



Dinas a Sir Abertawe

Hysbysiad o Gyfarfod

Fe'ch gwahoddir i gyfarfod

Pwyllgor Trawsnewid Gwasanaethau Corfforaethol a Chadernid Ariannol

Lleoliad: Cyfarfod Aml-Leoliad - Ystafell Gloucester, Neuadd y Ddinas / MS Teams

Dyddiad: Dydd Mawrth, 20 Mehefin 2023

Amser: 2.00 pm

Cadeirydd: Y Cynghorydd Mandy Evans

Aelodaeth:

Cynghorwyr: P N Bentu, J A Hale, T J Hennegan, S Joy, E T Kirchner, F D O'Brien a/ac L V Walton

Gwyltio ar-lein: <https://bit.ly/3oPmARC>

Agenda

Rhif y Dudalen.

- | | | |
|---|--|--------|
| 1 | Ymddiheuriadau am absenoldeb. | |
| 2 | Derbyn datgeliadau o fuddiannau personol a rhagfarnol.
www.abertawe.gov.uk/DatgeluCysylltiadau | |
| 3 | Cofnodion:
Cymeradwyo a llofnodi cofnodion y cyfarfod(ydd) blaenorol fel cofnod cywir. | 1 |
| 4 | Datblygu Cynllun Gweithredu Dinas Hawliau Dynol 2023+. | 2 - 7 |
| 5 | Cynllun Gwaith 2023-2024. | 8 - 16 |
| 6 | Dyddiad ac Amser Cyfarfodydd y Dyfodol. | 17 |

Cyfarfod nesaf: Dydd Mawrth, 25 Gorffennaf 2023 am 2.00 pm

Huw Evans
Pennaeth y Gwasanaethau Democraidaidd
Dydd Mercher, 14 Mehefin 2023

Cyswllt: Gwasanaethau Democraidaidd - (01792) 636923

Agenda Item 3



City and County of Swansea

Minutes of the **Corporate Services & Financial Resilience Service Transformation Committee**

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

Thursday, 18 May 2023 at 4.16 pm

Present:

Councillor(s)

P N Bentu
T J Hennegan
F D O'Brien

Councillor(s)

V M Evans
S Joy
L V Walton

Councillor(s)

J A Hale
E T Kirchner

Officer(s)

Gareth Borsden
Huw Evans
Debbie Smith

Democratic Services Officer
Head of Democratic Services
Deputy Chief Legal Officer

Apologies for Absence

Councillor(s): None.

1 To elect a Chair for the Municipal Year 2023 - 2024.

Resolved that Councillor V M Evans be elected Chair for the Municipal Year 2023-2024.

Councillor V M Evans (Chair) presided

2 To elect a Vice-Chair for the Municipal Year 2023 - 2024.

Resolved that Councillor P N Bentu be elected as Vice-Chair for the Municipal Year 2023-2024.

3 Disclosures of Personal & Prejudicial Interests.

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

The meeting ended at 4.17 pm

Chair

Agenda Item 4



Report of Interim Director of Corporate Services

Corporate Services and Financial Resilience (CSFR) Service Transformation Committee - 20 June 2023

Human Rights City Action Plan Development 2023+

Purpose: The report provides information on the Human Rights City Action plan event (16th June) and asks the CSFR Transformation Committee to have input on the creation of Swansea Council's Human Rights City Action Plan

Consultation: Legal, Finance, Access to Services.

Recommendation: That the Committee:

1. Inputs into the creation of Swansea Council's Human Rights City Action Plan

Report Author: Adele Dunstan

Finance Officer: Ben Smith

Legal Officer: Tracey Meredith

Access to Services: Rhian Millar

1. Introduction

- 1.1 On the 16th of June 2023, Swansea's PSB are hosting their Human Rights City action plan engagement event. 125 people are confirmed to attend. We have young people, people with lived experiences, businesses, 3rd sector organisations, senior PSB representatives and community leaders attending. By the time we present to the CSFR Transformation Committee on the 20th of June, the event will have taken place.

