were told that progress with this is reported quarterly to the Safer Swansea Partnership and annually to the Public Service Board.
- 2.1.7 The Panel heard that Anti-Social Behaviour, Crime and Policing Act 2014 defines ASB as:
- a) conduct that has caused, or is likely to cause, harassment, alarm or distress to any person,
 - b) conduct capable of causing nuisance or annoyance to a person in relation to that person's occupation of residential premises, or
 - c) conduct capable of causing housing-related nuisance or annoyance to any person.
- 2.1.8 The Panel were told ASB is reported via 101, through online South Wales Police portal or through a referral from Housing Offices or other Council service area.
- 2.1.9 The Panel were interested to explore the four-stage approach to ASB referrals, which includes
- Stage 1: Initial warning highlighting what would happen should behaviour continue.
 - Stage 2 visit: This is done by a South Wales Police officer and YJS officer when dealing with young persons. With adults it is a South Wales Police Officer and ASB Officer. Individual will sign personal warning letter and interventions will be discussed and agreed upon.
 - Stage 3: Acceptable Behaviour Contract. This is a Voluntary written agreement which includes both prohibitions and positive requirements. Potential further action is made clear so the person is aware of the consequences. Reviewed every 3 months.
 - Stage 4: Formal Sanction - Civil Injunction for anyone over ten. Includes prohibitions or requirements and power of arrest.
- The Panel agreed, from evidence they looked at, this process is suitable and fit for its purpose.
- 2.1.10 It was explained that Public Space Protection Orders (PSPOs) were also introduced in 2014 as part of the Anti-social Behaviour, Crime and Policing Act 2014. The Panel agreed that they are a useful tool to use in the right situation. They heard that they provide wide-ranging and flexible powers for local authorities to address anti-social behaviours in response to particular

issues affecting communities. The Panel heard that PSPOs are a Council-led tool to address certain issues in a specific location and are just one approach that can be targeted in the right way to achieve a reduction in ASB.

2.1.11 The Panel saw clear evidence of addressing and preventing ASB reflected in the different strategies, policies and practices used by Council services. They also recognise that ASB forms part of the Safer Swansea Partnership Strategy. Although this is the case the Panel did feel the overall plan in relation to ASB within the Council was unclear. With many aspects, rightly, in different plans and procedures. They did however feel this made it difficult for them and the public to understand how the overall picture in relation to ASB comes together. This, they felt, could result in duplication of effort, some inequity in service provision and make the response to the public and partners at time confused. We will outline this further in the report.

2.1.12 From the evidence gathered the Panel were satisfied that the Council does meet its statutory obligations in relation to ASB and that it does this as a Council and through a multi-agency approach. It was recognised that ASB is an issue that impacts on many of the Council's services to different degrees and this in turn means there are resources and different practices used across a range of our services. The Panel felt that this was good because it shows we tailor our activities to the needs of the situation, but in itself does not provide one coherent picture in terms of governance within the Council and how this links to our partners and other stakeholders.

2.1.13 One area the Panel agreed needs further consideration is local practice relating to the ASB Case Review (formally known as the Community Trigger). The Panel heard that this is an independent case review process that allows victims of ASB, who feel their case has not been dealt with appropriately, to ask for it to be reviewed. The Panel were told the process itself is robust and has been structured in partnership with other local authorities and South Wales Police. The structure of the actual Panel that conducts the review requires representation from statutory partners, however, how it is chaired is a local decision.

Community trigger and its use is very underused across Wales, but in my experience, it is actually a really powerful tool in terms of managing impact and the repeat reporting of something that cannot be dealt with. It could be used more often as an effective way of looking at difficult cases, where the threshold community trigger is actually quite low. The Community Trigger review is quite a valuable tool, a good mechanism for giving people assurance and to know the processes are working, are we following through on what our policies and procedures are etc. Raising of awareness is also needed for community trigger/review. Coastal Housing

The Panel found that currently the ASB Case Review applications are received and processed by the ASB Coordinator, who also chairs the Case Review Panel. Concern was shared by both the Panel and Officers about the ASB Coordinator being in the Chair of such reviews. The Panel agreed that it is a conflict of interest as he is often already involved in that specific ASB case and this in itself could be seen as them not being independent. The

Panel agreed that the current means of chairing the reviews needs to be looked at and an independent person appointed to that role. This would then provide a clear and transparent process which the Panel felt is essential in providing trust in process. The Panel understand that there are examples in other areas where this responsibility is led at a much higher level for example by lead Councillors, an independent officer from the Safer Swansea Partnership or Public Services Board or a lay person, rather than the officers who are involved in the ASB. The ASB Co-ordinator would then provide a more appropriate role of supporting this person with the legislative advice and ASB processes.

South Wales Police said that the management of the ASB Case Review is one area that may need some more focus particularly in how it is managed and the profile of its concept within communities.

- 2.1.14 The South Wales Police have a number of powers in legislation to tackle ASB including Civil Injunction, Community Protection Notice (CPN) and Criminal Behaviour Orders (CBO). The South Wales Police suggested that further consideration could be given to CPN/ CBO and injunctions being applied for by the Local Authority. It was also suggested that Housing Associations would also benefit from the use of these powers and the Panel felt that this needs to be investigated further.

In terms of enforcement, we only have actions to injunct or to commence proceedings to end tenancies (rare, high evidence threshold). We cannot issue community protection warnings or orders or closure orders (South Wales Police and LA only) and we have yet to see a Community Trigger/ASB case review meet a threshold for action. Coastal Housing

The Panel also heard that there is also scope for wider involvement in ASB referrals direct from places like Environmental Health Departments or in relation Council Tenancy issues. The South Wales Police said they are more often best situated to progress these matters but the expansion elsewhere needs to be explored.

- 2.1.15 The Panel were pleased to find that the Council is consistently 'keeping an eye' on changing legislation, guidance and good practice in relation to ASB. They were particularly interested to hear about the introduction of the draft Home Office Guidance, Anti-Social Behaviour Principles. This is a set of five principles which seek to describe and assist in ensuring a consistent approach to understanding and addressing ASB in local communities. Councillors heard that the principles are not intended to fetter local decision making but rather to act as a guide in seeking to deliver the best possible outcomes for victims of ASB. The Panel were pleased to see that all the Council Departments and partners were aware of these draft principles and had started to consider them in terms of their service delivery.
- 2.1.16 It became clear to the Panel just how important it is for the Council and the Safer Swansea Partnership, as a whole, to understand the current ASB landscape in Swansea, in order to address it effectively. The Panel felt that

this must include the collection and analysis of relevant data, which we will touch upon later in the report. We heard that since lockdown there has been an increase in ASB, specifically youth related. In addition to this the implementation of a PSPO in the city centre has also seen a rise in reported ASB. We did hear that this trend is not isolated to Swansea and is in line with what is happening nationally but this still puts pressure on already limited resources locally.

2.1.17 The Panel recommends to Cabinet that it:

- Investigates options for appointing an independent chair for ASB Case Reviews and then put the most appropriate option put in place. This should be done as a matter of urgency. (R1)
- Continues to build upon and embed the five key ASB Home Office principles into the work of the Council. (R2)
- Looks at devolving the CPW/CPN powers to Housing Associations, with consideration being given to their use by other partners. (R3)

2.2 The support for tackling and preventing ASB must be adequately resourced in the Council, as well as more widely across the Safer Swansea Partnership.

2.2.1 The Panel considered whether the resources were adequate to support the Council to play its part in tackling and preventing ASB.

2.2.2 The Panel heard that the Council does not have a specific ASB team or service area. There is a wider ASB Coordinator, who sits within the Community Safety Team, which is under the Community Integration Partnership. His role is to respond to all referrals that come through, primarily to ensure there is a coordinated response and to be a link between all the various Departments and partner agencies in relation to ASB. He and other partners also conduct public engagement and information events like for instance the recent ASB Awareness Week.

The ASB Coordinator, Admin Support Officer and Community Safety Coordinator roles are externally funded on an annual contract through South Wales Police and Crime Commissioner's Office (PCCO). The Panel heard that this is a challenge in itself, as officers are uncertain on their future employment year on year and this has an impact on the ability to plan for the medium and longer term, as certain projects and programmes do take a number of years to realise positive outcomes. It was felt that if funding were awarded on a 3- to-5-year cycle, rather than annually this would be far better for long-term strategic planning and would provide better stability. The Panel recognised this is a key role in the Safer Swansea Partnership and asked whether a 'Plan B' should be considered, should funding by PCCO be reduced or cease.

2.2.3 Council Housing have their own staff, who deal with ASB, they are funded via the ringfenced Housing Revenue Account, which responds and manages all ASB reported in relation to Council tenants. The Panel heard that whilst Council tenants can be supported through the Housing Revenue Account

there is no budget elsewhere in the Council for additional support to private residents to support legal action for any enforcement such as injunctions. Although this type of action is a last resort, the Panel heard that without that in place many of the interventions are on an informal basis and are dependent on voluntary engagement by perpetrators. The Panel felt this was one area of inequity in the service provided to the public that needs to be considered and we will ask Cabinet to consider whether there is a way to resolve this as part of a suggested mapping exercise.

- 2.2.4 The Panel heard about some of the examples of where the Council works and pulls together its resources for the benefit of the community, one of which is how the Youth Service and Evolve can act on and respond to support the prevention of community unrest. However, the Panel heard that it is important to understand that often to achieve this type of response the movement of resources from other areas is needed. There have been multiple examples of this in the last 12 months. One example was in January 2023 when a balloon release was arranged by young people to pay tribute to the sad passing of a young friend. There were worries around a potential escalation of anti-social behaviour and youth violence due to the considerable number of young people intending to attend the event. The youth service worked together with the South Wales Police and third sector agencies, listened to the young people and were able to ensure young people's voices were included in the planned response. This resulted in the service mobilising resources to open the nearby youth club and provide emotional health and wellbeing support as well as other issues such as substance use with a view to reduce concerns.
- 2.2.5 The Panel heard that younger and younger children are coming to the attention of services due to their behaviours in the community. The Panel heard that this can be challenging because for example, the Youth Justice Service can only work with young people from the age of ten, as do the Youth Service. Councillors heard that before the pandemic, these were not worries that were being seen. It was understood that staff who work with younger age range in early help areas are learning new skills to be able respond to these needs but agreed that consideration should also be given to exploring targeted work at a primary school level.
- 2.2.6 The majority of the people the Panel spoke to felt that resources are a massive challenge for the Council and more widely across the partnership. The Panel recognised that targeted work was considered to be one solution to this moving forward, given the resources available in some areas. The Panel also recognised the importance of strengthening community work together with our partners and local communities which, as the Panel heard, does not necessarily mean statutory partners needed to put in a lot of resources.
- 2.2.7 The Panel was pleased to hear about South Wales Police's development of a Neighbourhood Policing Team which is a resource made-up of neighbourhood beat managers whose job is to look after problem solving within Swansea. The Panel heard that by doing this they have put some South Wales Police resources into the beginning of the issue rather than the end. The South Wales Police told the Panel they have done a force-wide restructure splitting

the Neighbourhood and initial response capabilities and this has enabled them to concentrate dedicated resources into the problem-solving aspect.

South Wales Police said presently the working arrangements they have with the Local Authority are excellent and the processes that have been put in place have a sound basis in practice but said that further stability in this area would be welcome. South Wales Police said there are no current gaps in their provision currently but as a general observation would welcome some further elements of co-location of resources.

- 2.2.8 The Panel wanted to understand what resources went into areas where there may be high student populations in order to help tackle and prevent ASB in those localities. The Panel agreed there was a need for effective communication around this issue and were therefore pleased to hear that Officers have strong working partnerships with Swansea University, the University of Wales Trinity St David (UWTSD) and South Wales South Wales Police. This Safer Swansea Partnership funds a Community Liaison Officer (CLO) employed by Swansea University whose role includes working with students living in residential communities to ensure there is greater community cohesion. This can often involve responding to noise and waste complaints and invoking the universities' disciplinary procedures where appropriate.

The Panel heard from the Councils environmental services that the transient nature of the population in areas with high student numbers can be problematic. They told the Panel that work is done to educate and inform students, linking various Council services with the universities and student unions and this has to be done on an annual basis due to the regular churn of tenants. Public Health provide an on-call service for responding to noise and other pollution-related complaints. The Panel were told that access to this service has to be filtered due to staffing resources and noise that is of limited or sporadic duration cannot always be witnessed.

- 2.2.9 Evidence indicated that there has been an increase in ASB in Swansea City Centre. This and the issue of associated resources was raised by many of those people the Panel spoke to.

I have been doing this job for 13 years, so it has certainly got a lot worse over the period of time. Despite best efforts we do definitely need more resources. We need more teeth in order to tackle it as well, because with all the fantastic stuff we have got going on in the city centre. We have got to make sure that the safety of investors, residents and businesses is top of our minds. Alongside the large investment projects, we need to get the basics right too, like clean and safe communities. Russell Greenslade (Swansea BID)

The City Centre Manager did recognise what the representative from BID had said. She said that the increase in ASB has been reflected in some of the actions and measures that have been taken to tackle what is a really complex, challenging and difficult issue for Swansea.

The Panel heard that one of the resources available in the city centre are the Rangers. They were originally employed as ambassadors of the city centre, very much in a kind of visitor customer service capacity. Over the years, the role has understandably developed as things have changed over the last couple of years. The Panel heard that there is a team of five Rangers at the moment. They cover a significant area of the city, seven days a week, every day from 9am till 5:30pm. They also cover key evenings in the night time economy. So, resources are split and pressurised. The Panel heard that for example, typically within the course of half an hour on the radio, they have had twelve calls and there were two staff, so they are being pulled in all directions.

The City Centre Manager told the Panel that a lot of intelligence is shared through the Safer Swansea Partnership with South Wales South Wales Police. She told us that resources are prioritised and targeted in line with what is coming out of that intelligence, but resources are definitely an issue, but it is not a straightforward issue. She told us the key thing is that any action in relation to anti-social behaviour must be holistic. It has to be a cocktail of different measures that are taken, it is not just about enforcement, but resources are a critical part of that.

- 2.2.10 The Panel did feel that cleanliness of the City Centre can be an issue at times, particularly in and around the Quadrant Bus Station. This was also mentioned by the young people, the public and local businesses in the evidence gathering exercises. The Panel recognise by its very nature that cleanliness can vary at different times of the day depending on a number of factors but did feel that in some areas the dirt seemed ingrained and that regular deeps cleans would help to address this.
- 2.2.11 The Panel also felt it was essential that the City Centre and local communities are looked at from the perspective or from the 'eyes of the public' on a regular basis, so that issues of concern can be raised and addressed. The Panel felt that this should be carried out by Cabinet Members but it was important that local ward members be involved.
- 2.2.12 The Panel recognised that although the Council does not have a specific team for ASB that a vast array of activity takes place across the many Council services in Swansea. They felt it is difficult to see the full picture of how it is resourced and the linkages between activities. Value for money and the availability of resources is therefore hard to establish and the Panel felt the Council picture in relation to ASB needs to more clearly understood. The Panel would like to see a mapping exercise that evidences the Council's commitment to ASB. This mapping exercise should show resources used (or available), powers available, tools used and activities carried out in relation to ASB. They felt this would help to establish and show where and if further resources might be required. A mapping exercise may also identify areas where resources can be used more flexibly and be responsive to need. This should include those where we partially fund posts like for example the Student Liaison and City Centre Rangers.

The Panel also felt that this exercise may help identify and evidence areas where cost benefit analysis can be investigated. This being where a small investment can bring larger rewards in improved community cohesion and or reduction in ASB.

2.2.13 The Panel were interested to consider whether we are using all the tools 'in the box' to help to tackle and prevent ASB. The Panel felt that we do use a wide variety of tools across the Council to help to tackle and prevent ASB, example the use of legislative powers to the provision of support and assistance for perpetrators to modify their behaviour. We recognise that this a is large and complex picture and the mapping exercise would help to understand what is being used and whether practice can be shared more widely or effectively.

The Panel also recognised that the 'ability to resource' can also prevent the authority using some methods or tools, like for example: the Education Department told the Panel the greatest challenges in terms of securing impact and improvement are around funding and the implications on capacity and staffing. This is because many of the approaches focus on prevention and building capacity, this is then often about building positive relationships and that requires more resource than is currently available.

2.2.14 The Panel recommend to Cabinet that it:

- Carries out a Council wide mapping exercise to establish and provide clarity in relation to the ASB. It should include, but not be restricted to the governance, roles, resources, regulatory powers and other tools used (or available), use of the referral process and equity of services provided to the public. (R4)
- Look into providing resources to do more targeted work with primary school aged children that include ASB preventative matters. (R5)
- Completes more regular deep cleans of the City Centre particularly in and around the Quadrant Bus Station. (R20).
- Work with local businesses and the Business Improvement District (BID) with the aim of tidying up shop fronts and rubbish storage across the City Centre. (R21)
- Conduct regular 'walk throughs' of the city centre and communities across Swansea to see the locations through the 'eyes of the public' and to identify issues of concern. This should be done in conjunction with local ward members. (R22)
- Make representations to Police and Crime Commissioner's Officer asking them to consider grant funding on a medium-term basis (i.e., 3 yearly). (R24)

2.3 The Council and its partners are working together effectively to tackle and reduce anti-social behaviour in Swansea but the overall picture of services and support is confusing.

2.3.1 The Panel recognised that it is a complex and varied issue which often requires involvement of the Council, its partners, voluntary sector and the wider community to help address not only the incidents of ASB but in

endeavouring to prevent it from happening. It was made very clear from evidence gathered that success is based upon both the Council and partners taking a joined-up approach to tackling, preventing and addressing the causes of ASB.

2.3.2 The Panel agreed that not only a partnership approach is required but a much wider holistic approach, because, they heard, of the very complex nature of peoples situations, which one single organisation cannot deal with alone.

2.3.3 One example the Panel heard was from Social Services, who said without a partnership approach, they would not be able to reach the numbers of young people in the communities that they work with. The Panel were told about how they look to provide a wraparound service for young people and their families and partnership working is a priority in doing this. They gave the Panel examples of some of this work including, the Youth Service in Swansea which works in partnership with the Safer Swansea Partnership, CMET, South Wales Police forces, health agencies, and housing associations to identify areas of concern in relation to ASB across the local authority. When work is required, a targeted response is undertaken between agencies and responses have included workshops being delivered in school and youth clubs. The Panel were told that the focus of services must be supporting positive behaviours by working with the family and the community as well as in partnership with other organisations.

2.3.4 South Wales Police told the Panel that they believe the Safer Swansea Partnership and the whole approach nationally has matured over the last 20 years and that it now looks at the issues from a multi-agency problem-solving approach. They said some ASB issues are dealt with via Problem-Solving Groups (PSG) where partners attend and seek joint solutions to key issues. There is also an escalation process in place where matters can be escalated through to the Community Safety Board and ultimately to the Public Services Board should community problems present certain barriers that need a resolution.

<p>Example of Partnership working, South Wales Police</p>
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<p><i>ASB in Broughton Avenue, Blaenymaes. To counter an escalation of ASB in this area Operation Dunlin was devised which concentrated on diversion and enforcement. Part of the project involved diversion attempts run by Army recruitment and attempts to engage youths via a local boxing club. An extensive working group was set up which included representation from the Local Housing Association, Local Authority, ASB outreach workers, Mid and West Wales Fire Service (MAWWF) and the local Councillor in order to continue diversionary initiatives and interventions.</i></p>

The Panel were pleased to hear that South Wales Police felt there are solid governance arrangements in place to manage partnership activity and the relationship with the Basic Command Unit coordinators and local authority staff is operationally sound.

- 2.3.5 The Panel was of the view that the commitment to multi-agency partnership working is strong across Council Departments and were pleased see it considered in the future planning of services. For example, the Education Department said that multi-agency working is a key feature of the work of the Directorate. One area this was evidenced was the newly developed Inclusion Strategy which encompasses priorities for supporting vulnerable learners over the next three years. Within this they are committed to working in multi-agency contexts to consider and respond to community issues. They also told the Panel that by considering their responses to significant events such as the Mayhill riot, they have strengthened their practice accordingly.
- 2.3.6 Another example the Panel considered was from the Council's Housing Service who said that joint working is absolutely key in the work they do in communities. They work together to try and keep people safe from harm, to sustain tenancies and communities. This happens against the backdrop of the multiple challenges. They told the Panel that it is important not to lose sight of the proportion of tenants who are the most vulnerable in our society and sometimes have significant challenges in respect of their behaviour, this is often multi layered. They look to strike a balance in supporting those affected by ASB and to help those carrying out ASB to modify their behaviour to sustain their tenancy. They achieve this through working together across Council teams and by working jointly with others like for example the South Wales Police, Community Mental Health Teams, Pollution Control and Social Services, and any other organisation that can help.
- 2.3.7 The Panel was reassured from the evidence it has received that the Council does recognise the importance of, and is committed to, working in partnership with not only its statutory partners but voluntary groups and the wider community. The examples given were a few of the excellent actions that are happening, which the Panel felt should be praised and shared.
- 2.3.8 The Panel did however feel improvements could be made in some areas. For example, ensuring the consistency of approach to the public no matter what the housing tenure of those reporting it is. The Panel heard that there seems to be a different service depending on tenure. This has been highlighted relating to some services for Housing Association Tenants, Council tenants and private tenants/owners.

I did get a sense from listening to your previous evidence sessions that it does feel a bit like coastal residents are not benefiting from the same joined up approaches that Council tenants are able to benefit from in terms of Council services and statutory services.

Why is it not the same if you are housing association tenant with the same problem as others when contacting and working with the Council, i.e., for noise pollution or access to the out of our service. It feels like there is a triage that happens and the first question is, are you a housing association tenant? If the answer is yes, everything goes to housing association. We do not provide that service and it does not feel like there would be much point in resourcing three or four different help lines. I would be very interested in talking about

how we might contribute resources into that team in order to be able improve that. We do contribute financially to other local authorities, in order to be able to be able to manage that partnership better. We in Coastal would be very comfortable having a conversation about how we might financially contribute towards environmental health in order to be able to support that activity.
Coastal Housing Association

The Panel would welcome Cabinet discussing with Housing Associations the potential of increasing our levels of environmental service provision via contributions potentially made by Housing providers.

- 2.3.9 Housing Associations told the Panel that the perceptions many people have is that they have the same powers, resources or access to services as the Council, but do not. So, they said they would like to be part of working out, along with partners, a more consistent approach to tackling ASB.

The Panel heard from Housing Associations that there is much they do to deal with ASB but a lot they cannot address. They said sometimes residents can feel like they are in a 'tennis match' between the South Wales Police and/or the Council, saying that is a Housing issue and Housing saying it is a South Wales Police/Council issue. The representative from Coastal Housing said they would like to see a Strategic Forum developed to cut across organisational boundaries and help to tackle issues like this and unlock those barriers to improvement at a strategic level.

Feedback from service users is that messages are often conflicting between partners, i.e., stating that the ASB is a South Wales Police matter/ South Wales Police stating it is a local authority matter. This at times becomes frustrating for the service users who then stop reporting. Victim support

- 2.3.10 The Housing Associations did say they felt that at ground level, staff across the agencies work well together to tackle ASB. They also said their relationships with the South Wales Police on the ground are very strong and they work well but that more work strategically would be of benefit.

- 2.3.11 The representative from Pobl Housing Association said that the resident facing stuff works quite well. It is the supporting elements of holding all of the information and making sure it is getting to the right place, escalating what the barriers might be are where better solutions are needed. This could be for example, more action planning and strategy around cases.

Both Coastal and Pobl also said that the threshold for South Wales Police and other agencies to get involved is quite high and they find that most of their challenges are in that bit just beneath that threshold. Coastal said, *'it is never quite there but causes a massive concern to a wider range of people. It is clear that perpetrators are often very vulnerable, as are the victims, but it is a rare day when any of our safeguarding referrals meets the threshold for service or intervention from social services. Some people are living in severely distressing situations, and we are finding we are struggling to pull in statutory services'*.

2.3.12 Coastal Housing told the Panel that wider access to services and support often happens at a major crisis points, of which eviction is one of these. At this point a lot will coalesce around preventing a homelessness, as is right, but they told the Panel that we all need to get further 'up stream' of this happening. *We know a tenancy is looking like it is going to end for several months, if not years beforehand, so I would be keen to see how we might be able to case conference some of those at an earlier stage to prevent them getting to that crisis point.*

2.3.13 Coastal Housing thought a good way forward in improving collaboration would be for them, the Local Authority and other partners to come together in, for example, workshops where certain aspects like information sharing, consistency and services to residents can be discussed. She said, *'we need to get in the room and just work through all the different ways in which we are operating and let us see where we are working well and where we can improve'*.

The Panel felt that wider representation on the Public Services Board and Safer Swansea Partnership would help address some of the issues raised but also the development of a multi-agency forum where solutions to cross cutting themes and ways of working can be discussed. This would help find solutions to things like the 'tennis match' mentioned around responsibilities. The idea of working groups to address some of the 'sticky issues' like the small group of consistent ASB offenders was also raised.