- 1.2 At this event, we have a presentation from Swansea University of a Human Rights based approach and its principles, followed by a presentation on the principles in practice. Each person there was asked 'What can they do to further support Swansea in being a Human Rights City?'
- 1.3 Following the presentations, we will hold roundtable workshop sessions, asking what the main issues are, what are the potential actions and what success looks like under each Human Rights City priority. The priorities are:
 - 1) Tackling Poverty
 - 2) Vulnerable Children and Families
 - 3) Tackling Discrimination
 - 4) Domestic Abuse and Violence
 - 5) Human Rights Awareness

2. CSFR Transformation Committee Input

- 2.1 At the CSFR Transformation Committee's meeting on the 20th of June, we will provide a verbal update of the preliminary findings of the action plan event (held on the 16th of June)
- 2.2 We would like use this opportunity to ask Committee members to contribute to the action plan by asking what their main issues are under each priority, along with potential actions and what success would look like.
- 2.3 All engagement activity will be used to inform the Human Rights Action plan for Swansea Council and other PSB partners. A full report will be written on the engagement for the action plan including the Committee's input and can be circulated to the Committee along with the first draft of the action plan.

3. Integrated Assessment Implications

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

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

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 social, economic, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the ‘well-being goals’.

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

3.4 An IIA screening has been undertaken which demonstrates a low impact in relation to this report (Appendix A). The process to compile the action plan to date has been comprehensive and demonstrates a high level of engagement to ensure that actions meet the needs of people in Swansea. All actions within the plan will be subject to the IIA process.

4. Financial Implications

There are no financial implications.

5. Legal Implications

There are no legal implications.

Background papers: None

Appendices:

Appendix A – Integrated Impact Assessment Screening (IIA)

Appendix A - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from?

Service Area: Marketing and Communications

Directorate: Corporate Resources

Q1 (a) What are you screening for relevance?

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

(b) Please name and fully describe initiative here:

Human Rights Action Plan

This reports outlines the process we have put in place to develop our Human Rights Action pan and seeks further input from CSFR Transformation Committee input on Swansea Council's Human Rights City action plan engagement and development.

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

	High Impact		Medium Impact		Low Impact		Needs further Investigation	No Impact
	+	-	+	-	+	-		
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Appendix A - Integrated Impact Assessment Screening Form

Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

By the time we present to the CSFR Transformation Committee on the 20th of June, we will have held our Action Plan engagement event. Business and Community leaders, children and young people, people with lived experiences and interested parties are confirmed to attend the event, with the aim to identify main issues, potential actions and what success would look like for each action.

The purpose of this event is to co-produce the Human Rights City action plan together with communities, businesses, young people and individuals of Swansea along with our PSB partners. We will also be launching a survey asking the same questions, for those that were unable to attend and those who were in attendance to cascade down to their networks and communities.

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

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

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

High risk

Medium risk

Low risk

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

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

Potential actions in action plan for service areas.

Appendix A - Integrated Impact Assessment Screening Form

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

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

Up to date information will be added to existing Human Rights City page on council website.

Q8 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

The report outlines the process we have undertaken to date to inform and develop our Human Rights Action plan. This is a report asking the CSFR Transformation Committee to help develop Swansea Council's Human Rights City action plan. Each PSB partner will be developing their own action plans. These plans and actions within will be subject to the IIA process. The plans will be focussing on our joint human rights priorities and will have a positive impact on communities in Swansea.

Outcome of Screening

Q9 Please describe the outcome of your screening using the headings below:

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

The report outlines the process we have undertaken to date to inform and develop our Human Rights Action plan. There have been high levels of engagement to help inform this action plan ensuring the actions meet the needs of Swansea and demonstrates a positive impact within this IIA. This report is also asking the CSFR Transformation Committee to assist in developing Swansea Council's Human Rights City action plan. Each PSB partner will be developing their own action plans. These plans and actions within will be subject to the IIA process. The plans will be focussing on our joint human rights priorities and will have a positive impact on communities in Swansea.