The Panel were interested to hear about the potential of the co-location of ASB services recognising that it is already the case for South Wales Police and the ASB Co-ordinator. The Panel felt a partnership office where ASB services can work together across organisational boundaries would be of benefit because it can then provide real time problem solving and direct access to available resources. It would also encourage and support a wider partnership response addressing ASB.

The Panel thought a wider mapping exercise should be conducted across the Safer Swansea Partnership with the purpose of improving the understanding of each other's roles which will help provide clarity and consistency of approach to ASB for the service user and the public, this again would help to avoid the 'tennis match' response to the public, which was mentioned earlier.

2.3.14 The Panel recommend to Cabinet that it:

- Widen the current membership of PSB and Safer Swansea Partnership to include local Housing Associations. (R6)
- Investigate the potential of developing a partnership hub/office where services to ASB across organisations can be co-located. (R7)
- Work with partner organisations to improve the understanding of each other's roles in order to help provide clarity and consistency of approach to ASB for the service user and the public. This should include a map of the services and powers available across the partnership. (R8)
- Develop a Multi-Agency Strategic Forum where solutions to cross cutting themes and ways of working can be discussed. (R9)

- Cabinet look into the potential of Housing Associations contributing to some of our environmental services like noise abatement and fly tipping in order to increase their levels of service provision. (R19)

2.4 Better information about ASB needs to be easily available and accessible. The Council and its partners must communicate with and feedback to the public and/or victims.

2.4.1 The Panel considered the relationship with the public, how available and accessible information was about ASB, whether the public understand what it is, how to report it and whether feedback is made. The Panel also explored whether we use feedback from the public to improve the services provided.

2.4.2 How we as a Council are engaging and supplying information to the public in a physical format, as opposed to online, came out strongly from the evidence gathered. The inquiry found that information on ASB could be found online but little was available in a physical format.

The Panel felt there was a clear need to have key information available in a physical format and accessible in various locations. The ASB Co-ordinator said that although we promote events and information well through online media there is a large element of reaching people offline that needs to be looked at (outside of our normal engagement days).

Finding information on things is difficult.

I do not know what is being done to work on Anti-social behaviour, I am not online, so if things are promoted and they are online then there is a number of people who do not use these platforms...promotion needs a blended approach.

I think a more visible presence in the city centre of services is vital, not just South Wales Police patrolling but a combined group of services.... a help bus during the day or a visible glass office space. Also, information more easily accessible and promoted.

Aging Well Participants

The Councils Community Engagement Transformation Lead Officer said there was clearly feedback that came in with regards to the need for information to be available in physical format, as well as online. The idea of an information zone was raised and he told the Panel that this is something which is being worked on currently more widely in the Council and that they are launching a new engagement office for the local authority shortly, which will be in the National Waterfront Museum. The Panel were supportive of this project and would be keen to see what it could do around providing information in relation ASB and promoting and linking with the LGBTQ+, disability liaison, ageing well and the children and young people's work.

The Local Areas Co-ordinators (LAC) were also mentioned and the role they could play, especially with the reach they have into communities across

Swansea. The Panel asked whether they could be used more in disseminating information relating to ASB in to communities. The LAC Manager said that they are definitely a team that are able to, not only help it get information out in to the community, but also, they have significant relationships with people in the community and are able to take some of those views and bring them back into meetings and appropriate forums.

The Panel also heard about areas of good practice taking place in relation to communicating and feeding back to our customers in relation to ASB. For example, the Council's Housing Service provides information regarding ASB in relation to social housing which is made available at the Area Housing Offices (AHO) and on the Council's social housing webpages. ASB can also be reported through both of these routes. Information on ASB is routinely shared on social media too. They told the Panel that most ASB is reported directly to the AHOs during office hours and to the NSU out of hours. New tenants are provided with a handbook containing information on how to report ASB.

- 2.4.3 The issue of wider accessibility was raised and, in particular, the availability of key information in different formats including languages and easy to read versions. The Panel felt that key information giving contact details, how to report ASB and the ASB Case Review process should be available in more languages and accessible formats moving forward.

What was mentioned as one of the barriers to reporting was language, so perhaps if there are new arrivals within the Community, we can maybe work with partners in sharing things like starter packs, introduction packs and how to report issues in your own language. If these packs are given to new arrivals when they newly arrive, issues can be reported straight away rather than, rather than, the next day. Also, when you use terminology like ASB, not everyone is going to know what that is.
Fun Wong (Swan Gardens 50+ Project)

- 2.4.4 We found that it would also be beneficial to have a more targeted approach to engaging with some of our community members. We were told about and recognised the importance of ensuring we are considering our audience in order to engage effectively. As an example, when we spoke to young people, they told us they tend to use different ways to access information nowadays. They do not tend to look at say the Swansea Councils website but they commonly use Tik Tok or Instagram and other social media platforms. And as we have heard earlier that some older people prefer information in physical format. So, we need to ensure we are tailoring our messaging in order to reach a wider audience.
- 2.4.5 We recognised and welcomed the vast amount of excellent work that is happening every day in relation to ASB within the Council and by our partners, but we did find little evidence of this good work being widely known or shared. We found there to be little communication and awareness raising being done by the Council or its partners. The Panel would like to see more activity in communicating that work, not only around how we are tackling ASB

but the work that is going on by the South Wales Police, in schools, the youth service and others to prevent it happening in the first place and to support the most vulnerable in our society when faced with ASB.

- 2.4.6 The Panel were also of the view that it is essential as a Council that we help to change the narrative in, and people's perceptions of, young people by communicating positive stories and language. The Panel would like to see more good news stories published about young people and their activities in our communities.

The Panel considers the language that is sometimes used for young people like for example 'undesirable' or 'problem' unhelpful. They heard that it looks to victimise them, and we heard using these blanket terms can result in missing some of those who need help. It can also become a self-fulfilling prophecy for young people who are labelled. We felt it is vital that young people feel a part of the community, and when they are they are more likely to have positive behaviours within it. We were pleased to hear that a language guide is being developed through the contextual missing exploited and trafficked (CMET) Team's Youth Council in Swansea. The Panel agreed with officers who are working with children and young people when they said language as a powerful tool, and when it is not used appropriately it can be dehumanising.

- 2.4.7 The Panel felt that the Council's website and contents around ASB could be improved. It could potentially provide more information for the public, partners and other stakeholders in relation to ASB, the partnerships and the role the Council plays. We also felt it could also be used to help address the issues raised around perception of ASB and also be a tool for promoting positive stories and things that are taking place in communities. It could hold frequently asked questions section, how to report ASB, links to relevant help, the wider partnership, other appropriate Council webpages and other useful websites etc. It could also detail the Council/partnerships aims and objectives in relation to ASB, outline the five key principles and eventually how the Council is progressing against those (when that is available). We heard from the ASB Co-ordinator that there is lots of information on there on how to report anti-social behaviour but there could be more on how we are dealing with it.

- 2.4.8 The findings of the inquiry indicate the need to improve how we raise awareness of the ASB Case Review (previously known as Community Trigger). It was suggested that we might use that name change as a vehicle by which to progress this as a partnership. We heard from the ASB Co-ordinator that work has begun on this with a community engagement week event held in July 2023.

We agreed the Council's website should importantly detail what ASB Case Review is, how to apply this process, links and contacts for the public and also for stakeholders who need to understand what it is and how to advise their service user about it. Evidence from the inquiry shows awareness of the ASB Case Review is low, so promoting it via the website and other media

sources, also through offline formats and events will be important to improving this understanding.

We need to improve on, as a service and from a partnership perspective, the community trigger. About 8 years ago nationally the community trigger was launched, it is now called the anti-social behaviour case review. It was a way that members of public could put up get a review if they believe ASB has not been dealt with correctly. There is more work to do to put that out to the general public, to actually hold elements of us to account on certain areas where we have not done what we should have done at a certain time. So, there is a bit more work there for us all to do. South Wales Police

2.4.9 Feedback and hearing the voices of victims and reporters (and potentially perpetrators) of ASB and how we collect and use wider feedback was explored by the Panel. We did find that there are a number of mechanisms in place to feedback in many of our Council Services but this is not across the board. The Panel felt that feedback to those reporting ASB needed to be more consistent across all services dealing with ASB and ideally across all partners. We heard from South Wales Police that they have identified one of their key challenges as improving the 'feedback loop' and they are working to develop this.

The Panel were pleased to hear that in many of our Council services we do have well embedded mechanisms to ensure we are feeding back and using information gathered to improve future services. As an example, the Panel heard that in Council's Housing Services ASB cases are recorded on a case management data case, a primary case officer is allocated and that officer is the first point of contact and whilst a case is live will provide an ongoing dialogue in respect of case progression. Following closure of the case a telephone interview is conducted to explore the individual's experience, this information feeds also into service improvement, including direct feedback to individual officers and for shared learning and informing best practice.

2.4.10 The Panel recommend to Cabinet that it:

- Ensure that good feedback mechanisms for the public are in place across the Council and that we use that feedback to improve the services we provide. (R10)
- Consider and review accessibility to information about ASB in order to ensure ease of access. (R11)
 - Ensure key information is available in different languages, formats and in physical form.
 - That we look to have information available in various locations in the Council across the partner public locations.
 - Build on how we target information to suit those we are looking to reach i.e., young people.
 - Review the Councils website content in relation to ASB with a view to expanding what is available.
- Maximises the opportunities to raise awareness of ASB, in particular: (R12)
 - Publicise good news stories about work that is done by the Council.

- Communicate and raise awareness of young people's positive activities in the community.
- Look to influence and change the negative narrative and language used about young people in the media.
- Provide information and raise awareness of the ASB Case Review.
- Link up with the new Council's Community engagement office located at waterfront Museum.

2.5 The Council along with its partner organisations are working hard to address the underlying causes of anti-social behaviour.

2.5.1 The Panel recognise the importance of prevention and early intervention work and were pleased to see the amount of activity that is happening across the Council. We were encouraged by how the Council and its partners work across organisational boundaries to address the underlying causes of ASB.

The Panel agreed that prevention and early intervention was a key aspect for both the Council and its partners to focus upon moving forward. Recognising it is better for ASB to be dealt with at its early stages or for it not to take place in the first place. The Panel were keen that this inquiry shows its supports for improving social cohesion and the actions being taken to build upon early intervention and prevention services.

The South Wales Police Foundation - The Strategic Review of Policing in England and Wales - Taking Prevention Seriously: The case for a crime and harm prevention system
"The case for prevention makes intuitive sense. It is better to stop a bad thing from happening in the first place than to deal with the deleterious effects afterwards. Not only does this make intuitive sense, but there is also a strong evidence base showing that preventative measures can reduce harm at the individual and population levels in a way that is superior to later interventions and achieves wider economic and social benefits."

Whilst we recognise that dealing with the underlying causes of ASB is complex and requires a holistic and varied person-centred approach, it is vital that we work across organisational boundaries to use all the skills, tools and experience that affords. We were pleased to see this reflected in the Home Office ASB five key principles, where it says *agencies and practitioners will work across boundaries to identify, assess and tackle ASB and its underlying causes and we were keen to see this continuing to be built into the long-term strategy for future development of all services dealing with ASB.*

2.5.2 We heard as the nature of ASB is varied, so too are the causes and that one of the aims of the Safer Swansea Partnership is to improve the collective understanding of ASB in order to deliver a more informed approach to tackling the underlying drivers of demand.

2.5.3 We recognise and strongly support the wide-ranging work that is taking place within the Council services that are helping to address the underlying causes of ASB. Some examples were evidenced, including

- Evolve youth service take a targeted, voluntary approach, in creating early intervention opportunities that aims to deter anti-social behaviour. Evolve youth workers also deliver group work sessions with young people on becoming active members of their communities.
- Key objectives for education in relation to ASB as outlined in the draft Inclusion Strategy. It will have a strong focus on prevention by supporting school communities to build safe and healthy relationships. The three priorities that specifically focus on ASB are increasing attendance, promoting inclusion and supporting emotional health and wellbeing.
- In relation to preventing fly tipping, prevention is regarded as better than cure. It offers information and advice to those it regulates and seeks to secure cooperation avoiding bureaucracy and excessive cost using the three E's, Education, Engagement and Enforcement.
- This element of work for youth justice is preventative and across the board they work to address ASB at the earliest possible opportunity.

2.5.4 We also wished to highlight some of the good work of our partners in looking to address the underlying causes of ASB. A couple of the examples the Panel heard about include

- South Wales Police told the Panel that their role is to engage the community and to prevent and intervene in all forms of Anti-Social Behaviour. Their approach is intervention at the earliest opportunity and only moving to enforcement or other forms of ASB intervention when necessary. They stated that the causes of ASB with young people are complex and varied and offering only solutions that are based on enforcement will not necessarily address some of the causation factors.
- The Panel heard that the Coastal Housing Association aims for Coastal residents to live a life free from ASB and nuisance. They told the Panel are committed to a restorative approach to building and maintaining relationships between neighbours and communities, and in repairing relationships where necessary and work across with others to do this.

2.5.5 The use of Community Centres for all sections of the community was raised. We recognise that for whatever reason young people and some vulnerable adults under use these venues. The Panel felt that Community Centres should be just that, and more use could be encouraged for the benefit of all sections of the community.

I was involved with the drop-in centre, the Brunswick Church and that worked very well, on a Wednesday, Friday and the Saturday night, we would have at least 40 and up to 70 people in attendance. They were mainly homeless in one form or another and many had drug and alcohol dependencies. It was a place for them to go and something for them to do. I mean, we played drafts, cards, we sit down and talked. There does not seem to be anything like that within the city anymore. I am wondering whether that could be a means of prevention and tackling anti-social behaviour. Councillor Alan Jeffrey

The Panel heard from the YMCA representative that there is an issue of funding of community groups, but also how people can be supported in the Community to set up new initiatives providing a consistent service. She also

said what is also really challenging is finding a venue that will be willing to have youth clubs/activities. This may be down to negative perceptions around behaviour particularly in relation to young people.

- 2.5.6 Attitudes in communities to young people was raised consistency throughout the Panels evidence gathering. Particularly in relation to where young people gather and it is assumed that they are up to no good.

Young people are not wanting to cause fear or anti-social behaviour. They are hanging around in large groups because that is often how they feel safe. We need to breakdown these perceptions between older people and younger people. I think older people need to be understood by younger people, and also young people need to be understood by older people. And I think once that comes together it will break down a lot of the barriers. Could look at some intergenerational projects and forums that are combined with older people and younger people. Both need to understand the fears, the risks, and the barriers that each of those communities are facing this is something I believe the YMCA would be glad to help with. YMCA

The Panel thought more intergenerational work would be a good way to break down such barriers and helping older and younger people to develop an understand of each other's lives. We would be keen to see more of this type of work taking place and the council linking in more widely with organisations like the YMCA. We heard that some intergenerational work has been started to be planned and will include Evolve workers and part of the CMET team, it will also involve the communities and local Councillors.

The Panel felt that more access by young people to centres like Brynhyfryd Early Help Hub and Youth Club would be of huge benefit, but what was essential was the access to trained Youth Work support. The Panel agreed that more resources may be required to ensure that all young people across the City and County of Swansea can, if they choose, have access to such support. The Panel recognised the limitation on council resources but felt that this is key. The Panel were happy to see many activities made available by voluntary organisation and volunteers but felt the availability of trained youth workers was essential.

- 2.5.7 The Panel recommend to Cabinet that they:
- Work with partner organisations to improve the understanding of each other's roles in order to help provide clarity and consistency of approach to ASB for the service user and the public. This should include a map of the services and powers available across the partnership. (R8)
 - Look at providing resources to do more work with primary school aged children that includes ASB matters. (R5)
 - Develop a Multi-Agency Strategic Forum where solutions to cross cutting themes and ways of working can be discussed. (R9)
 - Looks to increase the number of Youth Workers in Swansea with the aim of every community across the City and County of Swansea having dedicated Youth Worker Support (R17).

- Look to further build upon the intergeneration work with young people and the older generation, both within the Council and with our voluntary sector. (R13)

2.6 The Council, its partners, communities and other stakeholders will need to work together to overcome wider challenges and barriers to improvement.

2.6.1 The Panel recognise the complexity of ASB and how there are many influences on how we progress and ultimately improve the services we provide. The Panel have therefore detailed, from the evidence gathered, some of the challenges faced by the Council and its partners in relation to ASB that have not been mentioned elsewhere in this report, including any suggested ways forward.

2.6.2 **Low levels of reporting of ASB incidents** was raised as an issue throughout the inquiry. The Panel wished to explore why this was the case and the potential consequences of it. Councillors were pleased to see it recognised and represented in 5 Anti-Social Behaviour Principles in the Home Office Guidance, where it says, '*encouraging the reporting of ASB, taking it seriously and adopting a restorative approach when dealing with it*'. It is hoped that this will help to consistently assist and drive organisations to encourage victims to report ASB.

The feedback from our service users is that messages are often conflicting between partners, i.e., stating that the ASB is a South Wales Police matter/ South Wales Police stating it is a local authority matter. This at times becomes frustrating for the service users who then stops reporting it.
Victim Support

We were interested to explore why people do not report. One of the main reasons we heard was a feeling that nothing happens when it is reported. We found that this may be down to the lack of feedback to the victim rather, than no action actually taking place. We would like to see all Council services and partner organisation have processes in place that enable feedback to reporters of ASB.

If reporting is not taken seriously or acted upon the trust may be lost, you go down this spiral of underreporting, not trusting the agencies involved and this can make the whole thing more difficult to deal with. Pobl Housing Association

Another reason that was mentioned was the time it can take and the frustration caused in trying to report it, as the Panel heard that getting through to South Wales Police 101 telephone line can be at times lengthy and that there is complicated form if you wish to report online. We would encourage South Wales Police to look at the resourcing of the South Wales Police 101 telephone line and to consider simplifying the online form, where possible.

While these reasons have been highlighted, we do also realise that there may be a whole array of reasons people do not report including their own vulnerabilities or situation and the fear of retribution.

I think what we get reported is just scratching the surface of what people are experiencing and that is something I think we can do more about certainly in terms of identifying where those issues are occurring across the different agencies. This would be particularly useful for targeting things locally, not just identifying where there are issues in terms of what is reported by the under reporting. Pobl Housing Association

2.6.3 Increase in ASB since the Pandemic. The Panel heard that there had been an increase in low level crime and/or nuisance since the pandemic. We heard that it tends to be the sort that does not meet South Wales Police or agencies thresholds for action but is still distressing for victims and communities.

We heard from Coastal Housing that one of their biggest issues is neighbour complaints into each other's conduct, noise, drug use, visitors, parking, pets. We were told that these are the persistent issues, they are often quite low level so the threshold is not met for action, but we recognise that they are not low level for the people experiencing them, for the people experiencing them it is still incredibly stressful. The Panel heard from Coastal Housing that it does feel like agencies might sometimes not treat the information from housing association staff as evidence or consider it as criteria for action or intervention, which can be frustrating.

The representative from Pobl Housing shared a report by about the impact of ASB on victims (Author Baroness Newlove) called ASB: Living a Nightmare - ASB Help Nottingham Trent University April 2019. It says:
It is disrespectful to hear ASB being referred to as 'low level crime', and that this description illustrates how ASB is often treated as a series of isolated incidents, rather than taking into account the cumulative effect that it has on its victims. Police and Council staff are failing to appreciate the cumulative impact of persistent ASB on its victims – with each incident being treated in isolation and the underlying causes being ignored. Police, local authorities and social housing landlords all have responsibility to tackle anti-social behaviour by working together to help victims. Too often, victims are being passed from one to the other and feeling as if no one is listening. The failure of Police, Councils and housing associations to advertise the Community Trigger and provide a cohesive response is a dereliction of duty to residents.

The Panel recognised the cumulative effect of what is considered as low-level crime can be extremely difficult for victims to live with. For example, Pobl told us that *'drug and substance misuse is a problem, not necessarily the high-level kind of serious cases you would imagine to be, i.e., cannabis use but we do often have quite a 'back and forth' with the South Wales Police where it is not a landlord issue but South Wales Police won't investigate as it does not meet their threshold'*.

We do also understand that it can sometimes be difficult or undesirable to address some low level anti-social behaviour through the courts. This is either because the burden of proof cannot be reached, or because it will not be in the public interest to do so. We therefore heard that civil or informal remedies are often favoured above criminal sanctions.

- 2.6.4 **Mediation** was mentioned as one such possible remedy. We heard from Coastal Housing this is a useful tool to assist those residents involved to listen to each other in a neutral space, so they are able to understand the impacts on each other, cooperate, compromise and hopefully reach agreement. It was mentioned that it can be complex and difficult to access some services/support and that this can be a contributing factor, particularly in terms of mental health, substance misuse, social care. Housing Associations told us that this feels like it is getting harder, particularly terms of eligibility thresholds.

I would love to see a time in Swansea where we are able to have highly trained restorative mediators to work working alongside all the partner agencies to be able to tackle those very difficult disputes. It can be an incredibly powerful tool that gets sustained outcomes. Coastal Housing

The Panel agreed with Coastal Housing when they said that it would be good if organisations could come together with a shared agenda looking at how we can get a trained group of restorative practice facilitators in order to get to that sticky group of challenges that is not meeting a threshold for any kind of help. So as Coastal Housing representative said, *'instead of us all doing our own thing we could we look at how we might do that together'*.

- 2.6.5 **School Attendance.** One of the key challenges identified by the Education Department was around low attendance, persistent non-attendance and a rise in behaviours leading to school exclusions. It is not just Swansea but a national issue, although Swansea is performing better than some currently local authorities in Wales. The Panel heard that attendance is still a high priority for improvement locally. An action plan to address this and engagement was in the latter stages of development at the time the Panel spoke to them. Although the Panel were told this is set against challenging budgetary constraints for both schools and the local authority. The Panel were also pleased to hear about the Inclusion Strategy that was being finalised which encompasses the priorities for supporting vulnerable learners over the next three years.

- 2.6.6 **Perception and expectations in relation to ASB.** The Panel found the issue of perception and the expectations around ASB mentioned frequently throughout the inquiry. Hearing the public perception of what ASB is, can vary. The Panel heard that public perception of ASB and the fear of crime is, and has always been, a challenge and does not always match with reality.

We heard that the South Wales Police historically have not published data that highlights successful intervention and support, which would inevitably provide the community with reassurance and confidence in how ASB is dealt

with. The Panel agreed with Wales Police when they said that this would be beneficial to improving that issue of perception vs reality. We did hear that South Wales Police alongside the ASB Co-ordinator conduct public engagement and information events like White Ribbon Day, this helps them get an idea of what the perception in relation to crime at that time.

I would just like to say that to be perfectly honest, a lot of older people feel very, very vulnerable, especially in the evenings, walking around in Swansea and in the local areas, because we just feel that there is no one around and we do not know where to go to if we need help. For older people, I do think that this issue really needs to be looked at. Aging Well Member

The clash between perception and reality came out most strongly in relation gatherings of young people. The perception that if there is a gathering of young people for whatever reason that they are always up to no good. We heard that young people found this most upsetting and those services and organisation working with young people raised it as a problem. Councillors agreed that there needs to be more understanding across communities about young people and how communities engage with each other. We heard from social services that the next steps are to develop an understanding of what they do that causes most upset in communities. Also, awareness raising was needed and the encouragement of a positive narrative on the issue, it is important young people are seen as part of the community.

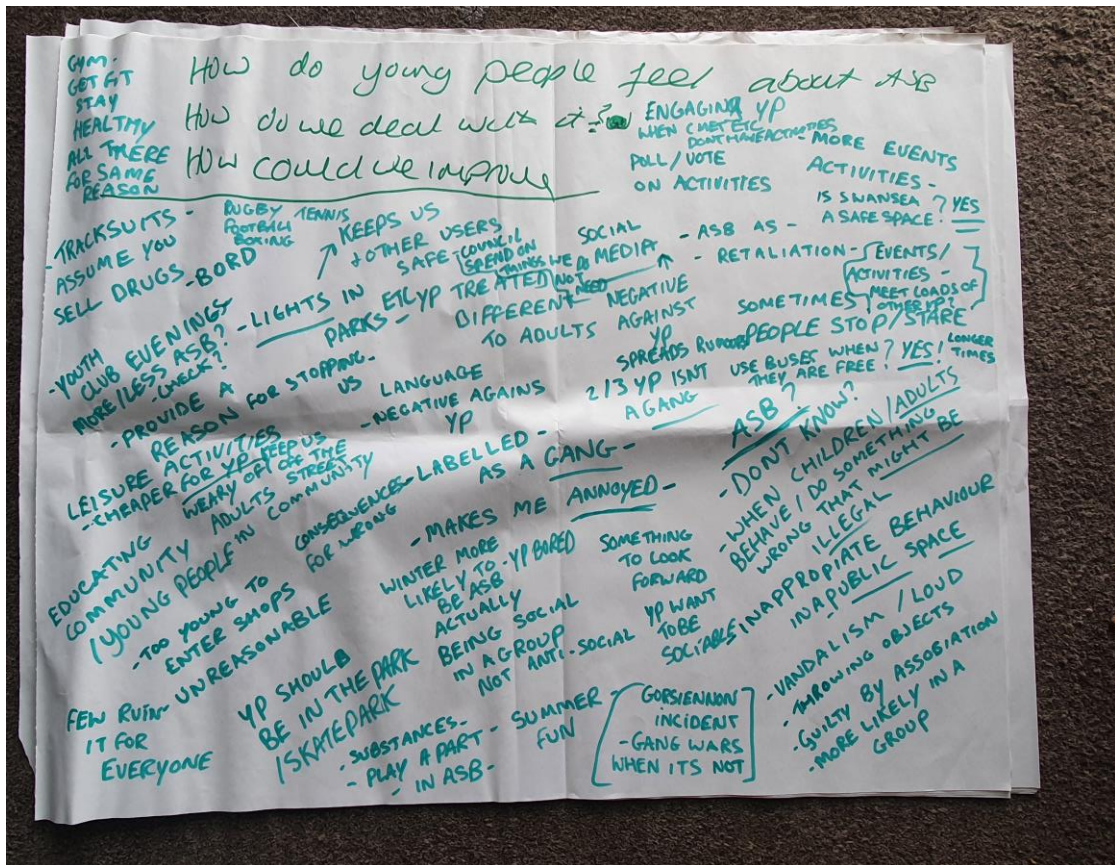
The Panel heard that the Council's Children's Rights and Participation Officer is undertaking preparation work with the young people with a view to setting up a Youth Forum to consider the perception of the young people in the community to address and negatives.

The Panel heard that all young people want is somewhere safe, light, ideally with Wi-Fi, where they can sit down and be with their friends. The Panel agreed with the Head of Care Services when she said there are opportunities for us to strengthen our community work together and this does necessarily mean we need statutory partners putting in substantial amounts of resources.

2.6.7 Young People Views. After speaking to young people at an inquiry specific engagement event the Panel wanted to include a section of the report dedicated to what they thought was an extremely useful and beneficial session. They were impressed with knowledge and commitment of the young people who attended. Some of issues raised by Young People include:

- Need more places to go for young people that are safe. Youth clubs open more, leisure centres etc.
- Need to educate PCSOs to understand what it is like to be a young person.
- More help for mental health.
- All young people labelled the same, as problem, it is only a small number that cause the problems.

- Need to better educate adults in community, PCSO and others so the deal with young people fairly, so they can feel safe and respected.
- Tell young people more about what they can as well as cannot do i.e., educate us on things that affect us like scooters.



One of the Flip Charts completed by Young People at ASB engagement event on 9 May 2023

- To reach young people put things out on the right social media like snapchat, Instagram and Tik Toc.
- More could go out on the youth clubs media accounts.
- People always look at the bad stuff about young people but what about all the good stuff.
- ASB often adults do it with young people experiencing it.
- No enforcement at the Quadrant Bus Station so YP feel intimidated, can the city centre rangers, PCSO's do more there.
- Feel safer in their communities, do not feel safe in city centre or on buses.
- Littering a real problem in Swansea.

2.6.8 **Designing out ASB.** This was only raised briefly within the evidence gathering, but the Panel felt it should be mentioned as it was a useful tool that is and can be used. The Panel heard that modern building practices on large projects can help 'design out' ASB. The careful attention to the planning of towns, buildings and housing estates can help reduce crime. It is well documented that good planning and design have a key role to play in reducing crime and then also people's fear it. The Panel recognised that

'Designing out Crime' is considered to be an important part of the planning function.

- 2.6.9 **Monitoring and measuring ASB.** The Panel agreed that there is a need to ensure that the right data is collected that can measure and monitor ASB fully and correctly to form a base for future financial and service decision making, not only for the Council but also its partners.

There needs to be data that can be interrogated so that underlying trends can be fully recognised and resources targeted. Pobl Housing

It was recognised that ASB data was predominantly based on South Wales Police information. ASB data is monitored and collated via the South Wales Police NICHE system. Niche allows for data to be collated and analysed for any developing trends. The ASB Coordinator has direct access to this system in order to update, endorse, process referrals and run reports to analyse specific trends, hotspots and perpetrators. It was felt that although this data is useful it does not always provide a wider picture of ASB. The low reporting rate and involvement of other agencies who may deal with issues without raising a referral can make the data unrepresentative of the true picture of ASB in Swansea. For example, we heard from social services the challenge was that the concept is large, and behaviours considered anti-social can be broad and wide ranging and of different levels and severity. Capturing data can therefore be difficult to collect and pinpoint.

I think if I were to propose one thing that would be particularly useful is some kind of wider partnership analyst type role or resource or things that we can all contribute to understand better what that data is in Swansea and how we can react to it locally. Pobl Housing Association

The Panel were told that, for example, the quantitative data received by CMET provides little context to the type of worries in areas or communities; and anti-social behaviour reports are often different depending on the communities the teams are working within. To be able to target early prevention, it is important to understand what the anti-social behaviour looks like. Similarly, in YJS the qualitative information is not received until the young person is on a stage 2. This could mean there is the potential to be missing opportunities to deliver sessions in schools and in groups at much earlier stages. The Panel were told that ASB is a broad term that incorporates a vast range of behaviours, by categorising in this way it can be difficult to respond to specific worries and often the opportunity to tackle specific concerns is missed.

The Panel felt that good comprehensive data collection would help us all target resources and plan future services far better, both as individual organisations and as a partnership.

We heard from the Housing Associations that there has also been some complexity around data sharing agreements within the world of ASB and safeguarding. They said that this is incredibly sensitive data that really needs

to be held with the highest level of confidentiality and they explained how they have struggled in the past in terms of some getting to a place where they just see the data they need to and not the data that is related to residents of other housing associations or elsewhere.

The Panel found that some partners were experiencing difficulty regarding data sharing protocols and confidentiality. Effective data controls for data sharing should form part of the wider mapping exercise that the Panel recommends takes place in relation to ASB governance. The Panel recognised data must be processed and shared within the confines of the law and would encourage all partners to ensure they have agreements in place and are they are up to date.

2.6.10 **Online world impacts on young people.** The Panel shared the collective concerns of CMET, YJS, Evolve and early help teams who are worried about how the online world impacts on young people including the online influences of social media and the response to ASB. For example, Facebook community groups can escalate issues significantly. They heard, for example: Under section 49 of the Children and Young Person Act 1933 there is an automatic restriction on reporting information that identifies or is likely to identify any person under 18 who is involved in youth court proceedings. Despite this children are often identified online; this is difficult to monitor however it has a significant impact on restorative work and also has a detrimental effect on a child's wellbeing.

We asked whether all those involved with children and young people including families understand all the online influences experienced and how to keep them safe online. The Panel heard inappropriate online content can be difficult to monitor. Internet challenges are different and they change very quickly.

The evidence suggests the need to develop 'digital resilience' among young people. If young people know what to look out for, they can avoid things that do not seem right. Teaching the difference between healthy and unhealthy relationships and give young people the tools to spot warning signs and get out of potentially harmful situations is vital. The Panel heard that services must keep a focus on the young person and supporting positive behaviours by working with families and the community.

We were pleased to hear about the project to *support schools with understanding and preventing extra familial harm*. The Panel heard that the feedback from the initial school work (as part of contextual safeguarding approach and work that the youth service has co-ordinated) has been successful and schools have been asking for this to be rolled out further using this multi-agency approach, utilising the skills and commitment of our partner agencies. The intention has been to roll this out across Swansea; however, all agencies are experiencing resource issues that could impact on this being delivered across all areas. We would like to see this developed and continued to be rolled-out across all schools in Swansea.

We also recognise the wider work being done by Contextual Missing Exploited and Trafficked and Evolve will help in building children and young people's resilience to the online threat.

2.6.11 **Complexity of people's lives.** We recognise that it is important to understand the often-complex situations of both victims and perpetrators of ASBs and how important it is to deal with people in a holistic manner using all the skills agencies have that can help.

South Wales Police told the Panel that, for example, the vast majority of cases ASB where it involves young people are committed by a nucleus of individuals who are well known to services. Their lives are complex, and the interventions put in place also span a number of partnership services and their peer influence can be significant.

We heard from Housing that as a social landlord the objective to support people to sustain their tenancies and to help create communities which are safe and secure. They said some tenants have complex needs and present challenging behaviour. They work closely with those tenants and with other services as appropriate, in an effort to modify that behaviour. Engagement is often challenging and it is complex and influenced by many different factors. The Panel were pleased to hear that Housing will engage with people in whatever way works for them and by accessing services of partners to support that.

What we see and what can be difficult, is the small cohort of people who are transitioning in and out of supported housing, in and out of general needs, in and out of prison, in and out of mental health institutions or detox or rehab. It does not feel like the right thing has been designed for and/or works for this group of people across the services. It is quite a small group in the number, but they are costly to services and costly to their lives. They are not getting what they need in terms of a therapeutic intervention. And I think the model for them has yet to be designed. Coastal Housing Association

The Panel heard that some individuals may have experienced adverse childhood experiences which can lead to substance dependency, mental health issues, chaotic lifestyles etc. Individuals with complex needs can be victims themselves and vulnerable to coercion, cuckooing and exploitation. We heard that the Council works both locally and at a strategic level to ensure the right support and advice is available to such individuals whilst also trying to minimise the impact of their behaviour on the wider community.

We heard from Coastal Housing that many of the causes of ASB are much bigger than they or any social landlord can solve. Indeed, they felt that the Council is more able to exert influence over some of the wider issues like poverty, social inequality, childhood trauma, institutionalisation, trauma within systems, you know, prisons, criminal justice, mental health and looked after children.

Coastal Housing Association told us they use an ASB risk matrix which helps determine vulnerability and risk. This is key to determining what is the most proportionate response in this situation and to understand the real impact. They said it would be interesting to see if there was a way using this so there is more consistency across services.

2.6.12 **Engaging with support.** Panel members heard that as much as individuals are encouraged to engage in support and prevention work, this is all voluntary. The anti-social behaviour process is not able to enforce statutory involvement with services.

2.6.13 The Panel recommend to Cabinet that it:

- Ask the Safer Swansea Partnership to investigate how to improve levels of reporting of incidents of ASB including asking South Wales South Wales Police to consider its response times in relation to the 101 non-emergency line and to simplifying the online reporting form. (R14)
- Investigate the possibility of developing a multi-agency mediation resource. (R15)
- Look to counteract the negative 'online world' impacts on children and young people by (R16)
 - continuing to build on and share the expertise and information available.
 - Resource the CMET training that will support schools with understanding and preventing extra familial harm.
 - Consider extending this training to Gower College and to others who work with young people.
- Work with Community Centres to encourage more use of facilities for/by young people and vulnerable groups. (R18)
- Develop and build upon appropriate data collection process in order to help plan future service provision and monitor effectiveness of strategies used. This monitoring process should be linked to the ASB Home Office 5 key principles (once they are formalised). (R23)

3.0 RECOMMENDATIONS

The Panel commends Cabinet to consider all issues and ideas raised by this inquiry and, in particular, the recommendations set out below.

The Panel recognises that the Authority

- (a) will need to ensure that any subsequent actions are legal and meet the requirements of any relevant legislation.
- (b) has a responsibility to make the best use of limited resources and that any additional costs will need to be considered carefully as part of the annual budget setting process.

The Panel has kept these principles in mind in the course of its investigations.

Recommendations

Cabinet is asked to consider those recommendations that they are directly responsible for, but also make representation on behalf of the Council, where agreeable, in support of any recommendation that would require action from others, such as the Safer Swansea Partnership.

The Panel recommends that Cabinet:

- R1. Investigates options for appointing an independent chair for ASB Case Reviews and then put most appropriate option put in place. This should be done as a matter of urgency.
- R2. Continues to build upon and embed the five key ASB Home Office principles into the work of the Council.
- R3. Looks at devolving the Community Protection Warning / Community Protection Notice powers to Housing Associations, with consideration being given to their use by other partners.
- R4. Carries out a Council wide mapping exercise to establish and provide clarity in relation to ASB. It should include, but not be restricted to the governance, roles, resources, regulatory powers and other tools used (or available), use of the referral process and equity of services provided to the public.
- R5. Looks into providing resources to do more targeted work with primary school aged children that includes ASB preventative matters.
- R6. Widens the current membership of the Public Services Board and Safer Swansea Partnership to include local Housing Associations.
- R7. Investigates the potential of developing a partnership hub/office where services to ASB across organisations can be co-located.
- R8. Works with key partner organisations to improve the understanding of each other's roles in order to help provide clarity and consistency of approach to ASB for the service user and the public. This should include a map of the services and powers available across the partnership.
- R9. Develops a Multi-Agency Strategic Forum where solutions to cross cutting themes and ways of working can be discussed.
- R10. Ensures that good feedback mechanisms for the public are in place across the Council and that we use that feedback to improve the services we provide.
- R11. Considers and reviews accessibility to information about ASB in order to ensure ease of access.
 - Ensure key information is available in different languages, formats and in physical form.
 - That we look to have information available in different locations in the Council across the partner public locations.

- Build on how we target information to suit those we are looking to reach i.e., young people.
 - Review the Council's website content in relation to ASB with a view to expanding what is available.
- R12. Maximises the opportunities to raise awareness of ASB, in particular:
- Publicise good news stories about work that is done by the Council.
 - Communicate and raise awareness of young people's positive activities in the community.
 - Look to influence and change the negative narrative and language used about young people in the media.
 - Provide information and raise awareness of the ASB Case Review.
 - Link up with the new Council's Community engagement office located at waterfront Museum.
- R13. Looks to further build upon the intergenerational work with young people and the older generation, do this in conjunction with the voluntary sector where appropriate.
- R14. Asks the Safer Swansea Partnership to investigate how to improve levels of reporting of incidents of ASB including asking South Wales Police to consider its response times in relation to the 101 non-emergency telephone line and to simplify the online reporting form.
- R15. Investigates the possibility of developing a multi-agency mediation resource.
- R16. Looks to counteract negative 'online world' impacts on children and young people by
- d) continuing to build on and share the expertise and information available.
 - e) resource the Contextual Missing Exploited Trafficked Team training that will support schools with understanding and preventing extra familial harm.
 - f) consider extending this training to Gower College and to others who regularly work with young people.
- R17. Looks to increase the number of Youth Workers in Swansea with the aim of every community across the City and County of Swansea having dedicated Youth Worker Support.
- R18. Work with Community Centres to encourage more use of facilities for/by young people and vulnerable groups.
- R19. Looks into the potential of Housing Associations contributing to some of our environmental services like noise abatement and fly tipping in order to increase their levels of service provision.
- R20. Cabinet ensures more regular deep cleans of the City Centre particularly in and around the Quadrant Bus Station.

- R21. Cabinet work with local businesses and the Business Improvement District (BID) with the aim of tidying up shop fronts and rubbish storage across the City Centre.
- R22. Cabinet carryout regular 'walk throughs' of the city centre and communities across Swansea to see the locations through the 'eyes of the public' and to identify issues of concern. This should be done in conjunction with appropriate officers and local ward members.
- R23. Develops and builds upon appropriate data collection processes in order to help plan future service provision and monitor effectiveness of strategies used. This monitoring process should be closely linked to the ASB Home Office 5 key principles (once they are formalised).
- R24. Make representations to Police and Crime Commissioner's Officer asking them to consider grant funding on a medium-term basis (i.e., 3 yearly).

FURTHER SCRUTINY NEEDED

As well as our recommendations for Cabinet we have also come across an issue that we feel requires further scrutiny. We propose to the Scrutiny Programme Committee, therefore, that it considers adding examination of the following topic to the Scrutiny Work Programme:

- Youth provision in Swansea including the provision and current issues like preventative work, funding and the difficulty in recruiting qualified youth workers.

ACKNOWLEDGEMENTS

The Panel is very grateful to everyone who contributed to the inquiry.

The Panel would, in particular, like to thank the following people for all of their help and for the information provided.

South Wales South Wales Police
Coastal Housing Association
Pobl Housing Association
Young People and Youth Workers at Brynhyfryd Early Help Hub Event
Cabinet Members: Alyson Pugh, Hayley Gwilliam, Louise Gibbard and Andrea Lewis
Council Department's including Education, Social Services (including CMET, YJS and Evolve) and Place
Anti-Social Behaviour Co-ordinator
Local Area Co-ordination
Community Engagement Transformation Lead Officer
Aging Well representatives
LGBTQ+ Forum representatives
Disability Forum representatives
Black Minority Ethnic Communities Forum representatives
Swansea Against Business Crime representative
Business Improvement District (BID) representative
City Centre Manager
Swansea Council for Voluntary Service (SCVS)
Urban Foundry Ltd representative
Mumbles Traders representative
Victim Support written submission

ABOUT THE INQUIRY PANEL

The **Anti-Social Behaviour Scrutiny Inquiry Panel** is a team of Councillors who are not members of the Cabinet, appointed by the Council's Scrutiny Programme Committee. Inquiry Panels will examine a strategic issue of concern and make recommendations about how policies and services can be improved.

Members of the Panel

Terry Hennegan (Convener)

Sam Bennett

Adam Davis

Mike Day

Victoria Holland

Yvonne Jardine

Alan Jeffrey

Matthew Jones

Mary Jones

Cheryl Philpott

Brigitte Rowlands

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The inquiry was supported by Michelle Roberts from the Council's Scrutiny Team.

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Agenda Item 8.



Report of the Cabinet Member for Economy, Finance & Strategy

Cabinet – 21 December 2023

Revenue and Capital Budget Monitoring 2nd Quarter 2023/24

Purpose:	To report on financial monitoring of the 2023/24 revenue and capital budgets, including the delivery of budget savings.
Policy Framework:	Budget 2023/24. Transformation and Future Council
Consultation:	Cabinet Members, Corporate Management Team, Legal and Access to Services.
Recommendation(s):	It is recommended that Cabinet: <ol style="list-style-type: none">1) Notes the comments and variations, including the heightened material uncertainties around equal pay provisions, set out in the report and the actions in hand to seek to address these.2) Approves the virements and the use of the Contingency fund as set out in 3.2 and the Inflation provision as set out in 4.3 subject to any further advice from the S.151 officer during the year.3) Reinforces the need for all Directors to continue to minimise service spending in year, providing clear recovery plans where they are overspending, recognising that the budget overall is currently balanced only by relying on future (but far from wholly assured) reimbursement from Welsh Government, centrally held contingency budgets and increasingly reserves.4) Recognises that directorate cost overspends must be absolutely minimised, through recovery plans, given the proposed material pay provision, in current year by targeted recovery action with a clear expectation of 'tough' rebasing choices to achieve a balanced budget for the 2024/25 budget round.5) Note the indicative overspend in 6.1 with further actions to be confirmed in subsequent quarters once it is clearer as to the likely final cost of the equal pay award provision.
Report Author:	Ben Smith

Finance Officer:	Ben Smith
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Background and Introduction

- 1.1 This report details forecast variations from the agreed budget for 2023/24.
- 1.2 In respect of Revenue Budgets, this report provides a consolidated forecast, which combines:
- projected variations in relation to budget savings agreed by Council in March 2023
 - Variations arising from other service pressures not directly linked to specific savings plans (e.g. increased service demand, price and pay inflation, increased, but most often unfunded, regulatory obligations and burdens from both UK and Welsh governments)
- 1.3 The report includes comments from Directors in relation to the variations highlighted and the action that is in hand or proposed as appropriate.
- 1.4 The implementation of Oracle Fusion delayed Quarter 1 reporting by one monthly cycle but the system is now working sufficiently well enough to give assurance to the S.151 Officer that the finance and performance reporting process is working in line with previous expectations and timescales. The remaining issues are considered not fundamental to the core budget monitoring and reporting on the financial position.
- 1.5 There is also, as members will be aware widescale reporting of financial pressures especially in England. Risks are growing for the whole of local government and whilst the Council has high earmarked reserves, with an equally ambitious set of spending plans to match, it has especially low General Reserves already at the absolute minimum of acceptability to the S.151 Officer. In line with all other councils, it is now rapidly reviewing once again equal pay claims and potential liabilities. At this stage, prudently, a new pay liability, tentatively priced at £15m is included in the projections. Even if it were proven fully needed (and it is indeed contingent on other events first before being wholly assured), it can be afforded, albeit with consequences (by reducing options for other spending elsewhere) and is proposed to be fully covered by an equal pay provision created and charged in the current year on the recommendation of the S.151 Officer.

2. Revenue Outturn Forecast Based on 2nd Quarter Position

- 2.1 Appendix 'A' to this report details the approved Revenue Budget for 2023/24 and the forecast variation at this time.
- 2.2 Other than projected variations on Directorate expenditure, it is still too soon to confidently forecast final variations that may arise on some significant Corporate items, including the level of Council Tax collection (which posted a small surplus in 2022/23 of £32k). At present, break-even is assumed, but there may be some

scope for a repeated surplus given a very prudent (lower) level of collection rate was set for 2023/24.

2.3 The overall Directorate position is summarised below:-

DIRECTORATE

	FORECAST VARIATION 2023/24 £000
CORPORATE SERVICES	-35
FINANCE	-656
SOCIAL SERVICES	2,312
EDUCATION	465
PLACE	3,656
<hr/>	
NET SERVICE EXPENDITURE	5,742

2.4 Directors' comments on the above variations are shown at Appendix B.

2.5 Within the *Successful and Sustainable Swansea Corporate Transformation Plan*, work continues to develop service delivery plans linked to savings targets and prioritisation of services. This includes the cross-cutting nature of new reviews as well as the completion of current in-flight reviews.

2.6 The table above shows an estimated service overspend for the year of £5.742 million but this will ultimately be influenced by the final pay award once implemented.

2.7 Services are now operating business as usual but there will be an ongoing impact from Covid for example where income levels have not recovered fully.

2.8 Service variations currently assumed the existing local government pay offer will be implemented as is at some point (an average 7% pay award but with wide variations between grades). The pay offer from the Employers remained a flat rate £1,925, which was fully budgeted for, but some Trade Unions were in dispute with national employers. The pay deal has now been accepted by a majority of unions and has been implemented and paid after the cut off point for this second quarter forecast but before the time this report is being considered at Cabinet. Vehicle fuel costs are already feeding into reported forecast overspends in some areas (home to school transport and bus services support) and these are reflected where known but remain volatile. Whilst in year energy costs are being closely monitored and assessed to remain afforded within reasonable tolerance of the overall budgets set for the current year, because of material and **one-off** earmarked use of reserves to provide for **one-off** enhanced central inflation budgets, the position remains extremely volatile and challenging for new energy forward purchases and will undoubtedly be a very significant burden on future year base budgets (£millions).

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

- focus on a range of corrective actions,

- targeted immediate spend minimisation and deferral action,
- strict spending control on **all** vacancies and contracts,
- a continued reminder that **no Responsible Officer is authorised to overspend their budget in line with Financial Procedure Rules**,
- consequently, that Directors must work closely with Cabinet Members and the Corporate Management Team to contain, reduce, defer, and delay spending as far as possible, having due regard, to existing agreed budget and political priorities to nonetheless seek to limit service spending,
- to agree credible recovery plans where there is current overspending and for these to be shared and agreed with the Chief Executive and S.151 Officer for assurance purposes,
- whilst recognising that the overall spend pressures are near wholly post-Covid, inflation or pay award and now pay risk related and that reserves were bolstered to temporarily assist with some such pressures.

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

- £20.330m was set aside mostly **one-off** to meet any significant inflationary increases arising in year, specifically for the increased energy costs. Given the overall financial projection at this stage, it is proposed by the S.151 Officer that any residual sum be earmarked as a compensating funding mechanism for part of the new equal pay provision.
- Use of the Contingency Fund as detailed below.

3. Contingency Fund Provision for 2023/24

3.1 The Contingency Fund budgeted contribution was set at £6.118m contribution for 2023/24 as set out in the budget report approved by Council in March 2023. There was no balance brought forward from 2022/23 as the Contingency Fund was fully utilised, so the total available for use in 2023/24 remains at £6.118m.

3.2 The current potential calls on the Contingency Fund for 2023/24 are:

Contingency Fund 2023/24	2023/24 (£m)
Budgeted contribution for year.	6.118
Funding Agreed deferred specific savings as per Council decision 2 nd March 2023	-0.901
Corporate Services Items - various one-off items reflecting known cost pressures (inc. coroners costs, card processing fees) – to be addressed in base in future years	-0.330
Corporate Services – Auditel costs to improve hybrid meeting functionality/stability	-0.027
Corporate Services make good slight shortfall on already agreed Recovery Fund Scheme to support occupational health expansion	-0.018
Potential legal costs – litigations and mitigations	-0.500
Place Services additional costs as per Exempt Cabinet Decisions in year – Regeneration	-0.825
Defibrillators – additional roll out	-0.075

EMS vehicle costs	-0.005
Car Parks extended offer on pricing tariffs	-0.850
Part contribution for new Equal Pay Provision	-2.587
Balance 31st March 2024	0.0

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

As at 1st April 2023 the balance of the Restructure Reserve was £2.8m, however on 20th April 2023 Cabinet agreed the use of £2.433m of this for the Workforce and Digital Transformation programmes, leaving a balance of £0.367m to contribute toward ER/VR or other cost risks that may arise in 2023/24. The S.151 Officer remains satisfied that this is sufficient for 2023/24 taken in conjunction with the balance on contingency this year to fund such costs. The final costs of ER/VR will only be known towards the end of the year once all management actions re savings proposals etc are implemented. At this stage it is assumed that all ER/VR costs will be able to be contained either within Services or from existing earmarked reserves.