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: Adele Dunstan
Job title: Strategic Equality and Human Rights Coordinator
Date: 11/04/2023
Approval by Head of Service:
Name:
Position:
Date:

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

Agenda Item 5



Report of the Interim Director of Corporate Services

Corporate Services and Financial Resilience (CSFR) Service Transformation Committee - 20 June 2023

Work Plan 2023-24

Purpose: To outline the terms of reference for the CSFR Committee and seek the approval to a work programme for 2023-24.

Policy framework: The Council's constitution

Consultation: Legal, Finance, Access to Services.

Recommendation: That the Committee:

1. Notes the terms of reference and approves the work programme for 2023-24 as outlined in paragraph 2.1

Report Author: Ness Young

Finance Officer: Jeff Dong

Legal Officer: Debbie Smith

Access to Services Officer: Rhian Millar

1. Introduction
 - 1.1 In May 2023 Council approved the establishment and terms of reference of Service Transformation Committees to replace Corporate Delivery Committees.
 - 1.2 The purpose of Service Transformation Committees is to contribute to the ongoing development of the Council's agreed transformation activities (specifically in relation to the council's corporate plan, policy commitments, Corporate Transformation Plan, and Medium-Term Financial Plan) for consideration and adoption by Cabinet Members, Cabinet and / or Council as appropriate.

a) Membership & Frequency of Meetings

- i)* Non-Executive Members and Assistants to Cabinet are eligible to be members of the Service Transformation Committees.
- ii)* Executive (Cabinet) Members are **not** eligible to be members of the Service Transformation Committees. However relevant Cabinet Members will be invited to attend committee sessions.
- iii)* Frequency of meetings is a matter for the Chair depending on workload; however, it is anticipated that formal Committee meetings shall be held no more than 6-weekly. In addition to formal Committee meetings, Informal Working Groups may be undertaken, if the work plan dictates and subject to the availability of officer resources.
- iv)* Chairs of the Service Transformation Committees will meet to co-ordinate agendas and work plans to ensure consistency and that there is no duplication in work. This meeting will be supported by the Leader and the Chief Executive and / or their nominated representatives.

b) Role and Framework

The role of a Service Transformation Committee is to:

- i)* Contribute to future policy and/or service design.
- ii)* Consider mechanisms to encourage and enhance public participation in development of policy and service models.
- iii)* Work with Senior Officers and Cabinet Members in a Team Swansea approach.
- iv)* Consider and where appropriate to invite relevant organisations / individuals to contribute to policy development and service design discussions

c) Remit

The remit of the Corporate Services and Financial Resilience Service Transformation Committee is as follows:

- Transformation and Financial Resilience Steps in the Corporate Plan 2023-2028
- Digital Transformation Programme
- Workforce and OD Transformation Programme
- MTFP savings proposals
- Policy Commitments relevant to Corporate Services & Financial Resilience

d) Relationship with Cabinet

- The Service Transformation Committee Chair will agree a forward work programme with Cabinet / CMT.
- The Committee will produce a Transformation report to the Cabinet Member / Cabinet / Council in connection with work undertaken.
- Each Service Transformation Committee will produce an annual report to Council summarising the outcome and outputs of its work throughout the year.

e) Relationship with Scrutiny

The CSFR Transformation Committee is not a scrutiny committee. It is a forward looking committee assisting Council to transform services, modernise, and meet medium- and long-term financial challenges.