Based on current forecast the S.151 Officer proposes to utilise the current year forecast underspend on the Contingency Fund of up to £2.587m to provide additional mitigation, together with the forecast unused element of the inflation provision of £3.649m (some £6.236m in total) toward the potential equal pay risk provision.

The one-off nature of the funding sources cannot be understated, the excess unbudgeted base costs will impact directly and significantly on the base budget pressures for 2024/25 and do not solve the inflationary pressures, merely defer most of the problem a year.

However, the S.151 Officer proposes to reserve his final position on the recommended levels of use of the Restructure Reserve and Contingency Fund until the absolute success or otherwise of reducing the forecast overspend is known at year-end.

- 3.3 The current indication is that, for 2023/24, there needs to be continued targeted mitigating action and delivery of savings proposals to help reduce the overall overspend. It looks inevitable as this early stage that some draws from contingency and earmarked reserves will be needed to achieve a fully balanced budget for the year, but this was somewhat anticipated and led to the material bolstering of earmarked reserves at outturn and the enhanced **one-off** central inflation provision. Any inroads to net spending will reduce the necessary draw from reserves and increase the amount of reserves available to carry into 2024/25.
- 3.4 The action being taken includes working through existing plans on an accelerated delivery basis:
- Management and Business Support Review: ongoing review of the management structure across the Council and future requirements given the

Council's priorities, future challenges and the changing nature of the role of managers.

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

3.5 It should be noted that at this time, although the Council continues to pursue VAT related claims when applicable, there is NO certainty of windfalls from VAT refunds, or any other external source being received in the current year.

4. Inflation Provision 2023/24

4.1 The 2023/24 budget includes a provision of £20.330m for both inflation (£19.330m) and the Apprenticeship Levy (£1m). This was increased specifically because of the levels of general inflation forecast for 2023/24 and because of the unprecedented energy price rises.

4.2 The Apprenticeship Levy funding will be wholly needed for the Levy this year, with no underspend available to fund service overspending.

4.3 The current potential calls on the Inflation Provision are as follows:

Inflation Provision 2023/24	2023/24 (£m)
Budgeted contribution for year.	19.330
Social Care Energy Costs	-1.000
Education Home to School Transport Costs	-1.000
Schools Energy Costs	-6.000
Council as Corporate Landlord Energy Costs (Including Street Lighting)	-6.000
Community Groups Energy Costs support	-0.250
Freedom Leisure Energy Costs support	-1.021
Wales National Pool Energy costs support	-0.200
Arena Energy Costs support	-0.210
Balance 31st March 2024	3.649

5. Savings Tracker 2023/24

- 5.1 Since the onset of the COVID pandemic, the service savings built into the annual budget have not been specifically and separately monitored. As the budget has been underspent in each year then the savings have been assumed to be met.
- 5.2 As the operation of the Council is now back to “business as usual” the monitoring of specific savings has resumed. In line with the monitoring process pre-pandemic, each Director monitors and reports on progress of individual savings. A summary of this progress is attached at Appendix C.
- 5.3 The summary shows that against a savings target of £21.9m, £16.6m or some 76% is forecast to be achieved by the end of the year.
- 5.4 In addition to the list of savings deferred one year at Council in March 2023, any minor previous savings proposed funded temporarily in year from contingency as part of Cabinet budget monitoring reports will be treated as equivalently deferred and removed from the target.

6. Revenue Budget Summary

- 6.1 The position reported above reflects the best-known current position and shows a net £5.742m shortfall in service revenue budgets. This is as a result of pressures mainly in the care sector and home to school transport.

Summary

	£'m
Service Forecast overspend	5.742
Estimated equal pay provision	15.000
Less Mitigating	
Inflation provision earmarked for estimated equal pay provision	-3.649
Contingency Fund earmarked for estimated equal pay provision	-2.587
Capital financing underspend exceptionally not added to Capital Equalisation Reserve	-7.000
Net overspend forecast, currently met by additional draws from reserves	7.506

- a. Corporate Management Team have reinforced the expectation that both service and overall net expenditure **must** be, contained within the relevant limits of the current year budget as set by Council, and certainly within any agreed level of tolerance set by Cabinet on the advice of the S.151 Officer.
- b. Included in the projected budget for 2023/24 for other corporate items are capital finance charges. At this stage there is a likely £7m minimum underspend on capital finance charges and any underspending here will now be required to help fund the equal pay provision and thus will **exceptionally**

not be available to add to the Capital equalisation Reserve this year. This will be reviewed and updated during the year as emerging capital demands and equally slippage arise. The implemented capital financing strategy was formulated to smooth the impact of the implementation of the revised MRP policy whilst also taking advantage of drawing down long-term borrowing at historically low interest.

- c. There continue to be risks around general inflationary pay and price pressures this year and for future years, including increases to the National Living Wage which will significantly impact contractors to the Council in some service areas next year. It will also put further pressure on the lower end of the current local government pay spine in future years. There is finally resolution to the 2023/24 national local government/teachers' pay awards, but attention will already be turning to next year's pay negotiations which will continue to be dominated by affordability issues on one hand with persisting, albeit likely falling, inflation and the impact of the rise in the Real Living Wage.
- d. Detailed monitoring of budgets will continue and will be reported to the monthly Departmental Performance and Financial Management meetings.
- e. It remains imperative that sustainable base budget savings are found to replace in year one off actions to stabilise the 2023/24 budget ahead of the 2024/25 budget round.

6.2 Costs in the delivery and implementation of the Oracle Fusion ICT project estimated arising directly as a result of delays related mostly to the pandemic are needing to be funded during 2023/24. The S.151 Officer proposed to meet these costs from reserves already established and already carried forward. A separate project update report was considered at Cabinet in October 2023.

7. Capital Budget

7.1 Expenditure to 30th September 2023 is £41.595 million, summarised as follows:

Directorate	Budget 2023/24	Actual to 30/09/23	% Spend
	£'000	£'000	
Corporate Services	3,521	317	9.0%
Finance	985	0	0.0%
Education	10,594	1,598	15.1%
Social Services	2,208	89	4.0%
Place (General Fund)	143,667	25,746	17.9%
Place (HRA)	47,728	13,845	29.0%
Total	208,703	41,595	19.9%

Expenditure on major capital schemes is detailed in Appendix D.

Second quarter expenditure figures remain low, however this is expected to pick for the remainder of the financial year. The general impact of inflation remains pervasive across the wider economy and continues to have an impact on all capital projects where materials and external labour is required.

However, material increases above 5% of the cost of a programme are required to be formally approved.

There is an expected impact on the revenue Capital Financing Charges in 2023/24 and future years.

8. Housing Revenue Account

- 8.1 The HRA has faced significant inflationary pressures over recent years. These pressures continue and have led to the need to increase revenue budgets significantly for 2023/24. Higher than forecast increases in employee costs, increases in utility costs and in particular increases in materials costs for revenue and capital repairs has meant that there will be less financial resources available to the HRA to fund Capital projects in the medium and longer term.
- 8.2 The revenue repairs budget for 2023/24 has been increased by £4.4m however there are still significant additional demands on this budget. These include, the back log of repairs following Covid, additional spend on void repairs to speed up relet times because of the Homelessness crisis and the additional repair requirements of the Welsh Government's Renting Homes legislation. This budget will be closely monitored over the course of the year to ensure there is sufficient funding to meet these needs.
- 8.3 The current economic climate and cost of living crisis, along with Welfare Reform and the continued implementation of Universal Credit are impacting rent collection rates, and it is being closely monitored with measures employed to mitigate these impacts. During this quarter, rent arrears and the number of households in rent arrears have risen and it is projected they will continue to increase throughout this year. It is too early in the year to forecast the full impact on rent arrears and the budgeted Bad Debt Provision.

9. Legal Issues

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

10. Integrated Assessment Implications

- 10.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
 - Deliver better outcomes for those people who experience socio-economic disadvantage.
 - Consider opportunities for people to use the Welsh language.

- Treat the Welsh language no less favourably than English. Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 10.2 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'.
- 10.3 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.
- 10.4 The Revenue budget of the Council was approved following the application of the corporate Integrated Impact Assessment (IIA) process throughout the Budget setting process. It is essential where service levels are affected by changes to the Revenue Budgets (including savings options) that the IIA process (alongside consultation and engagement as appropriate) is applied to ensure due regard is paid to the potential equality impacts of any proposals prior to decision making.

Background papers: - None

Appendices:

Appendix A – Revenue Budget forecast 2023/24

Appendix B – Directors comments on variances and action plans

Appendix C – Savings Tracker

Appendix D – Expenditure on major Capital Schemes

REVENUE BUDGET PROJECTION QUARTER 1 2023/24

Appendix A

<u>DIRECTORATE</u>	BUDGET 2023/24 £000	PROJECTED 2023/24 £000	VARIATION 2023/24 £000
CORPORATE SERVICES	21,884	21,849	-35
FINANCE	33,738	33,082	-656
SOCIAL SERVICES	158,032	160,344	2,312
EDUCATION	215,052	215,517	465
PLACE	76,655	80,311	3,656
NET DIRECTORATE EXPENDITURE	505,361	511,103	5,742
SPECIFIC PROVISION FOR APPRENTICESHIP LEVY/INFLATION	15,330	11,681	-3,649
CONTINGENCY FUND	4,764	2,177	-2,587
<i>Estimated Equal Pay Provision</i>	0	15,000	15,000
OTHER ITEMS			
LEVIES			
SWANSEA BAY PORT HEALTH AUTHORITY	89	89	0
CORPORATE JOINT COMMITTEE	212	212	0
CONTRIBUTIONS			
MID & WEST WALES COMBINED FIRE AUTHORITY	17,122	17,122	0
CAPITAL FINANCING CHARGES			
PRINCIPAL REPAYMENTS	15,574	15,574	0
NET INTEREST CHARGES	23,360	16,360	-7,000
NET REVENUE EXPENDITURE	581,812	589,318	7,506
MOVEMENT IN RESERVES			
GENERAL RESERVES	0	0	0
EARMARKED RESERVES	-22,278	-29,784	-7,506
TOTAL BUDGET REQUIREMENT	559,534	559,534	0
DISCRETIONARY RATE RELIEF	418	418	0
TOTAL CITY AND COUNTY OF SWANSEA REQUIREMENT	559,952	559,952	0
COMMUNITY COUNCIL PRECEPTS	1,829	1,829	0
TOTAL REQUIREMENT	561,781	561,781	0
FINANCING OF TOTAL REQUIREMENT			
REVENUE SUPPORT GRANT	339,280	339,280	0
NATIONAL NON-DOMESTIC RATES	79,002	79,002	0
COUNCIL TAX - CITY AND COUNTY OF SWANSEA	141,670	141,670	0
COUNCIL TAX - COMMUNITY COUNCILS	1,829	1,829	0
TOTAL FINANCING	561,781	561,781	0

Director's comments on budget variances

Director of Corporate Services

The budget position in the second quarter reports that the Corporate Services directorate is forecasting an underspend of £35,000 by the year end.

Variance (under -)/over spend	£000	Explanation and Action
Director of Corporate Services	-136	Underspend as a result of efficiency measures within the directorate, which will be used to help offset the forecast overspend in HR&OD.
Communications and Marketing	-77	Net employee and Supplies and Services underspend across the services
Digital and Customer Services	0	Various compensating under/over spends relating to staff costs, contracts and licenses, but overall forecasting break even by year end.
Human Resources and Organisational Development	178	Overspend forecast due to unfunded card transaction fee costs.
Legal and Democratic Services	0	Various compensating under/over spends relating to staff costs and external legal fees, but overall forecasting break even by year end.
Total Forecast Variation	-35	

Director of Finance

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

Variance (under -)/over spend	£000	Explanation and Action
Council Tax Reduction Scheme (CTRS)	-347	Demand led spending which continues to be carefully managed to contain costs. Demand is monitored monthly and is rising month on month and consequently the current year end forecast underspend may yet reduce further during the year.
Other variations	-309	Modest underspending across a range of employee and supplies and services costs.
Total Forecast Variation	-656	

Director of Social Services

Variance (under -)/ overspend	£000	Explanation and Action
Adult Services, Prevention and Tackling Poverty	1,328	There are £2.2m of pressures in respect of support for those with Mental Health and Learning Disabilities, with £1.25m of this attributable to the cost of external residential care. An overspend of £761k is forecast in respect of Direct Payment costs. These pressures are offset by an income and vacancy driven underspend of £962k within our Direct Service Provision.
Child & Family Services	-489	A forecast staffing underspend of £2.45m has been offset by an expected overspend within Independent Placements.
Grants, Commissioning & Partnerships	-220	Underspends forecast in this area are attributable to staffing and grant income.
Integrated Services for Older People	1,684	We are forecasting overspends in respect of the Domiciliary Care and Residential Care that we commission. The largest overspend is £1.2m in respect of Domiciliary Care, where activity levels have increased but income levels have not followed. This is partially offset by forecast underspends our own staffing establishment.
Resources Hub	9	A small overspend is currently forecast.
Total Social Services	2,312	

Director's Comments

We are currently forecasting an overall overspend of £2.3m for the Directorate. The largest area of overspend remains our Externally Commissioned Care and we have identified pressures across the Directorate that contribute to this in respect of both income and expenditure.

Whilst the current forecast is that the Directorate will overspend, there are several significant underspends currently forecast with the majority pertaining to staffing. We are conscious of the impact of staffing vacancies and actions to fill vacant posts are

a business priority. Current forecasts presume current vacancies will be filled on a timely basis.

I have shared my recovery plan with the relevant Cabinet Members, the Chief Executive and the Director of Finance who are assured the Directorate is taking all necessary and reasonable steps to conserve spend and maximise partner contributions. Should it be required, we will consider the targeted use of service specific earmarked reserves to get the optimal balance of living within our budget and ensuring prioritised care needs are met.

Director of Education

Variance (under -)/ overspend	£000	Explanation and Action
Vulnerable Learner Service	850	<p>£550k of this overspend relates to Maes Derw/PRU. This is due to overspends on staff, agency and transport along with an unachievable saving.</p> <p>There is also a projected overspend of £195k relating to transport costs of independent placements and up to £200k overspend on Psychology (depending on pay award).</p> <p>These are partially offset by forecast underspends due to some in year grants offsetting core budget.</p>
Education Planning and Resources	-2,355	A forecast underspend on primary and secondary school maternity and pension payments, and also increased income for the School Meals Service.
Achievement and Partnership Service	-315	Underspends forecast in this area are largely attributable to staffing and some supplies and services.
School Transport	2,285	We are forecasting overspends in respect of School Transport. This is Primary and Secondary mainstream, Special Schools, and also additional learning needs (ALN). £1m has been funded from the central inflation provision to offset increasing costs.
Total Education	465	

Director's Comments

We are currently forecasting an overall overspend of £465k for the Directorate but with careful planning, one off savings and utilising grants in year, this will be mitigated by year end.

School Transport is predicted to overspend by £2.3m, due to increases in fuel and contract prices, and is subject to change as the indexation for September has to be finalised, although this is expected at 2.75%. There has also been a steady increase in demand, particularly for learners with additional needs. There are also savings targets for walking routes which are taking longer to implement and be achieved. The overall position has improved since the last quarter due to a £1m budget increase from the inflation provision acknowledging the uncontrollable pressure the service is facing.

The Vulnerable Learning Service and Pupil Referral Unit (PRU) is also predicting an overspend of £850k. This is largely due to the use of agency staff and transport of pupils. This is being monitored and where appropriate changes made, i.e. taking on temporary/fixed term staff to reduce agency costs. The Psychology Service is overspent, however until the Soulbury pay award has been agreed, the full impact on this budget and other areas within the service is unknown and estimated at this stage.

Whilst the overall forecast is that the Directorate will overspend, there are several significant underspends currently forecast which will help offset some of this. Currently maternity and pensions paid to primary and secondary school staff is volatile and by the final quarter we will hopefully have a better understanding of demand and will have reduced expenditure which will be used to offset the predicted overspend. This supports the MTFP where £1.6m of savings have been allocated against maternity and pensions at schools.

We continue to focus on controlling our costs and maximising income from grants and will continue to use grant funding to offset core costs where this is allowable.

There are other areas of identified demand and cost pressures, in spite of the continuing delivery of the Education strategy, but these are anticipated to be largely offset by further one-off managed savings in addition to those already reflected in the MTFP.

Director of Place

Variance (under -)/over spend	£000	Explanation and Action
Culture, Tourism, Sport & Leisure	721	Operational and income pressures.
Housing and Public Protection	285	Due primarily to spend and income pressures in Cemeteries & Cremations. Mitigating measures elsewhere will improve year end position.
Economic Regeneration and Planning	586	Due primarily to lower Planning fee income and Swansea Market overspend. Some mitigation before year end but not in full.
Highways and Transportation	-190	Overachieved income and employee underspends offset by operational pressures.
Waste Management,	3,479	Historic and predicted pressure -

Parks and Neighbourhood Working		unfunded agency pay award, increased plastic collection costs, increased fleet maintenance costs, increases in diesel costs. Spend mitigation measures in place but will not recover year end position.
Corporate Building Services	0	Break even predicted.
Corporate Property Services	-1,225	NNDR reimbursement (£1,100k) and additional rental income (£125k).
Total Forecast Variation	3,656	

Director's Comments

The Directorate is currently projecting a £3.656m overspend for the year ahead. This overspend is after a £5.464m temporary 'one-off' virement from the central inflation reserve to offset spending pressures arising from increased utility costs. In addition, a number of significant budget pressures are noted and there will be use of budgeted contingency allocated to the Directorate in response to the ending of Welsh Government funding for loss of income and other impacts that continue in the period of recovery post Covid. The aim for the next 2 quarters will be to implement a budget recovery plan to mitigate any Directorate overspends identified and minimise the call on contingency. Whilst income is recovering in some key areas, the rate of recovery remains slow and is impacting a range of services, fees and charges. This will continue to be monitored closely but, because of the prevailing economic conditions, is unlikely to return to pre-pandemic levels in the short to medium term meaning further efficiencies will continue to be required. Car park income is a significant unknown and remains supported in year by the Economic Recovery Fund. In addition, inflationary pressures continue to be experienced across all areas of the Directorate.

As is the case with any large directorate there are some other non-income related projected overspends, including costs associated with rising price of utilities, but as above and, whilst it can by no means be guaranteed, a net balanced budget remains the aim.

Overall Summary of Savings Achievement

Directorate	Savings TARGETS 2023/24 £'000					Total TARGET 2023/24 £'000
	Black	Red	Amber	Green	Blue	
Corporate Services	228	43	98	70	2,384	2,823
Finance (Including Council Tax Reduction Scheme)	0	185	1,491	104	530	2,310
Social Services (Including Poverty & Prevention)	0	650	100	2,800	2,550	6,100
Education	0	341	0	980	650	1,971
Place	733	142	1,317	2,883	3,630	8,705
Total	961	1,361	3,006	6,837	9,744	21,909
	Savings DELIVERY 2023/24 £'000					Total DELIVERY 2023/24 £'000
	Black	Red	Amber	Green	Blue	
Corporate Services	0	0	50	70	2,358	2,478
Finance (Including Council Tax Reduction Scheme)	0	0	1,366	104	530	2,000
Social Services (Including Poverty & Prevention)	0	0	0	2,650	2,550	5,200
Education	0	0	0	980	650	1,630
Place	0	0	324	1,367	3,630	5,321
Total	0	0	1,740	5,171	9,718	16,629
Overall Percentage Achieved	0%	0%	58%	76%	100%	76%

Appendix D

Capital expenditure on major schemes to 30 September 2023 (where spend greater than £250k)	£000's
Education	
3G Pitch Olchfa Comprehensive	904
Free School Meals Scheme - Infrastructure / Equipment	391
Place	
City Deal - 71-72 Kingsway Offices	6,947
City Deal - Arena	694
Hafod Copperworks Powerhouse Redevelopment	383
LUF - Lower Swansea Valley	1,122
Palace Theatre Redevelopment	2,052
Acquisition of Black Boy Public House	383
Cefn Hengoed Community Hub	1,481
Corporate Building Services (Including Schools)	3,427
Disability Facility Grants	2,193
Mini Adaptation Grants	298
Highways Carriageway Resurfacing	1,912
Highways Footways	264
Highways Drainage Works	321
Highways & Transport Vehicle Replacement	400
Seawall Repairs Mumbles	3,246
Landfill Gas Engine Replacement	329
HRA	
HRA Capital Programme (More Homes Schemes)	3,168
Wind and Weatherproofing	4,246
External Facilities	2,047
Adaptations	1,265
Electric Rewiring	313
Chimney Repairs	356
Fire and Other Safety Measures	578
Boiler and Heating Upgrades	308
HRA Kitchens & Bathrooms	1,086
Total scheme value where spend greater than £250k	40,114

Agenda Item 9.



Report of the Cabinet Member for Corporate Services & Performance (Deputy Leader)

Cabinet - 21 December 2023

Quarter 2 2023/24 Performance Monitoring Report

Purpose:	To report corporate performance for Quarter 2 2023/24.
Policy Framework:	<i>Delivering a Successful & Sustainable Swansea Corporate Plan 2023/28</i>
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that Cabinet: 1) Notes the Council's performance achieving the Council's wellbeing objectives in Q2 2023/24; 2) Endorses the use of this information to inform executive decisions on resource allocation and, where relevant, corrective actions to manage and improve performance and efficiency in delivering national and local priorities.
Report Author:	Richard Rowlands
Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

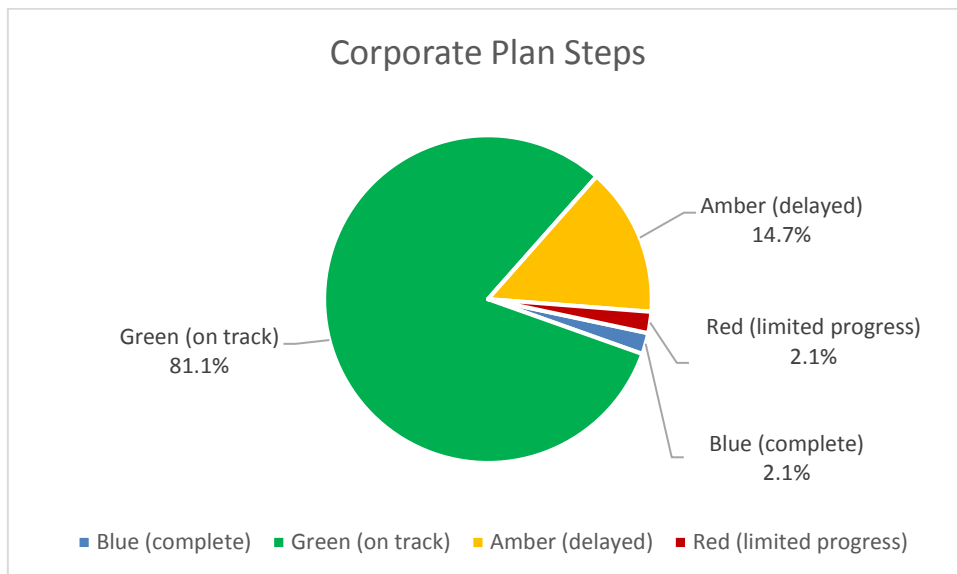
1.0 Introduction

1.1 This report presents an update on quarter 2 2023/24 performance in respect of delivering the Council's Well-being Objectives (priorities) set out in the Corporate Plan 2023/28 *Delivering a Successful & Sustainable Swansea*:

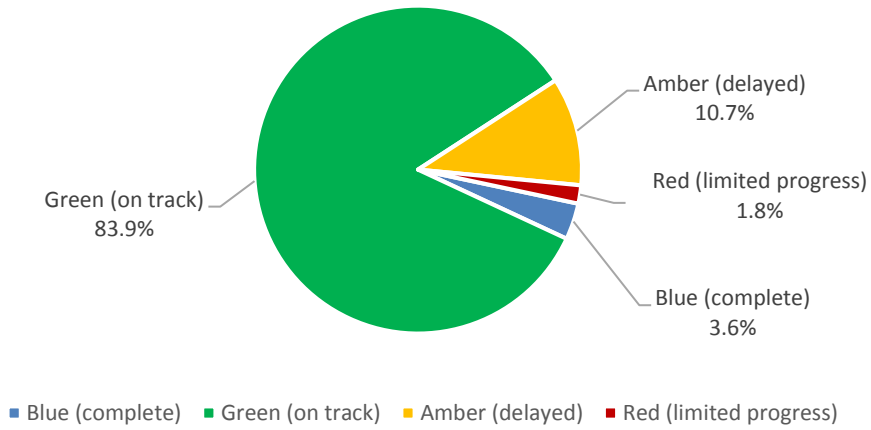
- Safeguarding people from harm.
- Improving Education & Skills.
- Transforming our Economy & Infrastructure.
- Tackling Poverty & Enabling Communities.
- Delivering on Nature Recovery and Climate Change.
- Transformation and financial resilience.

2.0 Council Performance: Corporate Plan Delivery Performance Q2 2023/24

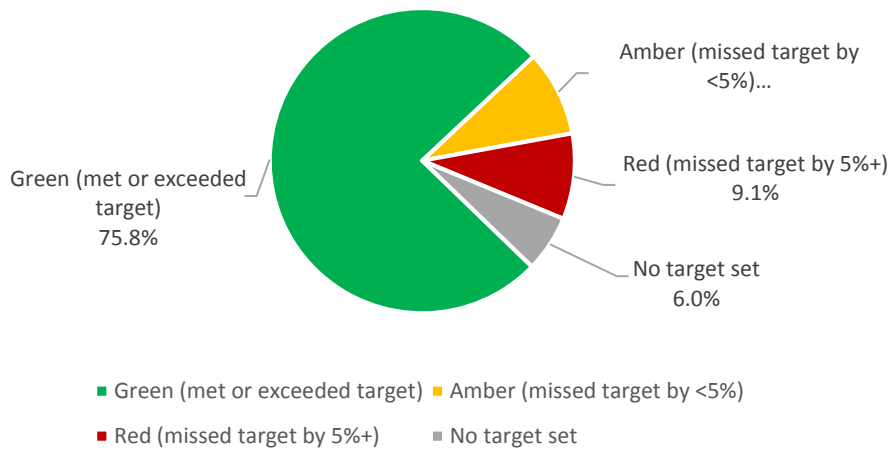
- 2.1 The Council has been reviewing its performance management reports so that it can report on progress meeting the corporate well-being objectives in a more holistic way that incorporates both qualitative and quantitative data and offers a more rounded view of performance delivering the corporate priorities.
- 2.2 The report at Appendix A seeks to provide an evaluation of performance each quarter that integrates progress meeting the steps in the corporate plan with related corporate plan success measures, corporate plan performance data and the corporate risks. An overall assessment is provided by the Chief Executive, which builds on the assessments on each objective provided by lead Directors and Heads of Service.
- 2.3 The charts below provide a summary of performance at Q2. The charts show that the vast majority of corporate plan steps, success measures and performance indicators are on track and corporate risks remain static.



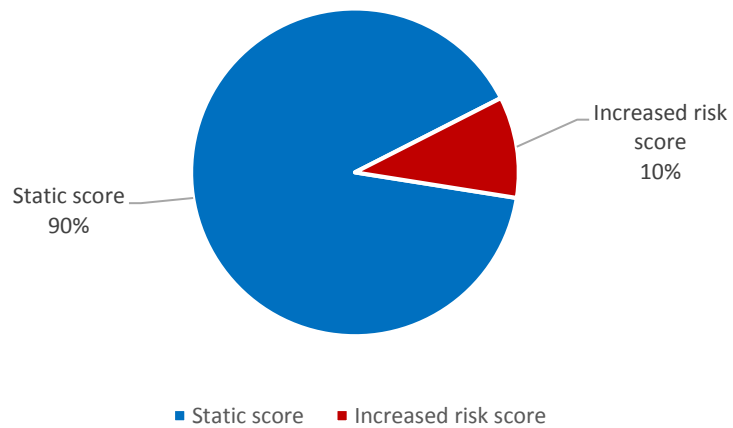
Corporate Plan Success Measures 23/24



Corporate Plan PI's



Corporate Risks



2.3.1 The following includes some examples of good performance at Q2:

- In Social Services, a workforce development programme to increase capacity through improved recruitment and retention of Social Workers.
- Improved access to early help and the Councils well-being and prevention offer are helping to reduce demand on statutory social services.
- Improved access to support for carers and parents is in place. This includes training for staff and a new Carers Assessment has been co-produced with carers.
- The numbers of children needing to become looked after is on a gradual downward trend.
- The Inclusion Strategy 2023-28 for education was approved by Cabinet on 28 May. Steps are now being taken to deliver on the action plan which include, but are not limited to, the school attendance action plan, supporting sufficient specialist places, transformational programme, the review of EOTAS provision and the strengthening of the educational psychology offer to promote emotional health and well-being; although budgetary constraints are challenging.
- Worked in partnership with Penderyn Distillery to open a new whiskey distillery attraction at Landore.
- On-site works underway at the Palace Theatre and Albert Hall.
- Works commenced and progressing well to deliver new promenade improvements and developments, as well as new lighting around Swansea Bay.
- Engagement and co-production of the Tackling Poverty Strategy is ongoing. Received and administering Period Dignity in Communities and Direct Food Support Grants. A Food Holiday Fund was launched in August in response to the withdrawal of FSM Holiday Payments. Welfare Rights Advisors are delivering training courses to develop skills in diagnosing and solving benefit problems.
- Approximately 100 ULEV vehicles and supporting chargepoints introduced. Alternative fuel trial being scoped and fleet utilisation review commencing to understand fleet demand / need for potential efficiencies.
- The Councils updated Consultation and Engagement Strategy was approved by Council in May. The Council commissioned Coproduction Wales to work with us to improve our knowledge and capacity for undertaking more co-productive activity across the Council. A Coproduction champions network has been established and regular training opportunities have been provided to council staff. Pilot projects have been selected to put co-production into practice and work has begun on producing a Coproduction Policy for the Council.

2.3.2 The following includes some examples where continuing improvements are needed:

- Workforce sufficiency across all types of essential registrant posts in Social Services remains a limiting factor. The lack of registrant social workers and therapists is negatively impacting current performance and remains a

significant future risk. Likewise placement sufficiency for children who need to become looked after, but officers are responding positively and managing the risks appropriately.

- Swansea primary school attendance in 2022-23 year was 91.1%, up from 90.1% in 2021-22, but lower than 2018-19, when it was 94.7%. Attendance at the Pupil Referral Unit is currently unsatisfactory. Swansea secondary school attendance in academic year 2022-23 is 5.2% below that of 2018-19. This compares to a fall of 6.3% for Wales secondary schools overall. Swansea has the 4th smallest gap out of the 22 local authorities in Wales.
- The construction sector remains a challenging environment and a risk for the delivery and cost of major capital projects, with persistently high inflation continuing the impact the price of materials, supply chain and labour availability. Some major regeneration and housing developments are delayed owing to a number of factors and complications, but mitigation is underway where possible.
- We are continuing to provide temporary accommodation to any person that requires it under the legislation. Due to the increase in homeless presentations and the lack of move-on accommodation, we are seeing a high levels of households in temporary accommodation and these numbers are continuing to rise.
- Limited financial and human resources to deliver and push towards the Net Zero 2030 ambition. In the main we are relying on external funding and without large investment – particularly on our buildings and fleet, the emissions figure will no doubt begin to plateau. We will look at opportunities to secure funding, but this is challenging given the pressures in the Councils Medium Term Financial Plan.
- During the second quarter, work began on planning for the 2024-25 budget and the 2024-28 Medium Term Financial Plan. Financial sustainability over the medium term is an ongoing challenge in the face of a poor public finance outlook, combined with ongoing pay and inflationary pressures. In the meantime, work is ongoing to ensure the Council can present a balanced set of budget proposals in the spring of 2024, whatever the settlement outcome.

3.0 Integrated Assessment Implications

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

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage

- Consider opportunities for people to use the Welsh language
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

3.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental, and cultural well-being of Wales by acting, 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 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.

3.4 This report is on performance during Q2 2023/24 in delivering the Council's key priorities as set out in the Corporate Plan, so there is no direct impact on people or communities.

4.0 Financial Implications

4.1 In the current and anticipated financial environment further discussion and consideration will be required around priorities and target setting for performance improvement.

5.0 Legal Implications







5.1 There are no legal implications associated with this report.

Background Papers: None.

Appendices:

Appendix A	Q2 2023/24 Performance Monitoring Report
Appendix B	IIA screening form

Our Priorities

 Safeguarding people from harm	 Improving Education & Skills	 Transforming our Economy & Infrastructure	 Tackling Poverty and Enabling Communities
 Delivering on Nature Recovery & Climate Change	 Transformation & Financial Resilience		

Chief Executive Update

September 2023

September 2023

The quarter 2 report shows demonstrable and positive progress across all of the Council’s wellbeing objectives. This is not without its challenges including service and staffing pressures particularly in the safeguarding people from harm priority but officers are responding effectively and managing the risks appropriately. In overall terms of the 146 steps listed over 80% are currently green rated with 4 steps already completed which confirms that positive progress is being made. Only 4 steps across all objectives and currently red RAG rated and priority leads will be tasked with taking proactive action to try and bring these back on target. In addition whilst positive progress is reinforced by a number of the PIs included there are some where further work and analysis is needed to ensure overall performance targets are met by the end of the year. It needs to be stated that many of these PIs are newly created this year and may take a little time to bed down. The risks against each of the wellbeing objectives are clearly stated and generally are being mitigated as far as is possible minimising the residual risk although a rise in the risk score for the climate change objective will require further analysis. It is worth stating that the councils risk management framework and process is currently being reviewed and will be in place for the start of the new financial year. Finally whilst the risk analysis for the transformation and financial resilience shows some mitigations are effective in reducing the residual ratings there is still a concern on the overall risks largely due to the current challenges within wider public sector finances and uncertainty about likely budget settlement for future years. Overall I believe that positive progress is being made and I believe that the progress outlined within the report against the individual steps clearly shows that the council is using its resources effectively and this is evidenced by positive actions listed within the body of the report.

Safeguarding People from Harm

Why is this 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.

Challenges

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.

Director's Update

It remains a challenging period to both maintain safe and effective service delivery whilst seeking to prioritise the transformation and improvement activity that will enable continued delivery against the Council's safeguarding well being objective.
The challenges are well rehearsed.
Workforce sufficiency across all types of essential registrant posts remains a limiting factor. The lack of registrant social workers and therapists is negatively impacting current performance and remains a significant future risk. Likewise placement sufficiency for children who need to become looked after.
Entrenched high rates of inflation have led to in year overspends and compound the risk of a significant gap between available levels of public funding and the likely cost of services in the medium term. Again this poses a significant risk to the Council's ability to maintain current levels of performance and threatens both the sustainability of existing models of care and will be an additional hurdle in the development of intended new models.
Given such a challenging context, it remains a remarkable achievement that performance against most of our key performance targets is strong.
The numbers of children accessing both early help and statutory children services is broadly in line with expectations. The number of children needing to become looked after remains on a gradual downward trend. The numbers of children subject to a child protection plan is within an expected range. The only area of significant concern is the number of children requiring a residential care placement. That number is too high and is a direct consequence of a national lack of foster placements.
The numbers of adults accessing care and support has returned to pre covid levels but presenting acuity of need has increased and this is severely testing service resilience.
The establishment of a timely and robust early help approach to avoid adult's needs escalating is less mature across health and social care. Where elements of that approach are in place, they are performing well. Building on those pockets of strength remain a key priority both in terms of future financial sustainability and delivery against the Council's well being priority.

Supporting Objectives

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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	Sep 23 An Internal and external domiciliary care capacity review, including the development of an Assistive Technology Strategy and internal Residential care provision review, aims to increase domiciliary care capacity. A Workforce development programme likewise aims to increase capacity through improved recruitment & retention of social workers. Locality based prevention and early intervention and support for parents and carers is aimed at improving early help and reduce statutory demand.	Green
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.	Sep 23 A Medium Term Financial Plan has been approved and planning is in place for budget requirements over the next 5 years.	Green
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.	Sep 23 Work has commenced and we have purchased 1 home for development and transformation. Recruitment and development of staff is underway. Work in ongoing to source a second property and to secure further regional funding for extra developments in this area. We are continuing to work with Welsh Government on legislative changes to support the elimination of profit from the care sector and understand the detail of what this will mean to the sector, provision and placements.	Green
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	Sep 23 A strategy on seeking to provide better day care opportunities and respite services across the City is in development and a review of existing revision underway. This is linked to capital programme and an FPR7 is in place to look at redesign of services, thinking about an integrated hub approach.	Green
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.	Sep 23 Coproducing improved offers and range of support available to carers parent-carers and young carers, both locally and regionally	Green
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	Sep 23 A Workforce development programme likewise aims to increase capacity through improved recruitment & retention of social workers. The significant increase in cost of living has impacted upon Real Living Wage rates for 23/24. A fees paper was produced as part of budget setting & agreed for 23/24. Work has begun to understand the impact of this on 24/25.	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 Transformation priorities have been aligned with regional transformation agenda and/or support shared objectives with partners across the region. Specific programmes have been developed (1) Communities and Older People (2) Carers (3) Wellbeing & Learning Disability (4) Emotional Wellbeing and Mental Health (5) Children and Young People (6) Neurodiverse along with a number of Supporting (Enabling) Programmes for example Complex Care Commisisoning, Workforce, Digital and Data	Green

Success Measures

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Safeguarding remains a whole council priority and everyone's business.	Sep 23 Jointly chaired by Cabinet Member and Director of Social Services, Council wide group meets regularly to oversee a comprehensive work programme, implement policy and Swansea's 'everybody's business' approach to Corporate Safeguarding. Annual report to be presented to Scrutiny Programme Committee in November.	Green
Improved access to early help and the Council's wellbeing and prevention offer are helping to reduce demand on statutory services.	Sep 23 Improved access to early help and the Council's wellbeing and prevention offer are helping to reduce demand on statutory services.	Green
Safety and safe standards inform our practice.	Sep 23 Safeguarding Checklist, based on National Minimum Standards, developed for all staff & volunteers	Green
Focus on quality in the delivery of statutory social services.	Sep 23 Continued focus on embedding quality assurance within Adult Services and Child and Family Services and through evidence-based practice frameworks e.g. signs of safety, collaborative communication	Green
Workers feel supported in their work and professional development.	Sep 23 Workforce development and workforce wellbeing programmes in place.	Green
Carers are identified and supported in their own wellbeing.	Sep 23 Improving access to support for carers and parents is in place. This includes training for staff and a new Carers Assessment has been co-produced with Carers.	Green
Swansea citizens experience a seamless journey towards their own health and wellbeing outcomes.	Sep 23 Progress of integrated, reablement pathways and hospital to home support, and reported in local and regional performance reports	Green

Performance Indicators

Measure Ref ↑	Measure	Target	Actual	Performance
AD011e	The percentage of residential reablement stays where the need for support was mitigated or reduced	60.0%	69.6%	★
AD011f	Percentage of community reablement packages of care where need for support was mitigated or reduced	60.0%	62.4%	★
AD017I	Percentage of Care and Support plans due to be reviewed completed within statutory timescales	60.0%	57.4%	●
AD024I	Percentage of enquiries completed within 7 working days from receipt of the reported alleged abuse.	70.0%	87.0%	★
AS13b	Percentage of identified carers offered an assessment at the point of assessment of the 'cared for'	90.0%	90.6%	★
CFS14a	Percentage of contacts received where a decision was made by the end of the next working day	90.00%	95.63%	★
CFS18a	The rate of looked after children (LAC) per 10,000 of the 0-17 Swansea population	105.0	103.6	★
CFS19a	The percentage of visits to children on the CPR which were not overdue.	90.00%	74.42%	▲
CFS24	Number of Children / Young People Supported by Child and Family Services at the end of the period	1,100	1,214	▲
CFS25i	The number of Children / Young People supported by the Early Help Hubs at the end of the period	1,000	1,029	★
CH026	The number of children on the Local Authority's Child Protection Register (CPR) at end of the period	220	198	★

Corporate Risk for the Safeguarding Priority

Risk Title	Risk Description	Inherent Risk	Overall RAG 30.06.	Overall RAG 30.09.
Safeguarding	If our safeguarding arrangements are not sufficiently robust (particularly with regards being able to fund, recruit and retain sufficient qualified social workers; ensure placement sufficiency for looked after children and be able to provide or commission sufficient social care for adults with assessed care and support needs), then we will not be doing everything we possibly can to prevent the death, injury or neglect of a child or vulnerable adult and consequential reputational damage.	25	16	16

Improving Education and Skills

Why is this 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.

Challenges

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.

Director's Update

Performance has been steady, overall. In primary schools, there are no recent national statistics for attendance (delayed for 2022-2023 by action short of strike action). However, Swansea primary school attendance in 2022-2023 year was 91.1%, up from 90.1% in 2021-2022, but lower than 2018-2019, when it was 94.7%. Attendance at the pupil referral unit is currently unsatisfactory. Swansea secondary school attendance in academic year 2022-2023 is 5.2% below that of 2018-2019. This compares to a fall of 6.3% for Wales secondary schools overall. Swansea has the 4th smallest gap out of the 22 Welsh LAs.

The overall percentage of young people not in education, employment or training (NEET) at 1.9% is below 2% and compares favourably with national percentage for NEET. National outturn for 2022 year 11 leavers was 2.1% whilst Swansea was 1.9% (joint 9th position out of 22 LAs).

Securing re-design of specialist teaching facilities has progressed well with plans for a first phase implementation, on track. However, early years referral figures indicate that plans are no longer cost neutral, and that funding is required to meet the rising number of additional learning needs in the 0-3 age range and beyond. A comprehensive and collaborative pre-consultation engagement period with Pupil Referral Unit (PRU) to re-model service delivery has progressed well during the reporting period with planning in place to meet a wider range of presenting needs for learners who may benefit from Education Other than at School (EOTAS).

Actions to improve Welsh in Education are progressing well with a higher number of schools receiving accreditation for their work in developing I Welsh skills inside and outside the classroom. Actions have resulted in three schools achieving the Gold Siarter Iaith award.

Schools appreciate the support for leadership where resources and guidance is shared efficiently. However, during this reporting period, a national dispute on primary school leaders' workload issues has impacted negatively on the normal opportunities to engage with school leaders and to visit schools for monitoring and evaluation activity. A local professional development offer to support school self-evaluation has received positive feedback. Actions have resulted in more effective improvement planning at school level. Suitable collaboration to support learner voice and choice has resulted in clear feedback that over 90% of post-16 learners are satisfied with their curriculum choices. Support for schools to maximise their curriculum choices, including vocational provision has resulted in meaningful discussions to offer collaborative online delivery for a few subjects that individual providers find difficult to deliver on their own.

The integrated school improvement service Partneriaeth, responsible for supporting professional learning for teachers and development for leaders has an 88% satisfaction rate overall with service users reporting useful training recently. The current development and recruitment of school leaders in Swansea indicates strong candidate fields in a majority of schools.

The successful rollout for provision of universal free school meals has resulted in thousands more learners accessing free food in school. However, the average uptake across all schools is currently 65%. Strong progress during this reporting period indicates further roll out in primary schools is on track for delivery in quarter four.

Detailed preparatory work for setting out the next ten-year phase of capital schemes for the school estate has progressed well in order to present a thorough strategic plan in the final quarter. Approval to consult on the amalgamation in 2025 and build of a new single site special school by 2028 was secured during this reporting period. The capital investment to fully deliver schemes within Band B has also been outlined carefully and secured via Cabinet.

Supporting Objectives

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 The Inclusion Strategy 2023-2028 was approved by Cabinet on 18 May 2023. Steps are now being taken to deliver against the action plan which include, but are not limited to, the school attendance action plan, supporting sufficient specialist places transformational programme, the review of EOTAS provision and the strengthening of the educational psychology offer to promote emotional health and wellbeing. Budgetary constraints are challenging.	Green
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.	Sep 23 The Welsh in Education Strategic Plan 2022-2032 is in place and a five-year delivery plan has been developed and submitted to Welsh Government. The delivery plan has been updated in line with progress, new opportunities and feedback from Welsh Government. The Welsh in Education team continue to support schools on their Siarter Iaith journey, with a number of schools achieving Bronze, Silver and Gold status this academic year.	Green
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.	Sep 23 A range of mechanisms are in place to support new and experienced leaders at all levels. This work was detailed to the Education & Skills Corporate Delivery Committee (CDC) in 2023. A new leadership handbook has been developed and shared with all schools and was subsequently shared with Cabinet as part of the CDC summary report in July. School improvement team (SIT) has developed and delivered a series of self-evaluation/improvement planning sessions to support effective school improvement. Excellent feedback has been received. Impact to be measured following conclusion of Autumn visits.	Green
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.	Sep 23 Work continues against the action plans developed against successful audits for Languages, Literacy and Communication and Mathematics and Numeracy in schools. A new Digital Strategy has been approved to continue the work of developing digital competence of all learners. Partneriaeth are commissioned to provide professional learning around improving teaching and learning (Principal School Improvement Adviser SIA instrumental in design), which was piloted and co-designed by a group of Swansea schools to ensure relevance.	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 New post-16 and vocational strategies have been developed. A sixth form learner voice survey has been undertaken with smaller focus groups around post-16 provision. Analysis has been completed to inform next steps. A range of work is taking place within the post-16 strategy to inform future provision, support transition and develop future employability skills. Partneriaeth Sgiliau Abertawe meet to consider strategically the future skills requirements of the area.	Green
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.	Sep 23 Trauma informed practices, mental health and other training has been provided to schools. A conference covering poverty was delivered to all headteachers in June. Topics included services able to support families facing poverty, period dignity, professional learning, community focused schools, universal free school meals and uniform grants. A new system has been developed to include an e-personal education plan for Looked After Children, to support and monitor their educational progress.	Amber
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.	Sep 23 A shortlist of schemes for the Strategic Outline Programme for Sustainable Communities for Learning has been produced following workshops with officers, Corporate Management Team (CMT) and Cabinet. Cabinet has approved the commencement of consultation on a larger new-build special school.	Green

Success Measures

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Developed and promoted the new inclusion strategy.	Sep 23 The supporting sufficient specialist places worksteam was reported to the the STC on 27 September 2023. There has been agreement to proceed with a restructure of the Additional Learning Needs and Inclusion Team to allow for a strengthened focus on Educational Psychology.	Green
Continued to support schools to support learners develop Welsh language skills, in line with the WESP delivery plan.	Sep 23 Schools are supported with Welsh language provision in line with the WESP. A number of schools have achieved awards in their Siarter Iaith journey. Funding has been secured through Partneriaeth to support this work with two seconded officers now supporting our work in this area.	Green
Encouraged take-up and support for school staff to undertake leadership development opportunities including qualifications.	Sep 23 Leadership development opportunities are promoted across schools and the number undertaking specific qualifications is reported within the KPIs. Leadership development opportunities are promoted across schools and the number undertaking specific qualifications is reported within the KPIs. The national middle leadership development programme and senior leadership development programme has very good representation from Swansea historically. Applications are currently open for 2023/2024. SIT support the delivery of these programmes. Any further requirements are factored into SIT's bespoke offer.	Green
Promoted a new vision for school governance to support school leadership.	Sep 23 Cabinet approved the strategy and the work plan to deliver the strategy in July 2023. The Arweinwyr platform was successfully rolled out to clerks by the end of the academic year and the transition of governor email accounts to Hwb mail commenced. Progress to promote support for school leaders in Swansea is strong.	Green
Promoted local and regional opportunities of professional learning to support excellent teaching and learning.	Sep 23 Local and regional opportunities for professional learning are shared widely with schools through the School Improvement Team, networks and newsletter.	Green
Consulted with learners on post-16 choices and developed a new post-16 and vocational strategy.	Sep 23 Post-16 and vocational strategies developed. Post-16 provision survey is now complete and report available. This is being used to inform discussions with schools and college regarding the feasibility of some collaborative provision.	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Ensured suitable facilities to deliver universal free school meals to reception age, in line with the Welsh Government offer.	Sep 23 All reception age pupils have been offered universal free school meals.	Blue
Submitted a strategic outline programme for sustainable communities for learning.	Sep 23 Planning, identification and prioritisation to develop the strategic outline programme is underway.	Green

Performance Indicators

Measure Ref ↑	Measure	Target	Actual	Performance
EDCP18d	Young people known to be NOT in Education, Employment and Training (EET)	Annual PI - data to be reported at end of year		
EDCP42	Percentage of pupil attendance in the Pupil Referral Unit	59.00%	52.19%	▲
EDCP43	Percentage of pupil attendance in special schools	88.00%	84.58%	●
EDCP44	Percentage take-up of Universal Free School Meals	Annual PI - data to be reported at end of year		
EDU016a	Percentage of pupil attendance in primary schools	91.00%	91.17%	★
EDU016b	Percentage of pupil attendance in secondary schools	88.00%	87.79%	●
EDW001	Number of learners assessed for Year 11 qualifications through the medium of Welsh	Annual PI - data to be reported at end of year		
EDW002	Percentage of learners educated through the medium of Welsh at Nursery and Reception Ages	Annual PI - data to be reported at end of year		

Corporate Risk for the Improving Education and Skills Priority

Risk Title	Risk Description	Inherent Risk	Overall RAG 30.06.	Overall RAG 30.09.
Pupil attainment and achievement	If pupils do not receive a very good education then they will not achieve the right qualifications and skills to take advantage of the Swansea Bay City Deal and contribute effectively to the economic prosperity of the city.	16	NO RAG	9

Why is this 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.