- i)* If the committee identifies an issue of concern arising from their role, the Chair should refer it to the Scrutiny Programme Committee for further consideration / investigation.
- ii)* The Chair will be responsible for ensuring the Committee does not stray into the role of the Scrutiny Programme Committee.
- iii)* The Committee and the Scrutiny Programme Committee should ensure awareness of each other's work programmes. including the timing of work programme activities. This will be achieved by an early 'sense check' of the work programmes for Service Transformation and scrutiny. The Scrutiny Programme Committee should consider relevant advice but has autonomy on decisions about the scrutiny work programme.

f) Support

- i)* The Democratic Services Team shall provide the relevant support to the Service Transformation Committees.
- ii)* Service Transformation Committee will have a nominated senior service lead for each item or work. The relevant Director, Head of Service, or nominated relevant Officer will provide work plan support and research and produce reports as appropriate.

2. Proposed Work Programme for CSFR Transformation Committee

- 2.1 Following a discussion between the Director, relevant Cabinet Members and the Chair and Vice Chair of the Committee the priorities outlined below, have been identified as the proposed work programme 2023-24.

	Work Programme item	Expected output	Committee Meeting	Cabinet Member and Lead Officer
1	Policy Commitments: Human Rights City	Contribute to the HRC 2024+ action plan	June 2023	Cllr Elliott King Lee Wenham
2	Digital transformation: Customer Services / Communication and Engagement with the Public	Contribute to development of Customer Service standards and service design to ensure people can and do access our services digitally	July 2023	Cllr Andrea Lewis Lee Wenham & Sarah Lackenby
3	a) Coproduction: Next Steps b) Medium Term Financial Plan: Presentation of background paper as preparation for meeting in October	Contribute to the council's next steps in coproduction post the CoPro Lab project	September 2023	Cllr Hayley Gwilym / Lee Wenham Ben Smith
4	Medium Term Financial Plan: Future Years' Savings Proposals (detail to be confirmed)	Contribute to the identification of potential savings in years 2-4 of the MTFP	October 2023	Cllr Rob Stewart Ben Smith
5	Workforce Transformation: Leadership and Management; and	Contribute to the development of new leadership behaviours and a new learning and development offer	December / January 2024	Cllr David Hopkins Rachael Davies

	Learning and Development			
6	To be agreed later in the year	TBC	February 2024	TBC
7	Preparation of Annual Report	Summary of activity and outcomes from 2023-24 work programme	April 2024	Lee Wenham & Emily Davies

3. Integrated Assessment Implications

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

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

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

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

3.2 An IIA screening has been undertaken which demonstrates a low impact in relation to this report (Appendix A). All policies/strategies etc.

discussed within the agenda are subject to individual IIA's at the time of presentation and are fully compliant with the IIA process

4. Financial Implications

4.1 There are no financial implications.

5. Legal Implications

5.1 There are no legal implications.

Background papers: None

Appendices:

Appendix A – Integrated Impact Assessment (IIA)

Appendix A - Integrated Impact Assessment Screening Form

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

Which service area and directorate are you from?

Service Area: Transformation

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

(b) Please name and fully describe initiative here:

To provide the **Corporate Services and Financial Resilience** Transformation Committee, with a draft work programme for 2023-24

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

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

Appendix 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

Following a discussion between the Director, relevant Cabinet Members and the Chair and Vice Chair of the Committee the priorities outlined below, have been identified as the proposed work programme 2023-24.

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 report itself has a low impact, the policies and strategy outlines will be subject to their own individual IIA process and the cumulative impact of these will be assessed at this point

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)**

All policies/strategies etc. discussed within the agenda are subject to individual IIA's at the time of presentation and are fully compliant with the IIA process

(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: Ness Young
Job title: Interim Director of Corporate Services
Date: 8 June 2023

Approval by Head of Service:
Name:
Position:
Date:

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

Agenda Item 6



Corporate Services & Financial Resilience Service Transformation Committee – 20 June 2023

Date & Time of Future Meetings

Tuesday, 25 July 2023 at 2pm
Tuesday, 26 Sept 2023 at 2pm
Tuesday, 31 October 2023 at 2pm
Tuesday, 12 Dec 2023 at 2pm
Tuesday, 23 Jan 2024 at 2pm
Tuesday, 27 February 2024 at 2pm
Tuesday, 23 April 2024 at 2pm