Challenges

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.

Transforming our Economy & Infrastructure

September 2023

The Q2 performance in meeting this well-being objective is overwhelmingly positive. Over 80% of the steps involved are on target, some have now been completed, demonstrating that the Council is utilising its resources effectively, including staff, assets and budgets. The performance indicators tell a similar story, with the majority of PIs achieving the targets. Of particular note is the planning service performance, which is top quartile when benchmarked at the all-Wales level. An exception is the number of contracts started with community benefit clauses included, which have failed to meet the target, although this is expected to improve throughout the year. The construction sector remains a challenging environment and a risk for the delivery and cost of major capital projects, with persistently high inflation continuing to impact the price of materials, supply chain and labour availability. Some major regeneration and housing developments are delayed owing to a number of factors and complications, but mitigation is underway where possible.

Supporting Objectives

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 REDP delivery underway.	Green
Continuing support to business (both start up and existing) through the Business Swansea provision	Sep 23 Provision in place and support for business sector is ongoing.	Green
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.	Sep 23 Taxi licencing officers carry out regular checks of licenced drivers and their vehicles to ensure compliance and take action where required. there is a risk rated programme of inspections of food businesses to monitor compliance with food hygiene and food standards regulations. officers carry out checks to licenced premises to ensure that they are working within the conditions set out in their licence with enforcement action taken if they are not.	Amber
Help create thousands of new jobs for the people of Swansea, aiming to provide high quality and secure employment.	Sep 23 New range of business grants created using UK Shared Prosperity Fund, now active and rolling programme.	Green
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	Sep 23 The Event programme continues to grow from strength to strength. With the first quarter of the year hosting: A Street Food Festival, Circus skills workshop – helping develop skills within the sector. Swansea Pride, Swansea Jazz Festival. Busy lettings programme including – Swansea Triathlon, Swansea Half Marathon, beach Rugby, Outdoor Cinema, Crazy Karts, UK Rocket Tour A series of major Major Events: Wales Airshow. Ironman 70.3. (Entries for year 3 will open shortly).World Para Triathlon Championships. Singleton Park Concerts – Tom Grennan, Madness & Ministry of Sound.	Green
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.	Sep 23 5 summer concerts held within Singleton Park across 2 weekends. Work in progress to secure promoters for 2024. Events team continue to develop the Arena digital skin and are in regular contact with ATG the arena operators. Ironman 2023 delivered successfully with 2000 competitors. Entries now open for the 2024 Swansea 70.3	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 Wales Airshow successfully delivered. Attracting over 200,000 visitors. Sustainability credentials under continuous development. Event developments this year included new displays in St Helens Ground and a motor zone.	Blue
Secure a major new tenant for the Debenhams unit in the Quadrant Shopping Centre, securing the use of this unit for the future.	Sep 23 In principle offer accepted. Acquisition completed. Marketing proposals and Prospective tenant discussions underway.	Green
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.	Sep 23 Funding secured, dialogue with local providers and partners underway for contract terms; job specification for a coordinator, funded by SPF is with HR for advertising.	Green
Transform the city and county's infrastructure to support a strong and resilient economy by focussing on key developments and enhancing key assets	.	
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.	Sep 23 Progress of phase 1 individual projects underway subject to capital funding availability.	Green
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.	Sep 23 On site works underway at Palace and Albert Hall.	Green
Work with partners to develop commercial meanwhile uses.	Sep 23 Progress underway via Regeneration Swansea Partnership. New Meanwhile space contract being issued via UK SPF.	Green
Progress work on the new Castle Square Gardens project.	Sep 23 Our regeneration programme delivery is underway, utilising all available funding opportunities, and private sector investment, to bring about mixed-use regeneration projects that fit with the Council's existing policy framework.	Green
Progress work on the new city centre Community Hub project providing a new home to the Central Library.	Sep 23 RIBA stage 4 of conversion of the former BHS/What store completed and signed off; funding for project agreed at Cabinet and Welsh Gov. LOI in place until 16th of Oct with Kier and demolition works started on site 11th Sept. Contract documents being prepared by legal to be issued by 16th of Oct.	Green
Complete the phased demolition of Ty Dewi Sant and the old multi-storey car park.	Sep 23 Ty Dewi Sant demolished. BGCL have entered administration, Wilmott Dixon appointed as replacement with will include MSCP demolition.	Green
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.	Sep 23 Construction underway.	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Continue to progress development and investment through the Skyline park attraction on Kilvey Hill.	Sep 23 Skyline obtaining legal review but have approved the project subject to funding offers. Cabinet have approved grant funding support. PAC complete. Planning application anticipated once legal review completed.	Amber
Progress hotels discussions for the City.	Sep 23 Alternative options being considered following withdrawal of original hotel operator.	Amber
Working in partnership with Penderyn Distillery, support the opening of a new whisky distillery attraction at Landore.	Sep 23 Project complete.	Blue
Progress the development and reopening of the River Tawe corridor, including new pontoons.	Sep 23 Project delivery underway. Pontoon 1 installation taking place October 2023, on schedule.	Green
Deliver new promenade improvements and developments, as well as new lighting around Swansea Bay.	Sep 23 Works commenced in January and have progressed well. Regular engagements sessions are held at the community centre. Appointments have been secured through the Bricks and Mortar initiative. The completed scheme will include new bollard and festoon lighting. Second phase of bollard installation commenced.	Green
Commit to improving public toilets.	Sep 23 Strategy stakeholders reviewed; Action plan under review; Grant accepted to refurbish Rhossili Toilets.	Green
Progress discussions for the new interactive aquarium, aiming to offer an immersive experience for visitors and a wider educational resource.	Sep 23 Discussions underway via Urban Splash.	Green
Strive to progress discussions regarding a new ferry service linking Wales with the South West of England.	Sep 23 Discussions underway.	Amber
Commit to progress discussions with partners regarding the International Sports Science Village.	Sep 23 Feasibility and options appraisal completed and subject to final review will be shared internally with a meeting with Partner (SU prior to Dec). Outcome seeks future options for delivery and governance jointly commissioned for consideration by partners. Market test completed, with strong response and likely competitive market if tendered Currently agreeing a formal extension period in relation to WNP to 31/03/24 in first instance to allow time for all options to be considered.	Green
Commit to investment in our towns and villages.	Sep 23 Transforming Towns and ERF delivery underway. Plus Transforming County project created via UK SPF to create county-wide grant opportunities for this theme.	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Deliver on the refurbishment and upgrade of remaining tower blocks	Sep 23 Contractor appointed for Croft St and progressing at detailed design stages . It is anticipated all preconstruction design and second stage procurement will be completed by September 2024 and project delivery completed as per delivery timeframe stated.	Green
Provide more energy efficient homes and more affordable homes, alongside more investment in social housing.	Sep 23 New build schemes progressing at various stages of design, procurement and site delivery to maximise spend of capital budget. Grant opportunities being maximised through use of TACP and LBDF , in addition to SHG. More Homes budget review underway in conjunction with wider HRA budget review to determine future resources available. 10 year delivery programme in development pending outcome of HRA budget review. Review of Swansea Standard underway. Applications submitted for HAPS City Deal Financial Incentive fund to supplement HRA budget.	Amber
Public Health Teams ensuring private rented properties and Homes in Multiple Occupation are safe for tenants and rogue traders are prosecuted.	Sep 23 The Private Sector Housing Team handle HMO applications in line with regulations, respond to enquiries and complaints about housing standards and contract issues, taking enforcement where necessary. Inspections are 'delayed' due to backlog created by Covid and limited staff resources. All rogue traders incidents are investigated by the Trading Standards Team and on track. If sufficient information then investigation is undertaken and appropriate enforcement action taken.	Amber
Complete the Welsh Quality Housing Standard (WQHS) 1 and begin planning WQHS 2.	Sep 23 "WHQS Phase 1 completed in December 2021 with a total investment of £546m. 4 Year programme for WHQS2023 approved by Council. Capital programme for 2023/24 £37m and further £140m investment upto 2027/28 to maintain the standard and develop programmes for WHQS2023. SAVA software procured to assist with the new energy pathways required for WHQS 2023.	Amber

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Continue onto the next phase of the More Homes build, whilst maintaining progress on further retrofitting of council homes.	Sep 23 Schemes in development due to start 24/25 include: Creswell road - 9 units Brondeg House - 13 Units Heol Dynys - 22 units Milford A&B - 40 units (approx). tender for development partner targeted for issue Jan 24. Brokesby Road 160 units- planning application submitted - construction delivery date tba pending HRA budget review. Aquisition programme - 23/24 budget £3m fully allocated for 28 units as at Oct 23. Additional funding from s106 commuted sums pot to be added to extend programme to year end. 4 yr HRA capital programme include decarb work to the existing stock as part of WHQS 2023 but longer term programme over 10 years & funding yet to be determined. Additional grant funding obtained from WG Optimised Retrofit Programme of £3m to support decarbonisation measures in HRA capital programme.	Amber
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	Sep 23 Delivery Agreement approved by Council and Welsh Government and work underway. First key stage - a call for Candidate Sites - has commenced alongside project work to formulate key underpinning evidence.	Green
Agree a new Swansea Bay Strategy.	Sep 23 Progressing delivery programme via the Economy and Infrastructure STC and dedicated workshops, focus likely to be on Llangland for 23-24. A report is being developed to be heard at E&I STC in November 2023. Swansea Bay Delivery Plan forms an agenda item within the City Regeneration Programme Board.	Green
To remodel services, focusing on meeting people's needs, within the funding available	Sep 23 Minor restructures within the Planning Applications service and the Natural Environment service are scheduled for implementation in 2023/24 and 24/25 respectively. These restructures will improve cost efficiency and service delivery resilience.	Green
Commence a review of the disabled parking bay policy.	Sep 23 Draft proposal presented to Cabinet and Chairs for discussion on proposed policy. Formal report to be presented.	Green
Progress TAN15 discussions with Welsh Government to find a solution that supports appropriate development.	Sep 23 Consultation response provided to inform WG drafting of final document. Continuing liaison with WG, including through WLGA, and awaiting final version expected end of 2023/early 2024.	Green
Investment in our communities to provide good community infrastructure	.	

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Promote sustainable use of sports pitches for local sports clubs.	Sep 23 Good working relationship with junior and senior leagues in Swansea to look at best and most sustainable use of grass pitches and 3Gs operated by our partners. Strong linkages with FAW and other Gov bodies to drive new investment, as well as further Cats being progressed in Q2 and an investment programme across main centres moving forward with tender process for changing rooms at Mynydd Newydd.	Green
Continue to invest in parks and play areas.	Sep 23 Programme of activity for 23-24 continues via a framework. Tranche 2 awarded, Tranche 3 out to tender. Jersey Park funding re-evaluated and included in T3.	Green
Progress roll-out of free public Wi-Fi.	Sep 23 Contract has been awarded and provision of Wi-Fi to four District Centres is anticipated for this financial year.	Green
Commit to complete play area upgrades.	Sep 23 Programme of activity for 23-24 continues via a framework. Tranche 2 awarded, Tranche 3 out to tender. Jersey Park funding re-evaluated and included in T3.	Green
Continue the replacement of bus shelter installations.	Sep 23 19 shelters in first batch of ERF funds - all completed. 18 shelters in second batch or EFR funds - 6 installed to date.	Green
Commit to installing new bins and to replace dog waste bins with larger general bins.	Sep 23 Bin replacements proceeding well, with most wards having received first round of priority replacements. Procurement complete for purchase of next supply of bins.	Green

Success Measures

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Delivered better skate facilities.	Sep 23 Mumbles skate park now open and well used; further finance secured for wider strategy and procurement for consultancy support due for appointment Oct 23.	Green
Commenced £10 million local road upgrades.	Sep 23 Programme developed and works to be delivered over coming months.	Green
Promoted the free and sustainable use of sports pitches for local sports clubs.	Sep 23 Complete.	Blue
Secured a tenant for Debenhams.	Sep 23 Marketing details prepared and discussions with prospective tenants taking place.	Amber
Work progressed on the new Castle Square Gardens project.	Sep 23 Contractors interviewed – 10 day stand still period has just expired. No objections or challenges received to preferred tender. PCSA /stage 4 contracts being prepared for signing. PCSA stage 4 design and costing to run for 16 weeks, after which a report will be presented to Cabinet to confirm cost agreement (January). Site Investigations October 23 Contractors to start on site Feb March 24.	Green
Commenced the phased demolition of Ty Dewi Sant and the old multi-storey car park	Sep 23 Ty Dewi Sant demolition completed. MSCP awaiting demolition.	Green
71-72 The Kingsway completed.	Sep 23 Construction underway.	Green
Progressed discussions on a new ferry service linking Wales with the South West of England	Sep 23 Discussions underway.	Green

Performance Indicators

Measure Ref ↑	Measure	Target	Actual	Performance
BBMA5	Number of contracts started with Beyond Bricks & Mortar Community Benefit clauses in their contracts	10	7	▲
CTT4	The amount of money spent by visitors to the City & County of Swansea (£million)	Annual PI - data to be reported at end of year		
EC2	The Percentage of all major applications with an economic imperative that are approved	100%	100%	★
EC7	Average Turnaround Time for Land Charge Searches completed in the period	10.00	1.69	★
EP28a	The percentage of all Planning Applications determined within agreed timescales	90.00%	96.10%	★
ESD1	Value of inward investment related to property-based projects where the authority owns land (£000's)	Annual PI - data to be reported at end of year		

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Corporate Risk for the Transforming the Economy and Infrastructure Priority

Risk Title	Risk Description	Inherent Risk	Overall RAG 30.06.	Overall RAG 30.09.
Local economy and infrastructure	If the local economy and infrastructure is not transformed and supported to be resilient to economic challenges and changes to government policy on climate change, including flood risk and associated regulatory restrictions, and does not take advantage of opportunities to attract new development and investment, then it will not fulfil its potential as a regional centre to raise aspirations, improve services, lift skills, improve connectivity, create well-paid employment opportunities and improve the well-being of Swansea citizens.	25	9	9

Tackling Poverty and Enabling Communities

Why is this 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.

Challenges

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 Council is making good progress in its efforts to tackle poverty under continuing national challenges around the Cost of Living crisis and ongoing economic pressures on public services.

Strategic direction is being developed through our engagement work as we refresh our Tackling Poverty Strategy, with a recent survey receiving over three hundred responses and public consultation planned for Q3. We have delivered targeted grants such as the Holiday Food Fund (over £140k spent on summer holiday food for children and young people). Our Communities for Work Plus employability programme had the highest number of 'into works' in Wales during Q1. Welfare Rights Advisors have helped to raise over £1m in welfare benefits already this year. We have undertaken planning around improving digital inclusion as well as developing toolkits and guides for our corporate volunteering policy.

Homelessness remains a key challenge as presentations of homelessness has risen, with work to build more energy efficient and affordable homes progressing alongside increasing our stock of council properties through new builds and acquisitions.

The Council is making good progress in its efforts to enable communities to become resilient, safe, welcoming and prosperous.

We are planning elements of the Communities Anchor project of the Shared Prosperity Fund to develop approaches around corporate volunteering, community growing and improving co-production with local communities. A new Enabling Communities Grant (covering previous funds around COAST, Swansea Spaces and the Holiday Food Fund) will launch in November. Engagement Transformation work has included the launch of the new Collaboration Station at the National Waterfront Museum. Local Area Coordinators are currently supporting over a thousand people in our communities and continue to support community improvements. We have undertaken action planning around community resilience & self-reliance as well as the Council's promotion of Social Enterprises.

Across this priority, resources have been challenged to cope with demand in key areas like homelessness prevention and reliance on grant funding for key services are a key risk in terms of sustainability and recruitment. We continue to monitor and mitigate risks relating to poverty and the Cost of Living crisis alongside operational and performance risks. Work on a performance framework aligning elements of poverty and community work is continuing and will inform our council-wide approach to achieving this priority over the period of the Corporate Plan.

In summary, we are on track to deliver our commitments in the Corporate Plan for 2023/24 and we are exceeding nearly all of our Key Performance Indicators.

Supporting Objectives

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 Engagement and co-production of the Tackling Poverty Strategy is ongoing through the summer months of 2023. We envision that co-production will feature as a key principle of the future delivery of our work on tackling poverty and enabling communities.	Green
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.	Sep 23 We have received and are administering Period Dignity in Communities and Direct Food Support grants. A Holiday Food Fund was launched in August in response to the withdrawal of the FSM Holiday Payments. Welfare Rights Advisors are delivering training courses to develop skills in diagnosing and solving benefit problems.	Green
Tackling and preventing homelessness - We will implement the Housing Support Programme Strategy to support people who are homeless or at risk of becoming homeless.	Sep 23 There has been a key focus on the need to deliver on the rapid rehousing strategic priority and creating more affordable temporary and permanent accommodation. TACP funding has ensured that these priorities are being met, however with the continuing cost of living crisis and rise in homeless presentations means that tackling and preventing homeless is very challenging in the current climate.	Amber
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.	Sep 23 As above (440, 455) New build schemes are progressing at various stages of design, procurement. Ex-council 'buy back' acquisition programme continues. To date, 222 additional council properties have been added to the housing stock including: new build/conversion= 97, Acquisitions = 125.	Amber
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.	Sep 23 Employability Mentors support individuals into employment who are on the Communities for Work Plus and Pathways projects. CFW+ have supported over 800 residents with over 250 entering employment. Residents are supported at the three offices, local community hubs and the central quadrant hub. Digital Basic training and support (following on from the Get Swansea Online programme) is delivered as part of the Lifelong Learning Service. The LLS courses for the new academic year started in the second quarter.	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 Engagement Transformation Lead Officer started in post 1st July 2023, The development and launch of the new community engagement space The Collaboration Station Sept 2023. Mapping exercise "Connecting Team Swansea" is currently out for staff to complete. The development of the new Bright Ideas Campaign to bring people across the ages together to share ideas, inform community projects and initiatives.	Green
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.	Sep 23 Anti-social behaviour is a Safer Swansea Partnership priority. Scrutiny Call for Evidence has met with many statutory and non statutory organisations and services, and will have a report in the Autumn 2023 with recommendations for Cabinet to consider.	Green
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.	Sep 23 COAST programme was implemented and delivered. We received over 160 applications which totalled over £800,000 and allocated funding to 141 projects which totalled £580,000. COAST is a holiday provision delivering a range of activities including sport, wellbeing, arts/crafts, environmental and social. There was approximately 20,000 attendances but we have not completed the evaluation collation yet.	Green

Success Measures

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Published our refreshed Tackling Poverty Strategy, working co-productively with our partners and people with lived experience of poverty.	Sep 23 Refresh of the Tackling Poverty Strategy has progressed during Q2 as a result of the engagement phase of strategy development. Good engagement with partners, networks, forums and the general public through our survey which was live during August and September.	Green
Developed a Tackling Poverty Performance Framework that aligns objectives, outcomes and performance measures related to tackling poverty.	Sep 23 Work has progressed with the draft performance framework covering tackling poverty and enabling communities areas. Supplemental developments for a data framework and a quality framework have also been drafted. Further review and engagement planned for Q3.	Green
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.	Sep 23 Review of the Housing Allocations Policy has commenced and is on course to be completed by 2024.	Green
Agreed a strategy to support homeless individuals as the COVID-19 hotel use ends, whilst continuing with our 'always a bed' pledge.	Sep 23 We are continuing to provide temporary accommodation to any person that requires it under the legislation. Due to the increase in homeless presentations and the lack of move-on accommodation, we are seeing a high levels of households in temporary accommodation and these numbers are continuing to rise.	Red
Supported the establishment of the Swansea Sustainable Food Partnership.	Sep 23 Hosted by the Environment Centre, Bwyd Abertawe is Swansea's Sustainable Food Partnership. Welsh Government funding in 2023/24 is supporting the ongoing work of the partnership. More information is available at www.environmentcentre.org.uk/bwydabertawe	Green
Published our Corporate Volunteering Policy to develop and manage voluntary action within the organisation.	Sep 23 Volunteering Policy for the hosting of volunteers within council services is continuing in line with the development of a Managers Toolkit and Volunteers Handbook. Shared Prosperity Fund project is being planned to develop the application of the Council's policy.	Green

Performance Indicators

Measure Ref ↑	Measure	Target	Actual	Performance
HBCT01a	Average time for processing new claims (Housing Benefit)	28.00	18.84	★
HBCT01b	Average time for processing notifications of change in circumstances Housing Benefit)	6.00	7.48	▲
HBCT02a	Average time for processing new claims (Council Tax)	31.00	29.07	★
HBCT02b	Average time for processing notifications of change in circumstances (Council Tax)	5.00	3.39	★
HSG16a	Number of affordable homes completed by LA	26	88	★
HSG16b	Number of affordable homes completed by RSL	176	210	★
HSG16c	Number of affordable homes completed under S106 or other	24	28	★
POV05	Amount of welfare benefits raised through securing rights & entitlements by the Welfare Rights Team	£175,000	£702,044	★
POV10	Number of people gaining employment through Employability Support	134	173	★
POV11	Number of accredited qualifications and sector specific training achieved by adults with L/A support	13	251	★
POV12	Value of grants received by the Tackling Poverty Development Team to support organisations and serv	£100,000	£143,980	★

Corporate Risk for the Tackling Poverty and Enabling Communities Priority

Risk Title	Risk Description	Inherent Risk	Overall RAG 30.06.	Overall RAG 30.09.
Impact of Poverty	If there is increased demand on Council services due to an increased number of residents experiencing the impact of poverty due to the pandemic and cost of living pressures. Then the impact includes increased debt, reduction in household income and negative impact on health and well-being.	16	9	9
Cost of living crisis	If the cost of living crisis continues or gets worse, then it will lead to greater pressure on housing supply, increased housing costs, higher levels of homelessness and increased demand on housing, tenancy support, homelessness and other Council services.	25	16	16
Social Cohesion	If we do not manage to continue to improve community involvement and break down barriers amongst people in terms of economic disparities, encourage tolerance to avoid social discord and strengthen community development throughout all ages, then we could see increasing community tensions, disorder and civic unrest exacerbated by the cost of living crisis and perceived differences and people not feeling heard or listened to.	16	NO RAG	6

Delivering on Nature Recovery and Climate Change

Why is this 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.

Challenges

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.

2030 steps

The Council continues to deliver on Nature Recovery and Climate Change. The 2022-23 emissions data was successfully submitted to Welsh Government, showing an overall reduction in scope 1 & 2 emissions.

2050 steps:

The Climate Signatories group is established and has specific projects assigned to them. These include working alongside the PSB to deliver on the climate change elements of the new Well Being Action Plan. Two projects are being driven by the group:

- The development of a Swansea Adaptation & Mitigation Plan.
- A 'Good Practice' mapping exercise, led by NRW

Nature Recovery Steps:

The Nature Conservation team has been working with a wide range of partner organisations within Swansea and Gower to develop the Local Nature Recovery Action Plan (LNRAP). The plan has cabinet approval and sets out key objectives and actions that address issues causing declines in biodiversity in Swansea. It features 25 key actions to guide partner groups within the Swansea Local Nature Partnership. The aim by 2030, is to ensure that at least 30 percent of Swansea is protected and effectively managed for nature.

23-24 measures:

Achievements include the completion of the EV charging point installations at the Heol y Gors depot. The Fleet Manager currently working on an ULEV Strategy update. The Lagoon project continues to progress, with a recent funding application made to hopefully commence to the next phase of feasibility on a District Heating Network. The Energy Team have launched a Premise Manager Energy Toolkit, encouraging officers to audit their buildings and make simple changes to help not only reduce emissions but also to save money on energy bills. A pilot at Gorseinon Library and Housing Services building delivered good results. This supports a recent report by one of our environmental partners studying building emissions, suggesting we can make approx. 10% reductions in energy savings through behaviour change.

23-24 KPI's:

Encouraging staff to complete the new two Climate Change and Nature Recovery training modules has had some success and the Strategic Climate Change Project Manager and Biodiversity Natural Environment Officer have been piloting some face-to-face sessions. It is anticipated that this targeted approach will form part of the strategy to help build staff knowledge.

The tree planting season is just commencing for 2023-24.

Risks and Challenges:

The challenges we are facing include continuing with limited financial and human resources to deliver and push harder towards the NZ2030 ambition. In the main we are relying on external funding and without large investment – particularly on our buildings and fleet, the emissions figure will no doubt begin to plateau. We will look at opportunities to secure funding, but this is challenging given the pressures in the Council's MTFP.

There is a significant risk that Swansea Council won't achieve net zero 2030 without significant additional investment including support nationally with resourcing. With regard to fleet – there is also concern on the ULEV supply chain putting our new KPI CCNR5 at risk. The overall risk of not achieving net zero 2030 as a council is highlighted as RED on the corporate risk register.

Supporting Objectives

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Achieve net zero carbon emissions by 2030, following the approved Swansea Council Net Zero 2030 Delivery Plan.	Sep 23 22-23 emissions data submitted to WG Sept 23, down on previous year, several reasons for improvements bringing us more in line with similar councils.	Red
Reduce the council's impact on the environment, monitoring via the Welsh Government reporting process on the 6 organisational categories.	Sep 23 Delivery plan in place monitoring all 6 categories up to 2030, but risk lack of funds to deliver full plan. Cabinet report December 23 to provide full performance update.	Red
Replace for street lighting with LED.	Sep 23 25,480/29,026 street lights now LED (88%). 1,438 fitted during 2022/23. 13% saving in total CO2 emissions of lighting stock compared to 2021/22	Amber
Develop a new County-wide tree planting map allowing us to plant thousands of new trees.	Sep 23 Tree canopy coverage and planting opportunity map has been completed	Green
Continue to review the council transport fleet to maximise opportunities for use of a green fleet in line with its green fleet strategy.	Sep 23 Approx 100 ULEV vehicles and supporting chargepoints introduced. Alternative fuel trial being scoped (HVO) and fleet utilisation review commencing to understand fleet demand/need for potential efficiencies. Next phase of chargepoint installations being planned to enable renewing next tranche of vehicles (subject to being financially viable)	Green
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.	Sep 23 All schools moving to Sigma by . Delivery of 8 projects through the Environmental Partner Framework to support business and community projects across Swansea, find out the current position regarding food and food production in the county and assess decarbonisation of some of the schools/leisure centres.	Green
Develop a Swansea Adaptation and Mitigation Plan.	Sep 23 SPF bid approved	Green
Support delivery of the first phase of the Blue Eden Lagoon project.	Sep 23 Project Governance under construction, cabinet report approved May 23	Green
Progress the development of a council-operated solar energy farm at the City's Tir John site.	Sep 23 Now linked in with Blue Eden / (Swansea Energy and Transport Hub and Port Redevelopment Project)	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Aim to make neighbourhood greening improvements.	Sep 23 Wild About your Ward greening opportunities identified in some wards, awaiting implementation following confirmation of grant aid. Opportunity mapping will continue to be rolled out across wards until at least March 2025.	Green
Support and enable the increase and availability of electric vehicle (EV) charging points and develop a wider EV charging strategy.	Sep 23 Capital grant funding secured for the delivery of 'fast' and 'rapid' publicly available EV chargepoints in 2023/24, from the Welsh Government's Ultra Low Emission Vehicle Transformation Fund. No funding beyond March 2024 secured to date.	Green
Progress discussions on the development of a hydrogen fuelling hub.	Sep 23 Active discussions in place with various parties	Green
Work towards announcing new Active Travel routes, which develop the built and natural environment and encourages higher levels of physical activity.	Sep 23 Capital grant funding secured for the delivery, whole or in part, for 6 active travel routes in 2023/24 from the Welsh Government's Active Travel Fund. Further funding awarded for continued development of a number of future schemes and minor works. No funding beyond March 2024 secured to date.	Green
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.	Sep 23 Second Section 6 Duty monitoring report to Welsh Government Jan 2023. Preparation of the action plan 2023 to 2025 is under preparation,	Green
Contribute to the review, delivery and monitoring of the Local Nature Recovery Action Plan and a County Wide Green Infrastructure Strategy.	Sep 23 LNRAP drafted due for adoption late 2023. County wide GI strategy to be produced jointly with NRW to be held in abeyance until 2024/25	Green
Improve awareness and understanding of climate change and our natural environment through provision of information, training, and events.	Sep 23 Two training modules available for staff and 3 toolbox talks. Communications group to meet in October. Website development is ongoing. Face to face training for some service areas delivered and being offered out further.	Green
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.	Sep 23 This ongoing work continues to be carried out across many council owned protected sites, nature reserves and SINCs but is dependent upon grant funding	Green
Continue to deliver a programme of wildflower planting and management and take actions that help to control invasive non-native species.	Sep 23 15 sites trial covering approximately 15.2 hectares of parks, amenity grasslands and road verges being managed as species rich wildflower meadows. Five 'cut and collect' machines purchased to enable this work. too early to assess outcomes. Sites are also being planted up with native local provenance wildflowers. INNS are being mapped and subject to an ongoing programme of treatment focusing on nature reserves and Council land, subject to funding	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Engage with local communities to encourage volunteering and to support them taking action to enhance and maintain their local greenspaces and wildlife sites.	Sep 23 Volunteer engagement and activities continues following confirmation of Local Places for Nature grant funding	Green
Take action to maintain and improve the quality of our air, water and soils.	Sep 23 Air Quality Annual Progress Reports have been submitted and approved by Welsh Government. Next report to be submitted 20th sept 2023. Bathing Water Model continues to predict hourly concentrations at Swansea Bay DSP. Officer involvement with contaminated land and planning applications continues.	Green

Success Measures

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Reported to Welsh Government on Swansea Council 2022-23 emissions.	Sep 23 Next reporting template due for submission first week of Sept 23	Green
Progressed phase 2 of the public buildings retrofit programme.	Sep 23 Carbon Reduction Retrofit Service Provider have completed High Level Assessments (HLAs) across a number of corporate buildings and schools.	Green
Delivered a second year of projects with our environmental partner.	Sep 23 2 briefs being undertaken so far in 23-24 with others being worked on for delivery by end of March 24.	Green
Agreed a development model and progressed with the Tir John solar farm development.	Sep 23 Swansea Council Planning Committee approved planning permission (6th Jun 23)	Green
Agree and announce progress on the Blue Eden project with our development partner.	Sep 23 Cabinet report approved May 23	Green
Built strong collaborative working relationships with climate charter signatories on the 2050 Swansea agenda.	Sep 23 Climate Signatories has working groups established to deliver A&M and Mapping as agreed with PSB. Work being completed according to schedule/funding	Green
Began to implement our ULEV Transition Strategy 2021-2030, with over 150 ULEV vehicles and fleet charge points.	Sep 23 Over 110 vehicles are now full battery electric or hybrid with supporting charge points located across 12 different Council owned sites. Future planned renewals pending financial viability.	Green
Continue with the LED street lighting installation programme.	Sep 23 In region of 2000 LEDs programmed to be fitted during 2023/24. Further CO2 emissions reduction in region of 10% expected by end of 2023/24	Green
Agreed an updated tree planting and management strategy.	Sep 23 Current opportunity mapping will be incorporated into the Council's Tree Strategy	Amber
Planted hundreds of new trees.	Sep 23 It is expected around 300 trees will be planted during 23/24 (resource capacity)	Green
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.	Sep 23 Approx. 4 more maps to be produced	Green
Drafted Management Plans for Council owned Local Nature Reserves.	Sep 23 Management Plans for the sites are completed	Green
Targeted treatment and/or removal of Invasive Non-Native Species on nature sites.	Sep 23 Targeted treatment of INNS on Nature Sites ongoing	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Produced a series of Climate Change and Nature Recovery e-training modules.	Sep 23 2 modules completed and on Fusion. 121 staff have completed the training as of 3/10/23	Green
Continued amenity grassland and road verge management trials to establish as species rich wildflower meadows.	Sep 23 Trials continue to be rolled out	Green
Prepared a Local Nature Recovery Action Plan and a County Wide GI Strategy.	Sep 23 LNRAP has been prepared. Preparation of the GI Strategy has been put on hold	Amber

Performance Indicators

Measure Ref ↑	Measure	Target	Actual	Performance
CCNR1	Numbers of trees planted during the year across the council			Annual PI - data to be reported at end of year
CCNR2	The increase in number of council locations with renewable energy sources			Annual PI - data to be reported at end of year
CCNR3	Number of Members and officers that have completed Climate Change and Nature Recovery Training			Annual PI - data to be reported at end of year
CCNR4	Number of projects delivered through the Environmental Partners Framework (annual)			Annual PI - data to be reported at end of year
CCNR5	Percentage of the Council fleet which are Ultra Low Emission Vehicles (ULEVs)			Annual PI - data to be reported at end of year
WM009b	Percentage of Municipal Waste collected and prepared for reuse and/or recycled (annual)			Annual PI - data to be reported at end of year

Corporate Risk for the Nature Recovery and Climate Change Priority

Risk Title	Risk Description	Inherent Risk	Overall RAG 30.06.	Overall RAG 30.09.
Net Zero 2030 target	If we do not transform the Council to meet the collective net zero commitments asked of public bodies by Welsh Government at sufficient pace and scale, then there is a possibility that the net zero target will not be met by 2030.	25	9	16

Transformation and Financial Resilience

Why is this 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 sustainability, 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.

Challenges

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.

Director's Update

There has been considerable progress made under the Transformation and Financial Resilience Objective during the first six months of 2023-24. In terms of the steps under this objective, 9 of 11 are showing a Green RAG Status at the end of quarter 2, while two are showing an AMBER status. Aligned to this 8 of 11 success measures are green, while 3 remain AMBER.

Turning first to transformation, the new Successful and Sustainable Swansea Corporate Transformation Plan was approved by Cabinet in April 2023. The plan contains 12 distinct transformation programmes – seven which are service focused and five which are cross cutting and will transform ways of working across the council as a whole. During the first six months the focus has been to get programmes up and running, establish their governance and set detailed milestones and success measures. As such progress is rated as Amber, reflecting that some programmes are still in the early stages while others (e.g., Net Zero) face significant funding challenges.

In terms of financial resilience, 2023-24 is proving to be a challenging year with a forecast overspend by year end on service budgets of £13.47 million as at the end of July 2023, although this will ultimately be heavily influenced by the final pay award once resolved. In addition, £4.8 million of the £13,47 million is attributable to increases in energy costs which is being met corporately. Officers are working hard to reduce the forecast overspend and as at 31 July 70% of the budget savings identified for 2023-24 were on target to be delivered.

During the second quarter work began on planning for the 2024-25 budget and the 2024-28 Medium Term Financial Plan. Financial sustainability over the medium term is an ongoing challenge in the face of a poor public finance outlook, combined with ongoing pay and price inflationary pressures. Risks are growing for the whole of local government and whilst the Council has high earmarked reserves, it has an ambitious set of spending plans and low General Reserves. Against that background, tough decisions are likely to be needed later in the year, but the actual level of savings required will not be known until the local government finance settlement is published in December 2023. In the meantime, work is ongoing to ensure the council can present a balanced set of budget proposals in the spring of 2024, whatever the settlement outcome.

Supporting Objectives

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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	Sep 23 Established process which is internally significantly well under way for 24-25 setting. Grave uncertainties over funding from UK and WG and outlook. Lack of clarity over current year financial position compounds matters. Funding likely to be severely constrained so whilst process is well established and always previously delivered would therefore ordinarily be assessed Green risks mean process itself is downgraded to Amber and currently sits in risk register as maximum risk red and maximum event impact red.	Amber
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	Sep 23 Transformation Delivery Board received an update on progress in September. Of the 12 programmes 5 were Green, 4 were Amber and 3 were RED (ie Community Hub Model needed further clarity of scope, Net Zero needs additional funding from WG; and Adults Social Care savings delivery is at risk due to increasing demand and costs. Actions being taken to turn REDs to AMBER and AMBERs to GREEN. So far in 2023-24, £812,00 delivered in savings. Overall AMBER RAG status	Amber
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	Sep 23 Projects have started and highlight reports on progress are being presented at the Digital Transformation Board, which in turn feeds into the Corporate Transformation Programme Board.	Green
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.	Sep 23 The Workforce and OD Transformation Programme Board have met quarterly since December 2022 and have confirmed the first phase of projects to be delivered by mid-2024. Work is continuing on each of these projects through their individual work programme strands.	Green
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.	Sep 23 The new business partner model has been established in the HR&OD structure and recruitment to posts was completed in August 2023. Training and upskilling has been provided via LGA on workforce planning and business partners will be commencing discussions with Heads of Service on their organisational design requirements. In addition, hybrid operating models were implemented in Q1 of 2023 with all Heads of Service confirming their operating models in the post pandemic hybrid environment with a review due in November 2023.	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 The councils self-reflection tools assessing progress meeting the performance duty introduced by Part 6 of the Local Government and Elections (Wales) 2021 Act and the well-being duty introduced by the Well-being of Future Generations Act (Wales) 2015 were completed at the end of 2022/23 and were reviewed and challenged in Q1 (May 2023) at the Strategic Governance Group; areas for continued improvement were identified for further action.	Green
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.	Sep 23 Cabinet report approved on approach. Social value templates in place and being reviewed by Services. New legislation due late 2023 - with associated reporting being developed by Welsh Government - will impact this policy area, so publication of statutory guidance awaited and is next critical step. Service Centre / Fusion support anticipated in Q3 for development of spend tracking system to ascertain local impact.	Green
Operational estate: We will continue to rationalise the council's operational estate to maximise efficiency and reduce our carbon footprint.	Sep 23 The decarbonisation programme is aligned with disposal programme, ensuring efficiencies are maximised.	Green
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 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). 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).	Sep 23 A report on the work done by the Councils strategic partnerships will be developed and presented to Governance & Audit Committee in Q3 (October 2023).	Green
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.	Sep 23 Our updated Consultation and Engagement Strategy was approved by Council in May. We commissioned Coproduction Wales to work with us to improve our knowledge and capacity for undertaking more co-productive activity across the Council. a Coproduction champions network has been established and regular training opportunities have provided to council staff. Pilot projects have been selected to put co-production into practice, Work has begun on producing a Coproduction Policy for the Council.	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
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.	Sep 23 Our IIA process ensures that Equality and Diversity and Human Rights implications addressed in every decision we make as a Council and are embedded policy development. Swansea declared itself a Human Rights City in December 2022. Work has been undertaken with partners to engage with communities our Human Rights Action Plan. In June we held a successful engagement event. Around 100 people attended from across Swansea. The outcomes of this event will directly inform the Actions plans.	Green

Success Measures

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
A balanced Medium Term Financial Plan.	Sep 23 Links directly to above. Has to be delivered in law or S114 results. Same risks – well established process which has always worked in past - risks have escalated pan local government materially.	Amber
Delivered all the savings proposals approved in the 2023-2024 Final Budget.	Sep 23 Tracker established and considered by directorates alongside routine pfm process. First formal report will accompany core budget monitoring to Cabinet in October. Process is green, likelihood of 100% delivery is definitively not assured (70% +more likely realistic) so overall remains assessed Amber.	Amber
A corporate transformation plan which is delivering major changes across the council.	Sep 23 The Corporate Transformation Plan is in its first year and contains 12 programmes which will deliver major changes across the council. So far it has delivered £812,000 of savings. The RAG Status is AMBER reflecting that the programmes are in start up phase and therefore the major changes are planned for later years of the programme	Amber
Embedded a new Enterprise Resource Planning System.	Sep 23 Oracle Fusion went live in April 2023. Post go-live issues and support continues. Two final issues will be resolved very shortly and then the project will close and transition into the new Oracle operating model. One of the initial objectives was to transfer to the new cloud platform in the first instance. Once this is embedded innovation and process improvements will follow so the Council can maximise all the new functionality in the system.	Green
Increased the number of Swansea Account users and improved its functionality.	Sep 23 This forms part of a new project called 'Improving Customer Access' and is included in the Digital Transformation Programme. Alongside the project, the Council is aiming to promote the Swansea Account to residents as new services become available. The long term aim is to have most requests for service logged through the Swansea Account so residents can track progress within a secure environment. The project is underway	Green

Steps to achieving the Well-Being Objective	Sep 23	
	Assessment of Overall Progress	RAG
Introduced new leadership behaviours and a management learning and development offer.	Sep 23 The work to revise the Council's values and behaviours (including leadership behaviours) has been completed and is due for approval shortly (pending graphic design work). This has included a wide range of stakeholder engagement including trade unions, employee engagement group and Leadership/CMT representatives to refresh the values and behaviours. Work is also underway to align these values and behaviours to our reward and recognition strategy and performance management.	Green
Reviewed the senior management structure and pay and grading scheme.	Sep 23 The Chief Officer job evaluation exercise is underway. Each post holder has submitted a job evaluation questionnaire for analysis by LGA consultants and the rank order process is now being undertaken. Results are anticipated in October.	Green
Strengthened the council's Performance Management and Quality Assurance Framework.	Sep 23 New Assurance Framework in place. The councils self-reflection tools assessing progress meeting the performance duty introduced by Part 6 of the Local Government and Elections (Wales) 2021 Act and the well-being duty introduced by the Well-being of Future Generations Act (Wales) 2015 were completed at the end of 2022/23 and were reviewed and challenged in Q1 (May 2023) at the Strategic Governance Group; areas for continued improvement were identified for further action.	Green
Further develop our local supply chain and also ensure commercial opportunities are developed where appropriate.	Sep 23 This work is integrated into objective / ID 830 (please see the full update text for that area) working with the Director of Finance and responsible Cabinet Member. Key success measure is the live reporting of the economic impact of our commercial relationships via Fusion (resource to be provided via Service Centre in Q3), from which targets can then be set.	Green
Reduced carbon emissions from our operational estate.	Sep 23 Work continues on reducing emissions from our public buildings with phase two of our re: fit programme currently underway.	Green
Rolled out co-production training and toolkits across the council.	Sep 23 Our updated Consultation and Engagement Strategy was approved by Council in May. We commissioned Coproduction Wales to work with us to improve our knowledge and capacity for undertaking more co-productive activity across the Council. a Coproduction champions network has been established and regular training opportunities have provided to council staff. Pilot projects have been selected to put co-production into practice, Work has begun on producing a Coproduction Policy for the Council.	Green

Performance Indicators

Measure Ref ↑	Measure	Target	Actual	Performance
CHR002	The number of working days/shifts per full time equivalent lost due to sickness absence <i>Note from Corporate Performance Team - Data quality under review</i>	2.50	2.46	★
CUST12	Percentage of corporate stage 1 complaints closed in 10 working days or less	No quarterly performance target set	94.1%	
CUST13	Number of Swansea Account holders active during the period	No quarterly performance target set	333	
CUST2a	Number of online payments received via City & County of Swansea websites	32,500	36,855	★
CUST2c	Number of forms completed online for fully automated processes .	No quarterly performance target set	188,544	
FINA16	Percentage of invoices and payment documents paid within 30 days.		No data - Data will be available in Q3	
PROC12	Number of data breaches which have resulted in a penalty notice being issued by the ICO	0	0	★

Corporate Risk for the Transformation and Financial Resilience Priority

Risk Title	Risk Description	Inherent Risk	Overall RAG 30.06.	Overall RAG 30.09.
Financial Control - Budgetary Control, Annual Budget and MTFP Delivery	If we fail to deliver the Councils MTFP and maintain sufficient in year financial control, and in particular do not ensure we contain service overspending, especially now inflation is embedded at levels far above the expectation of around 2%, then we will not be able to respond appropriately to continuing austerity, demographic pressures, increasing demand and pay and price pressures and changing public expectations in both current and future years.	25	25	25
Workforce recruitment and retention	If the Council is not able to recruit and retain the right staff, then there may be reduced workforce capacity and capability, leading to lower staff morale and productivity, poor work quality, increased staff costs and reduced staff well-being / higher sickness rates.	12	6	6
Successful and Sustainable Swansea Corporate Transformation Plan	If the council does not successfully deliver the Successful and Sustainable Swansea Corporate Transformation Plan it will struggle to deliver its wellbeing objectives and to respond effectively to the external challenges it is facing up to 2028.	12	8	8

Integrated Impact Assessment Screening Form – Appendix B

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

Which service area and directorate are you from?

Service Area: SDU

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:

Q2 2023/24 Performance Monitoring Report – This report is on performance during Q2 2023/24 in delivering the Council’s key priorities as set out in the Corporate Plan.

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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Integrated Impact Assessment Screening Form – Appendix B

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

This report is on performance during Q2 2023/24 in delivering the Council's key priorities as set out in the Corporate Plan, so there is no direct impact on people or communities and no consultation or engagement is required.

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

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

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

Yes No If yes, please provide details below

- 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.)

Integrated Impact Assessment Screening Form – Appendix B

Outcome of Screening – This report is on performance during Q2 2023/24 in delivering the Council’s key priorities as set out in the Corporate Plan, so there is no direct impact on people or communities.

- 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)**

(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: R Rowlands
Job title: Strategic Delivery & Performance Manager
Date: 17/11/23
Approval by Head of Service:
Name: Lee Wenham
Position: Head of Communications & marketing
Date: 17/11/23

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 10.



Report of the Local Authority Governor Appointment Group

Cabinet – 21 December 2023

Local Authority Governor Appointments

Purpose:	To approve the nominations submitted to fill Local Authority Governor vacancies in School Governing Bodies
Policy Framework:	Local Authority (LA) Governor Appointments Procedure (Adopted by Council on 26 October 2017)
Consultation:	Access to Services, Finance, Legal
Recommendation(s):	It is recommended that: 1) The nominations recommended by the Director of Education in conjunction with the Cabinet Member for Education & Learning be approved.
Report Author:	Agnes Majewska
Finance Officer:	Aimee Dyer
Legal Officers:	Stephanie Williams
Access to Services Officer:	Catherine Window

1.0 The nominations referred for approval

1.1 The nominations are recommended for approval as follows:

1. Blaenymaes Primary	Mrs Sam Etheridge Mr Phatsimo Mabophiwa
2. Christchurch Primary	Ms Donnie Yuen
3. Crwys Primary	Ms Linda Place
4. Cwmrhydyceirw Primary	Ms Helen McLaughlin

5. Glyncollen Primary	Cllr Ceri Evans
6. Gowerton School	Mr Richard Casey
7. Penclawdd Primary	Mr Howard Evans
8. Townhill Primary	Mrs Janet Chaplin
9. YG Bryntawe	Mrs Margaret Greenaway

2.0 Financial Implications

2.1 There are no financial implications for the appointments; all costs will be met from existing budgets.

3.0 Legal Implications

3.1 There are no legal implications associated with this report.

4.0 Integrated Assessment Implications

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

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

4.1.1 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.

4.1.2 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and

priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.

- 4.2 Following the completion of the IIA process it has been identified there are no negative impacts and a full IIA is not required.
- 4.3 There is no need for mitigation as impacts that have been identified are not negative impacts. The panel choose Governors, no public consultation is required. In order for schools to run effectively they need to have effective Governing Bodies, this appointment supports this.

Background papers: None

Appendices:

Appendix A - Integrated Impact Assessment Form

Appendix A - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from?

Service Area: Achievement and Partnership

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

(b) Please name and fully describe initiative here:

Appointing Local Authority governors to schools in Swansea

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

	High Impact		Medium Impact		Low Impact		Needs further investigation
	+	-	+	-	+	-	
Children/young people (0-18)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Appendix A - Integrated Impact Assessment Screening Form

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

This activity does not require consultation.

- 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.)

In order for schools to run effectively they need to have effective Governing Bodies.

Appendix A - Integrated Impact Assessment Screening Form

Outcome of Screening

Q8 Please describe the outcome of your screening below:

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

We have identified high impact on children and young people because it is in school environment and Governors are appointed to those school. Race, Religion and Welsh language have been also identified as high impact because we have some religious and welsh language schools. There is no need for mitigation as impacts that have been identified are positive. The panel choose governors and no public consultation is required. In order for schools to run effectively they need to have effective governing bodies, this appointment process supports this.

(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: Gemma Wynne
Job title: Governor Support Officer
Date: 08/09/23
Approval by Head of Service:
Name: Rhodri Jones
Position: Head of Achievement and Partnership
Date: 08/09/23

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 11.



Report of the Cabinet Member for Education & Learning

Cabinet – 21 December 2023

Regional Education Consortium - Amendment to Legal Agreement on Voting within Joint Committee

Purpose:	To seek approval to amend the Partneriaeth Joint Committee Agreement to allow each constituent Local Authority to choose whether to nominate their Leader or Cabinet Member with responsibility for the Education portfolio to be the voting member on the Joint Committee.
Policy Framework:	Partneriaeth Joint Committee Agreement dated 20 April 2022.
Consultation:	Finance, Legal and Access to Services.
Recommendation(s):	It is recommended that Cabinet: 1) Approves the draft Deed of Variation attached at Appendix A which allows each individual Constituent Authority to decide who should be the voting member on Partneriaeth's Joint Committee. 2) Appoints the Cabinet Member for Education and Learning as the voting member for Swansea Council and the non-voting member shall be the Leader of Swansea Council. 3) Delegates authority to the Chief Legal Officer to approve the final terms of the Deed of Variation and to enter into the Deed on behalf of the Council.
Report Author:	Debbie Smith
Finance Officer:	Ben Smith
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Background and Introduction

- 1.1 On the 20th April 2022 Swansea Council entered into an Agreement with Pembrokeshire County Council and Carmarthenshire County Council for the establishment of a Joint Committee to support the delivery of educational

improvements through Partneriaeth Addysg De Orllewin Cymru / South West Wales Education Partnership (“Partneriaeth”)

- 1.2 The Terms of Reference of Partneriaeth (Schedule 3 of the Joint Committee Agreement) provide that governance shall be via 3 voting members who shall be the Leaders of the 3 Councils. Leaders are inevitably involved in many meetings relating to their own individual Council business, partnerships, joint committees and regional working structures, which can lead to many conflicting commitments.
- 1.3 Consequently, at its meeting on the 6th October 2023, Partneriaeth agreed that it would be preferable to have some flexibility for the 3 Constituent Authorities to nominate their Cabinet Member with the Education Portfolio as their voting member instead of their Leader, should they so wish.
- 1.4 This proposal would comply with the Guidance on Education Consortia issued by the Welsh Government when they were established – “National Model for Regional Working” (2014), which advised that “the membership of a joint committee will comprise of the Leader of each constituent local authority or education portfolio holder – they will be the decision-making body and the elected members will have full voting rights”.

2. Proposed amendment

- 2.1 The Deed of Variation attached at Appendix A provides for amendments to Schedule 3 of the Joint Committee Agreement dealing specifically with membership and voting rights. Paragraph 3 states that where the Leader is nominated as the voting member, the Cabinet Member with the Education Portfolio shall be nominated as the non-voting member. Where the Cabinet Member with the Education Portfolio is nominated as the voting member of Partneriaeth each Constituent Authority shall appoint a non-voting member (who may be the Leader, or another member).
- 2.2 Pursuant to clause 4.4 of the Joint Committee Agreement any amendment to the Joint Committee Agreement is a matter reserved to each individual Council. Cabinet is therefore asked to approve this amendment to Schedule 3 of the Joint Committee Agreement – “Terms of Reference” - and to nominate the Cabinet Member for Education and Learning as its voting member, and the Leader as its non-voting member.
- 2.3 The draft Deed of Variation to give effect to these amendments is attached at Appendix A and the amendments to Schedule 3 shown in red.

3. Legal Implications

- 3.1 The amendment to the Joint Committee Agreement proposed in this report is a matter reserved to the Constituent Councils and is therefore a matter to be considered and decided by Cabinet.

4. Financial Implications

- 4.1 There are no financial implications associated with this proposed amendment to the Partneriaeth Joint Committee Agreement.

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 Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
 - Deliver better outcomes for those people who experience socio-economic disadvantage.
 - Consider opportunities for people to use the Welsh language.
 - Treat the Welsh language no less favourably than English. Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 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 This report is proposing an amendment to the existing Partneriath Joint Committee Agreement to add flexibility to the voting arrangements. An IIA screening form has been completed which has confirmed that a full IIA is not required.

Background papers: - None

Appendices:

Appendix A - Draft Deed of Variation

Appendix B - IIA

DATED 2023

DEED OF VARIATION OF AGREEMENT DATED XXXXX TO CONSTITUTE A JOINT COMMITTEE TO SUPPORT THE DELIVERY OF EDUCATIONAL IMPROVEMENTS THROUGH PARTNERIAETH ADDYSG DE ORLLEWIN CYMRU

between

- (1) CARMARTHENSHIRE COUNTY COUNCIL**
AND
(2) PEMBROKESHIRE COUNTY COUNCIL
AND
(3) THE COUNCIL OF THE CITY AND COUNTY OF SWANSEA

This deed is dated 2023

Parties

(1) **CARMARTHENSHIRE COUNTY COUNCIL** of County Hall, Castle Hill, Carmarthen, SA31 1JP ("Carmarthenshire")

(2) **PEMBROKESHIRE COUNTY COUNCIL** of County Hall, Haverfordwest, Pembrokeshire, SA61 1TP ("Pembrokeshire")

(3) **THE COUNCIL OF THE CITY AND COUNTY OF SWANSEA** of Civic Centre, Oystermouth Road, Swansea SA 1 3SN ("Swansea")

together referred to as the Parties or individually, the Party, howsoever the context requires.

Background

(A) On the 20th April 2022 the Parties entered into an Agreement ("the Agreement") to constitute a Joint Committee to support the delivery of educational improvements through Partneriaeth Addysg De Orllewin Cymru / South West Wales Education Partnership ("the Joint Committee")

- (B) The Terms of Reference of the Joint Committee are set out in Schedule 3 of the Agreement, and more particularly para 3.1 provides that the voting members of the Joint Committee shall be the Leaders of the Parties.

- (C) Due to frequent conflicting demands on the Leaders' time the Parties wish to amend the Agreement as set out in this deed with effect from xxxxx (**Variation Date**) to the intent and purpose that the Parties may nominate either their Leader or the Cabinet Member with the Education portfolio as the voting member of the Joint Committee, and xxxxxxxxxxxxxxxx.

Agreed terms

Terms defined in the Agreement

In this deed, expressions defined in the Agreement and used in this deed have the meaning set out in the Agreement. The rules of interpretation set out in the Agreement apply to this deed.

1. Variation

1.1 With effect from the Variation Date the Parties agree that Schedule 3 of the Agreement shall be replaced by the Schedule 3 set out in the Appendix to this Deed of Variation

1.2 Except as set out herein, the Agreement shall continue in full force and effect.

2. Governing law

This deed and any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with it or its subject matter or formation shall be governed by and construed in accordance with the law of England and Wales.

3. Jurisdiction

3.1 Each Party irrevocably agrees that the courts of England and Wales shall have exclusive jurisdiction to settle any dispute or claim (including non-contractual disputes or claims) arising out of or in connection with this deed or its subject matter or formation.

APPENDIX
SCHEDULE 3

Terms of Reference of the Joint Committee

1 Governance

1.1 The Leaders or the Cabinet Member with responsibility for Education as nominated by each of the three Councils are the nominated voting members of the Joint Committee

2 Purpose

2.1 The Joint Committee has ultimate responsibility and accountability for decisions taken in relation to the operation of the PARTNERIAETH.

2.2 The Joint Committee's functions shall include:

- (a) Implementing appropriate governance structures for the PARTNERIAETH.
- (b) Developing and implementing the strategic planning for the PARTNERIAETH to include approval and adoption of the Business Plan.
- (c) Overall responsibility for the performance monitoring.
- (d) Approving the Annual Budget and the statement of accounts, agreeing the basis on which the Annual Budget will be funded and any change to the basis for calculation of each Council's Contribution to the Annual Budget. The approval of the first Annual Budget shall be a matter reserved to the Councils in accordance with Schedule 8. All subsequent Annual Budgets will be approved by the Joint Committee taking recognition of the current economic climate and pressure on the public sector in the applicable year, and on the proviso that the approval shall not result in any Annual Budget exceeding the previous years Annual Budget by more than 5 %.
- (e) Approving the internal audit plan, internal audit charter and receiving the Head of Internal Audit annual assurance option.
- (f) Receiving external audit reports, including the audit of accounts report (ISA 260)
- (g) Approving the annual governance statement
- (h) Appointing the Lead Council for each of the Functions
- (i) Responsibility for resource allocation and ensuring optimal staffing levels to achieve the Objects.
- (j) Appointing the Lead Officers as required by clause 10.11.
- (k) Appointing (in consultation with the Strategic Group) the PARTNERIAETH Lead Officer.
- (l) To receive and consider reports and recommendations from the PARTNERIAETH Lead Officer, the Strategic Group or the Joint Scrutiny Councillor Group.
- (m) Strategic communications.
- (n) Subject to the prior approval of the Councils, receiving and considering Withdrawal Notices and approving the Liabilities Schedule for a withdrawing Council.

3 Membership

3.1 Each of the Councils shall appoint its Leader or Cabinet Member with responsibility for Education as a member of the Joint Committee and all such members shall have full voting rights.

3.2 Each of the Councils shall also appoint a non voting member of the Joint Committee, who shall - if they have not been nominated as the voting member of the Joint Committee under para 3.1 above - be the Cabinet Member with responsibility for Education.

3.3 In the event that the voting member is unable to attend all or part of a meeting of the Joint Committee the relevant non voting member will automatically substitute for the voting member and shall be able to vote in their place. In the event that the non voting member is unable to attend the meeting as the voting member then the nominated voting member can appoint an alternative substitute with full voting rights for the period that they are substituting for the voting member.

3.4 In the event that that the non voting member is either substituting for the voting member in accordance with paragraph 3.3 or is otherwise unable to attend the meeting of the Joint Committee then that non voting member may appoint a substitute to attend meetings of the Joint Committee in a non-voting capacity.

3.5 The Joint Committee shall be entitled to co-opt such additional persons to the Joint Committee as non-voting members as the Joint Committee sees fit and on terms to be determined by the Committee.

3.6 The co-option of any person as a non-voting member shall be subject to that person confirming in writing to the monitoring officer that he or she agrees to comply with the Co-opted Member Protocol in Schedule 7. No co-option shall take effect until such confirmation has been given.

3.7 The following officers shall attend the meetings of the Joint Committee and shall not have a vote:

(i) The Chief Executive of each of the Councils with the Lead Chief Executive to support the Chair and advise members.

(ii) The Director of Education of each of the Councils with the Lead Director to provide technical advice to the members.

(iii) The PARTNERIAETH Lead Officer who shall provide a report dealing with the progress in attaining the Objects including an update on the Business Plan.

(iv) The Chair of the Joint Scrutiny Councillor Group with observer status only.

(v) The Lead Council with responsibility for Finance will arrange for its S.151 officer (or a deputy) to attend to report on the Annual Budget, Statement of Accounts and any other financial matters.

(vi) The Chair of the Strategic Group to present and advise on reports from the Strategic Group.

(vii) The monitoring officer and section 151 officer of each of the Councils shall be entitled to attend meetings of the Joint Committee as an advisor dependant on the subject matter of agenda items.

3.8 The Joint Committee may invite officers of the Councils or from outside bodies to attend committee meetings to present reports or to participate in Joint Committee business or to observe proceedings. These officers will not be members of the Joint Committee, will not form part of the quorum and will not be entitled to vote.

4 Chair

4.1 The Chair of the Joint Committee shall be one of the voting members appointed to the Joint Committee.

4.2 The Chair of the Joint Committee shall be elected for a two year term in the first instance, reviewed annually thereafter.

4.3 The two **voting members** of the remaining local authorities shall be appointed as Deputy Chairs.

5 Voting

5.1 Each member of the Joint Committee shall have one vote. Decisions of the Joint Committee shall be made by simple majority vote. In the event of an equality of votes, the Chair of the Joint Committee shall have a casting vote. In the absence of the Chair or in the event of the Chair withdrawing from the meeting for a particular agenda item, then the Joint Committee shall determine which of the Deputy Chairs shall sit as chair pro tem and that Deputy Chair shall have the casting vote for such period as the Chair is absent from the meeting.

6 Proceedings of Meetings

6.1 The rules of procedure in the constitution of the Lead Council responsible for administration of the Joint Committee shall apply to meetings of the Joint Committee.

6.2 The **voting and non voting members** of the Councils shall be subject to the codes of conduct of their respective Councils.

6.3 Co-opted members of the Joint Committee who are not members of the Councils shall be subject to the rules of conduct in Schedule 7 and shall sign an undertaking in the form set out at Schedule 7 to confirm that they shall abide by those rules of conduct.

7 Quorum

7.1 The quorum for a meeting of the Joint Committee shall be one representative with voting rights from each of the three Councils.

8 Frequency

8.1 The Joint Committee shall meet on a regular basis at a frequency to be determined by the Joint Committee. Additional meetings may be called by the Chair on at least seven clear days' notice issued through the Central Team.

9 Allowances

9.1 No allowances shall be paid.

10 Servicing

10.1 The Lead Council with responsibility for administration of the Joint Committee shall organise appropriate servicing for the meetings.

11 Sub groups

11.1 The Joint Committee by agreement can introduce sub-groups or task & finish groups for any matters which they feel would be better dealt with in this way. These subgroups shall report to the Joint Committee with any recommendations or draft papers or reports.

12 Review

12.1 The terms of reference of the Joint Committee shall be reviewed annually and any recommendations for variation shall be referred to the Councils for determination

This document has been executed as a deed and is delivered and takes effect on the date stated at the beginning of it.

Executed as a Deed by affixing)

the COMMON SEAL of)

CARMARTHENSHIRE COUNTY COUNCIL)

In the presence of

Executed as a Deed by affixing)

the COMMON SEAL of)

PEMBROKESHIRE COUNTY COUNCIL)

In the presence of

Executed as a Deed by affixing)

the COMMON SEAL of)

THE COUNCIL OF THE CITY

AND COUNTY OF SWANSEA)

In the presence of

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: 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:

This report seeks approval to amend the Partneriaeth Joint Committee Agreement to allow each constituent Local Authority to choose whether to nominate their Leader or Cabinet Member with responsibility for the Education portfolio to be the voting member on the Joint Committee.

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

	High Impact		Medium Impact		Low Impact		Needs further Investigation	No Impact
	+	-	+	-	+	-		
Children/young people (0-18)	<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"/>
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

No public engagement is necessary. This is a proposed change to the terms of reference of the Joint Committee and has no impact on the public or any protected groups

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

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

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

High risk <input type="checkbox"/>	Medium risk <input type="checkbox"/>	Low risk <input checked="" type="checkbox"/>
---------------------------------------	---	---

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

Yes No If yes, please provide details below

Q7 Will this initiative result in any changes needed to the external or internal website?

Yes No If yes, please provide details below

Q8 Does the initiative involve changes to the way you process the personal data of Council staff or service users, for example the purchase of new customer management software?

Yes No

If your answer is yes, you should also screen the initiative for any implications regarding privacy and other GDPR rights and consider whether you need to amend your entry in the Council’s

Information Asset Register. Please use the following link to the online screening form for a Data Protection Impact Assessment <https://staffnet.swansea.gov.uk/dpiascreening>
 For more about the Information Asset Register, please see <https://staffnet.swansea.gov.uk/informationassetregister>

Q9 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

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

This is a proposed change to the terms of reference of the Joint Committee and has no impact on the public or any protected groups

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 (Q9)**

This report seeks approval to amend the Partneriaeth Joint Committee Agreement to allow each constituent Local Authority to chose whether to nominate their Leader or Cabinet Member with responsibility for the Education portfolio to be the voting member on the Joint Committee. Further the report appoints the Cabinet member for Education and Learning as the voting member and the Leader as the non-voting member.

This is simply a change to the governance arrangements of a regional collaboration and has no impact on the public or on any protected groups.

(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: Debbie Smith
Job title: Deputy Chief Legal Officer
Date: 24.11.23
Approval by Head of Service:
Name: Debbie Smith
Position: Deputy Chief Legal Officer
Date: 24.11.23

Agenda Item 12.



Report of the Cabinet Member for Environment & Infrastructure

Cabinet – 21 December 2023

Financial Procedure Rule 7 – Local Transport Fund SBWW and Regional Bus Core Allocation 2023/24 and 2024/25

Purpose:	<p>To approve the additional funding for Local Transport Fund (LTF) and seek approval to add the capital expenditure to the delivery programme for Local Transport Fund projects in 2023/24 and 2024/25.</p> <p>To comply with Financial Procedure Rule No.7 (Capital Programming and Appraisals): to commit and authorise schemes in the Capital Programme.</p>
Policy Framework:	Joint Transport Plan for South West Wales (2015 – 2020)
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	<p>It is recommended that Cabinet:</p> <ol style="list-style-type: none">1) Approves receipt of the grant funding.2) That delegated approval be assigned to the Cabinet Member and Director of Place for the Local Transport Fund schemes set out in paragraph 2, and they be added to the Capital programme in line with FPR7.
Report Author:	Matthew Bowyer
Finance Officer:	Ben Smith
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 Funding bids for the Local Transport Fund (LTF) were originally submitted to the Welsh Government on 7th February 2023 in accordance with guidance from the Welsh Government.
- 1.2 The funding was available to all Welsh Local Authorities. The Welsh Government elected not to set a maximum value for each scheme, but rather elected to set banded scoring criteria, with higher values attracting a lower point allocation. Whilst match funding was not a requirement of the funding bids, schemes offering match funding would attract higher scoring, thus increasing the likelihood of receiving an allocation for a scheme offering match funding.
- 1.3 An FPR7 report was submitted for Cabinet to approve the LTF, ULEVTF and ATF 2023/24 grant applications on 15th of June 2023. Approval from the Cabinet Member for Environment and Infrastructure was sought and granted prior to the drafting and submission of the bids.
- 1.4 Upon receipt of the grant award letter on 24th May 2023, Welsh Government elected to award additional funding for the Regional Bus Core Allocation in 2023/24 and an additional value for the project continuation of the Swansea Bay and West Wales Metro into 2024/25. Although these schemes are led by four local authorities (Swansea Council, Neath Port Talbot Council, Carmarthenshire County Council, Pembrokeshire County Council), Swansea will act as the host authority for the South West Wales region.
- 1.5 This report seeks the retrospective approval of Cabinet for the award of LTF grant funding, specifically for the South-West regional Bus Core Allocation in FY2023/24 and Swansea Bay & West Wales Metro in FY2023/24, and seeks delegated approval be assigned to Cabinet Member and Director of Place for the LTF schemes, so that they, together with their financial implications are approved.

2. Details of schemes

- 2.1 The projects granted additional funding for Local Transport Fund 2023/24 and 2024/25 are summarised below.
- 2.2 **Swansea Bay & West Wales Metro** – This project will continue the development work for the Swansea Bay and West Wales Metro (SBWW) in FY2024-25, which commenced in 2017/18. This is a partnership project, developed collaboratively by the four South West Wales local authorities - Swansea, Neath Port Talbot, Carmarthenshire and Pembrokeshire - working alongside Welsh Government, Transport for Wales, and the Swansea Bay City Region and taking account of the work of the evolving South-West Wales Corporate Joint Committee. The overarching vision for the Swansea Bay & West Wales Metro is to create a modern, sustainable, and integrated transport network - including rail, bus and active travel

(walking and cycling) - that will enable everyone access to reliable, convenient and affordable travel, and support growth across region.

- 2.3 This project has received consistent funding from LTF since 2017/18, which has enabled development work on the Swansea Bay & West Wales Metro. The continuation of the project in 2024/25 will further develop and substantiate the Metro to determine its feasibility, phasing and cost-benefit measures.
- 2.4 It is envisaged that a new Programme Manager will be appointed using this funding in 2023/24, which will continue into 2024/25 to oversee and coordinate the Swansea Bay and West Wales Metro project elements. This resource will bring together the various project elements into a single joined up Metro Programme, supporting the development of linkages and partnership working with the Welsh Government and TfW to expedite the delivery of the programme.
- 2.5 **South-West Wales regional Bus Core Allocation** – The Welsh Government awarded a ‘Regional Bus Core Allocation’ to the South West Wales region in FY2023/24. This will enable local authorities in the region to work collaboratively to identify bus corridors and to develop a pipeline of regional bus priority infrastructure enhancements. Swansea Council will act as the host authority for the region to develop and progress the scheme.

3. Funding Awarded

- 3.1 In total, the City and County of Swansea has been awarded £250,000 from the Welsh Government for South West Wales regional Bus Core Allocation, and £2,000,000 for the continuation of the Swansea Bay & West Wales Metro in FY2024-25.

Scheme	Grant Awarded
LTF 2023-24 – South-West Wales regional Bus Core Allocation	£250,000
LTF 2024-25 – Swansea Bay and West Wales Metro	£2,000,000

4. Integrated Assessment Implications

- 4.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.
 - Deliver better outcomes for those people who experience socio-economic disadvantage
 - Consider opportunities for people to use the Welsh language
 - Treat the Welsh language no less favourably than English.
 - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 4.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.
- 4.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language. Each scheme will be subject to its own IIA process.
- 4.4 These transport infrastructure schemes will serve to improve public amenity, connectivity and access for all, particularly for people with disabilities, and will be the subject of consultation as appropriate
- 4.5 Close consultation with local disability and access groups will be undertaken to ensure accessibility for all. For some schemes proposed to be delivered, this process has already taken place, alongside engagement with a range of other stakeholders and the public. For schemes which are proposed to be developed, this will be undertaken if they are approved by Welsh Government, and individual projects will consider their equality impacts more fully at the appropriate design stages when they will be screened in their own right.
- 4.6 The Well-being of Future Generations Act (Wales) 2015 has been considered in the development of these schemes. These initiatives that support our Corporate Plan's Well-being Objectives will contribute towards the seven national wellbeing goals, applying the five ways of working and meeting the needs of the present without compromising the ability of future generations to meet their own needs.
- 4.7 These schemes will be highly visible to the public and are considered to pose a medium risk to the Council. The cumulative impact of these schemes should be a positive one for people living along or near the proposed schemes. They will improve public transport and active travel for communities and make more sustainable forms of travel more attractive, safe, and accessible.

5. Financial Implications

5.1 The schemes described in this report, rely upon the Local Transport Fund to provide 100% grant funding to secure their delivery.

5.2 Summary

Table Two – Financial Summary of LTF Grant 2023/24 and 2024/25

Scheme	Total LTF (£k)	Match Funding (£k)	Total Project Costs (£k)
LTF 2023-24 – South-West Wales regional Bus Core Allocation	£250,000	£0	£250,000
LTF 2024-25 – Swansea Bay and West Wales Metro	£2,000,000	£0	£2,000,000
Total	£2,250,000	£0	£2,250,000

6. Legal Implications

6.1 The Welsh Government’s transport capital infrastructure grants will require that all spend is compliant with the Council’s Contract Procedure Rules. Applicable spend must also comply with the Public Contracts Regulations 2015.

6.2 When delivering Transport Schemes, compliance will be required with the relevant Highways and Transport Act measure and guidelines.

6.3 It will be necessary to ensure that all terms and conditions attached to external grant funding are complied with and that the Council’s Financial Procedure Rules Regarding Grant Applications and Acceptances are followed.

6.4 Where the Council wishes to acquire land, the relevant Responsible Officer must instruct the Head of Property Services to negotiate, settle or confirm the terms of such acquisition after taking into account any relevant statutory provisions or guidance and any advice from the Chief Legal Officer. Any acquisitions must comply with the Council’s Land Transaction Procedure Rules and generally the terms of any acquisition must be in accordance with the market value of the interest to be acquired and be approved in writing by the Head of Property Services.

6.5 Section 120(1) of the Local Government Act 1972 authorises Local Authorities to acquire any land for their functions, and for the ‘benefit, improvement or development of their area’. The Council has to consider the Well-Being of Future Generations (Wales) Act 2015, the 7 well-being goals and how the scheme may improve the social, economic, environmental and cultural well-being of Wales.

- 6.6 Land agreements whether by purchase or lease should be in place prior to the commencement of scheme construction and delivery.
- 6.7 Separate legal advice will need to be sought regarding any contract and procurement issues relevant to the schemes.

Background Papers: None

Appendices:

Appendix A: Integrated Impact Assessment

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

Which service area and directorate are you from?

Service Area: Highways & Transportation

Directorate: Place

Q1 (a) What are you screening for relevance?

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

(b) Please name and fully describe initiative here:

Funding bids for the Local Transport Fund (LTF) were originally submitted to the Welsh Government on 7th February 2023 in accordance with guidance from the Welsh Government.

This report seeks the retrospective approval of Cabinet for the award of LTF grant funding, specifically for the South-West regional Bus Core Allocation in FY2023/24 and Swansea Bay & West Wales Metro in FY2023/24, and seeks delegated approval be assigned to Cabinet Member and Director for the LTF schemes, so that they, together with their financial implications are approved.

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

The design and development of the schemes will be subject to stakeholder engagement and public consultation, with particular attention afforded to disability and access groups to ensure that the needs of those represented by these groups are accounted for and accommodated.

For some schemes proposed to be delivered, this process has already taken place, alongside engagement with a range of other stakeholders and the general public. This will be undertaken following approval for schemes which are proposed to be developed. Each scheme will be subject to its own IIA process.

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.)

The cumulative impact of these schemes will be a positive one for people living along or near the proposed schemes. They will improve public transport accessibility for communities and make sustainable forms of travel more attractive and safe. Each scheme will be subject to its own IIA process.

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)**

These transport infrastructure schemes will serve to improve public amenity, connectivity and access for all, particularly for people with disabilities, and will be the subject of consultation as appropriate.

Close consultation with local disability and access groups will be undertaken to ensure accessibility for all. For some schemes proposed to be delivered, this process has already taken place, alongside engagement with a range of other stakeholders and the public. For schemes which are proposed to be developed, this will be undertaken if they are approved by Welsh Government, and individual projects will consider their equality impacts more fully at the appropriate design stages when they will be screened in their own right.

The Well-being of Future Generations Act (Wales) 2015 has been considered in the development of these schemes. These initiatives support our Corporate Plan’s Well-being Objectives, will contribute towards the seven national wellbeing goals, applying the five ways of working and meeting the needs of the present without compromising the ability of future generations to meet their own needs.

These schemes will be highly visible to the public and are considered to pose a low risk to the Council. The cumulative impact of these schemes should be a positive one for people living along or near the proposed schemes. They will improve public transport for communities and make more sustainable forms of travel more attractive, safe and accessible.

Each scheme will be subject to its own IIA process.

Full IIA to be completed

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

Screening completed by:
Name: Katie Watkins
Job title: Transport Officer
Date: 16 November 2023
Approval by Head of Service:
Name: Stuart Davies
Position: Head of Service, Highways & Transportation
Date: