

COUNCIL SUMMONS

You are hereby summoned to attend a Meeting of the COUNCIL OF THE CITY AND COUNTY OF SWANSEA to be held in the Council Chamber, Guildhall, Swansea on Thursday, 17 December 2015 at 5.00 pm.

The following business is proposed to be transacted:

1. **Apologies for Absence.**
2. **Disclosures of Personal and Prejudicial Interests.** 1 - 2
3. **Minutes.** 3 - 17
To approve and sign as a correct record the minutes of the previous meeting.
4. **Written Responses to Questions asked at the Last Ordinary Meeting of Council. (For Information Reports - Not For Discussion)** 18 - 20
5. **Announcements of the Presiding Member.**
6. **Announcements of the Leader of the Council.**
7. **Public Questions.**
Questions must relate to matters on the open part of the Agenda of the meeting and will be dealt within a 10 minute period.
8. **Public Presentation - None.**
9. **CSSIW Annual Performance Evaluation for 2014-2015: City and County of Swansea.** 21 - 40
Report of the Chair of the Corporate Parenting Forum.
10. **Corporate Parenting Annual Report and Corporate Parenting Challenge Report.** 41 - 63
Report of the Cabinet Member for Services for Children & Young People.
11. **Report on the Progress of the Children & Young People's Rights Scheme in Swansea.** 64 - 96
Report of the Cabinet Member for Finance and Strategy.
12. **Treasury Management - Mid Year Review Report 2015/16.** 97 - 114

Report of the Leader.

- 13. Honorary Freedom of the City and County of Swansea to 215 (City of Swansea) Squadron 115 - 117**

Report of the Cabinet Member for Transformation and Performance.

- 14. Membership of Committees. 118**

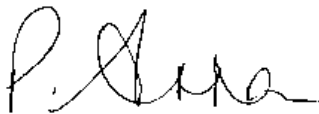
Joint Report of the Presiding Member, Monitoring Officer and Head of Democratic Services.

- 15. Amendments to the Council Constitution. 119 - 121**

- 16. Councillors' Questions. 122 - 127**

Next Meeting.

28 January 2016 – 5pm.



Patrick Arran
Head of Legal and Democratic Services
Civic Centre
Swansea

Thursday, 10 December 2015

To: All Members of the Council

Disclosures of Interest

To receive Disclosures of Interest from Councillors and Officers

Councillors

Councillors Interests are made in accordance with the provisions of the Code of Conduct adopted by the City and County of Swansea. You must disclose orally to the meeting the existence and nature of that interest.

NOTE: You are requested to identify the Agenda Item / Minute No. / Planning Application No. and Subject Matter to which that interest relates and to enter all declared interests on the sheet provided for that purpose at the meeting.

1. If you have a **Personal Interest** as set out in **Paragraph 10** of the Code, you **MAY STAY, SPEAK AND VOTE** unless it is also a Prejudicial Interest.
2. If you have a Personal Interest which is also a **Prejudicial Interest** as set out in **Paragraph 12** of the Code, then subject to point 3 below, you **MUST WITHDRAW** from the meeting (unless you have obtained a dispensation from the Authority's Standards Committee)
3. Where you have a Prejudicial Interest you may attend the meeting but only for the purpose of making representations, answering questions or giving evidence relating to the business, **provided** that the public are also allowed to attend the meeting for the same purpose, whether under a statutory right or otherwise. In such a case, you **must withdraw from the meeting immediately after the period for making representations, answering questions, or giving evidence relating to the business has ended**, and in any event before further consideration of the business begins, whether or not the public are allowed to remain in attendance for such consideration (**Paragraph 14** of the Code).
4. Where you have agreement from the Monitoring Officer that the information relating to your Personal Interest is **sensitive information**, as set out in **Paragraph 16** of the Code of Conduct, your obligation to disclose such information is replaced with an obligation to disclose the existence of a personal interest and to confirm that the Monitoring Officer has agreed that the nature of such personal interest is sensitive information.
5. If you are relying on a **grant of a dispensation** by the Standards Committee, you must, before the matter is under consideration:
 - i) Disclose orally both the interest concerned and the existence of the dispensation; and
 - ii) Before or immediately after the close of the meeting give written notification to the Authority containing:

- a) Details of the prejudicial interest;
- b) Details of the business to which the prejudicial interest relates;
- c) Details of, and the date on which, the dispensation was granted; and
- d) Your signature

Officers

Financial Interests

1. If an Officer has a financial interest in any matter which arises for decision at any meeting to which the Officer is reporting or at which the Officer is in attendance involving any member of the Council and /or any third party the Officer shall declare an interest in that matter and take no part in the consideration or determination of the matter and shall withdraw from the meeting while that matter is considered. Any such declaration made in a meeting of a constitutional body shall be recorded in the minutes of that meeting. No Officer shall make a report to a meeting for a decision to be made on any matter in which s/he has a financial interest.
2. A "financial interest" is defined as any interest affecting the financial position of the Officer, either to his/her benefit or to his/her detriment. It also includes an interest on the same basis for any member of the Officers family or a close friend and any company firm or business from which an Officer or a member of his/her family receives any remuneration. There is no financial interest for an Officer where a decision on a report affects all of the Officers of the Council or all of the officers in a Department or Service.

CITY AND COUNTY OF SWANSEA

MINUTES OF THE COUNCIL OF THE CITY AND COUNTY OF SWANSEA

HELD AT COUNCIL CHAMBER, GUILDHALL, SWANSEA ON
THURSDAY, 26 NOVEMBER 2015 AT 5.00 PM

PRESENT: Councillor D W W Thomas (Presiding Officer) presided

Councillor(s)	Councillor(s)	Councillor(s)
C Anderson	J E C Harris	P M Meara
J C Bayliss	T J Hennegan	J Newbury
P M Black	C A Holley	D Phillips
J E Burtonshaw	P R Hood-Williams	C L Philpott
M C Child	B Hopkins	T H Rees
R A Clay	D H Hopkins	I M Richard
U C Clay	L James	C Richards
A C S Colburn	Y V Jardine	R V Smith
D W Cole	A J Jones	R J Stanton
A M Cook	J W Jones	R C Stewart
N J Davies	M H Jones	G J Tanner
P Downing	S M Jones	C Thomas
C R Doyle	E J King	C M R W D Thomas
C R Evans	E T Kirchner	M Thomas
V M Evans	A S Lewis	L J Tyler-Lloyd
W Evans	R D Lewis	G D Walker
E W Fitzgerald	C E Lloyd	L V Walton
R Francis-Davies	P Lloyd	T M White
F M Gordon	K E Marsh	N M Woollard
J A Hale	P M Matthews	
J E C Harris	P N May	

96. **APOLOGIES FOR ABSENCE.**

Apologies for absence were received from Councillors S E Crouch, J P Curtice, A M Day, D J Lewis, H M Morris, B G Owen, J A Raynor, P B Smith, D G Sullivan and L G Thomas.

97. **DISCLOSURES OF PERSONAL AND PREJUDICIAL INTERESTS.**

The Head of Legal and Democratic Services gave advice regarding the potential personal and prejudicial interests that Councillors and / Officers may have on the agenda.

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

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

- 1) Councillor V M Evans declared a Personal Interest in Minute 101 "Announcements of the Leader of the Council";
- 2) Councillors J C Bayliss, D W Cole, J A Hale, T J Hennegan, R D Lewis, G J Tanner and G D Walker declared a Personal Interest in Minute 104 "Presentation by the Chief Fire Officer, Mid and West Wales Fire and Rescue Service";
- 3) Councillors J C Bayliss and R C Stewart declared a Personal Interest in Minute 105 "Houses in Multiple Occupation (HMO) Licensing Policy 2016";
- 4) Councillor D Phillips declared a Personal Interest in Minute 107 "Council Tax Base Calculation 2016-2017";
- 5) Councillors J W Jones, M H Jones, C L Philpott, R C Stewart and L V Walton declared a Personal Interest in Minute 108 "Review of the Gambling Policy";
- 6) Councillors P Downing, J A Hale, C E Lloyd and C Richards declared a Personal Interest in Minute 112 "Appointment of Community/Town Council Member of Standards Committee";
- 7) Councillors M C Child, R A Clay, P Downing, W Evans, V M Evans, R Francis-Davies, J E C Harris, C A Holley, D H Hopkins, M H Jones, E T Kirchner, A S Lewis, C E Lloyd, P Lloyd, C Richards, R C Stewart and D W W Thomas declared a Personal Interest in Minute 113 "Independent Remuneration Panel for Wales (IRPW) Draft Annual Report 2016 - Consultation";
- 8) Councillors J E Burtonshaw, M C Child, U C Clay, R A Clay, A M Cook, N J Davies, P Downing, C R Evans, W Evans, V M Evans, F M Gordon, J E C Harris, J A Hale, D H Hopkins, Y V Jardine, S M Jones, E J King, A S Lewis, C E Lloyd, P Lloyd, P M Meara, G Owens, D Phillips, C Richards, R V Smith, R C Stewart, G J Tanner, D W W Thomas, M Thomas, G D Walker, L V Walton, T M White and N M Woollard declared a Personal Interest in Minute 115 "Notice of Motion".
- 9) Councillor N M Woollard declared a Personal and Prejudicial Interest in Minute 116 "Notice of Motion" and withdrew from the meeting prior to its consideration.

Officers

- 10) Jack Straw (Chief Executive) declared a Personal and Prejudicial Interest in Minute 110 "Appointment of Chief Executive" and withdrew from the meeting prior to its consideration.

98. **MINUTES.**

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

- 1) Ordinary Meeting of Council held on 22 October 2015.

99. **WRITTEN RESPONSES TO QUESTIONS ASKED AT THE LAST ORDINARY MEETING OF COUNCIL.**

The Head of Legal, Democratic Services and Procurement submitted an information report setting out the written responses to questions asked at the last Ordinary Meeting of Council.

100. **ANNOUNCEMENTS OF THE PRESIDING MEMBER.**

1) Use of the Microphone System

The Presiding Member outlined how to use the new microphone system within the Council Chamber, Guildhall.

2) Condolences

a) Keith Lewis, Father of Councillor D J Lewis

The Presiding Member referred with sadness to the recent death of Keith Lewis, father of Councillor D J Lewis.

b) Paris Terrorist Attacks - 13 November 2015

The Presiding Member referred with sadness to the series of coordinated terrorist attacks that occurred in Paris, France on 13 November 2015. The attackers killed 130 people and injured hundreds more.

In the immediate aftermath of those attacks flags were lowered at Swansea Council buildings for a day, staff held a minute's silence and the Brangwyn Hall arches at the Guildhall were bathed in the colours of the French Tricolour flag. The Tricolour was also being flown during the Council Meeting.

All present stood as a mark of sympathy and respect.

3) Councillor J P Curtice - Illness

The Presiding Member stated that Councillor J P Curtice has recently undergone surgery and that there was likely for further surgery to follow. He wished her well on behalf of the Council.

4) Modernisation of the Council Chamber, Guildhall

The Presiding Member stated that the modernisation works to this Council Chamber, Guildhall was of a high standard. It was difficult to see where the 16 new seats have been added.

The modernisation process has seen the introduction of an electronic voting system, USB charging points, spaces for Councillors with access issues allowing them full functionality of access to mics and e-voting, fixed microphones for members of the public to use during public question time, a fixed projector and screen and a dedicated translation booth.

These works will help to future-proof the chamber for any future local government reorganisation and to enable the Authority the ability to market the Council Chamber, Guildhall as a small conference venue.

The costs of the works were approximately £267,000 which is significantly less than the £600,000 proposed to be spent on the Council Chamber, Civic Centre. The works are also part of the Authority's strategy to have one Council Chamber for for purpose with the Authority's other Council Chambers at Penllergaer and within the Civic Centre being put up for sale.

5) Congratulations

a) UNESCO (United Nations Educational, Scientific and Cultural Organisation) Learning City Award 2015

The Presiding Member stated that he had referred to the award at last Council; however, today he was in the position to present the Award which is in recognition of the excellent progress made by the City and County of Swansea in implementing the Beijing Declaration on Building Learning Cities and the Key Features of Learning Cities.

Councillors C E Lloyd and R C Stewart were present receive the award.

b) Best Employer for Supporting Young People

The Presiding Member stated that a collaborative project between the Authority's Youth Service and Careers Wales has secured the Authority the Best Employer for Supporting Young People Award at the annual Careers Development Institute Awards. The award was for a project aimed at supporting NEETs, young people not in employment, education or training to turn their lives around and make the most of their talents.

He stated that it was great to win such an award but the real winners are the young people whom we've supported because there's been a near-60% reduction in their numbers in Swansea over the last nine years.

Councillor R C Stewart, Sarah Crawley, Emma Pike (Careers Wales) and Stacey Hamilton (Careers Wales) were present to receive the award.

c) Truth about Youth - Princes Trust Award

The Presiding Member stated that he was delighted to announce that the Flexible Support Service has the dual role of supporting adults with a learning disability to live independently within their own home facilitating social clubs to combat social isolation.

The Flexible Support Service was awarded by a Princes Trust Award given to employers who have delivered training and work experience to young people under 25 years old within the workplace with excellence.

The "Truth about Youth" scheme offers places to young people who are otherwise unemployed or not in education to have a taste of work experience within a field that they would like to work.

The Flexible Support Service were the first care providers in Swansea to run "a truth about Youth" course back in 2013 and followed through with another very successful course in 2014. Several candidates went on to gain work within the care industry with one candidate becoming an ambassador for the Princes Trust.

Councillor R C Stewart, Jack Straw (Chief Executive) and Janette Jones (Flexible Support Service Team) were present to receive the award.

d) UK Public Sector Sustainability Awards

The Presiding Member stated that he was delighted to announce that the Authority had won a number of awards recently as part of the UK Public Sector Sustainability Awards ceremony in London.

- i) Platinum Award - For the most sustainable Public Sector Organisation in the UK. This is the Top Award and was presented by Lord Redesdale;
- ii) Most Sustainable Local Authority;
- iii) Best refurbishment project - For the Guildhall Refurbishment Scheme;
- iv) Runner up - Innovation;
- v) Runners up - In the Innovation and Best Waste / Recycling categories.

These awards are clearly a tribute to all of the hard work of the staff and I would like to thank the staff for all this work and for their endeavours in making Swansea the best in the UK, you are a great credit to us all.

Councillors D H Hopkins, A S Lewis and R C Stewart and Richard Davies, Paul Bidder, Dave Phillips (Parks), Terri Shaw (Corporate Building and Property Services), Helen Grey (Gower Landscape Project), Jonathon Hurley (Public Lighting) and Tanya Nash (Sustainable Development) were present to receive the Awards.

e) Sustain Wales Awards

The Presiding Member stated that he was delighted to announce that the Authority was successful at recent prestigious Award Ceremonies, celebrating the fantastic work and success that the Council and our staff are doing to deliver sustainable outcomes and improve well-being for the communities and residents in Swansea.

At the Sustain Wales Awards Event in Cardiff last week the Council won the award for most sustainable project for our partnership approach with Safer Swansea in achieving the coveted Purple Flag status to improve standards of our night-time economy as well as the Most Sustainable Public Sector Award for our approach to making sustainable development our central organising principle, governing all we do to improve well-being in Swansea.

Councillor R C Stewart and Richard Davies, Paul Bidder, Dave Phillips (Parks), Terri Shaw (Corporate Building and Property Services), Helen Grey (Gower Landscape Project), Jonathon Hurley (Public Lighting), Tanya Nash (Sustainable Development), Sarah Crawley Poverty and Prevention) and Helen England (Safer Swansea) were present to receive the Awards.

**f) Abertawe Bro Morgannwg University (ABMU) Health Board
Chairman's Award for Promoting Healthy Lifestyles**

The Presiding Member stated that he was delighted to announce that the Authority had won the Chairman's Award for Early Intervention at ABMU Health Board B for its 'Teenstart' programme, a multi-disciplinary service co-delivered by the Family Partnership Team and Health. The team is made up of Midwives, Nursery Nurses and Family Facilitators.

The Service works with Young Parents from conception through to their child's 3rd birthday with the aim of supporting parents in building skills, knowledge and resilience factors that will help them better meet their children's needs and future development.

Councillor R C Stewart, Lynda Hill, Jessica Jones and Dave Bennet (Teenstart Project) were present to receive the award.

g) British Destinations Website Awards - www.visitswanseabay.com

The Presiding Member stated that he was delighted to announce that the Authority's Tourism Team was awarded 3rd place in the British Destinations Website Award for www.visitswanseabay.com

h) Visit Swansea Bay - Canmol: Wales Marketing Awards

The Presiding Member stated that he was delighted to announce that 'Visit Swansea Bay - Measure for Measure: Reaching the Converted' was one of the 3 finalists in the Canmol: Wales Marketing Awards which are sponsored by the Chartered Institute for Marketing (CIM). The Authority's Tourism Team was a finalist in the Tourism, Hotels, Leisure, Place and Destination Marketing, Travel and Transport Category.

The Authority won an award the previous two years and we were delighted to be shortlisted alongside major companies once again this year.

i) Waterfront Winterland - Swansea Life Awards

The Presiding Member stated that he was delighted to announce that the Authority's Waterfront Winterland won the Best Event Award at the Swansea Life Awards.

j) Young Fire Fighter of the Year

The Presiding Member stated that he was delighted to announce that at the Young Fire Fighters Association Annual Parade and training exercise at Morriston Fire Command, Jack Collins of Blaen y Maes was awarded the Young Fire Fighter of the Year award.

He along with the other young fire fighters all received certificates for attending the training exercise. I understand that the team working of the group was a credit to all involved.

101. ANNOUNCEMENTS OF THE LEADER OF THE COUNCIL.

1) Authority Wide Awards

The Leader of the Council stated that it was pleasing for so many awards to be presented at Council. It was clear testament of the hard work and dedication of the staff of the Authority.

2) Sale and Development of Civic Centre

The Leader of the Council stated that some announcements would be made in December 2015.

3) UK Government Spending Review

The Leader of the Council stated that the UK Government Spending Review announced on 24 November 2015 proved yet again that the Chancellor of the Exchequer was no friend of Local Government.

4) Electrification of Railway Line

The Leader of the Council outlined his bitter disappointment at the UK Government's decision to delay the electrification of the rail line beyond Cardiff.

5) Trip Advisor Traveller's Choice 2015 - Swansea LC

The Leader of the Council referred to the announcement by Trip Advisor that the Swansea LC had been awarded a 2015 Trip Advisor's Traveller's Choice award. This award put the venue in the top 1% of attractions in the World.

102. PUBLIC QUESTIONS.

A number of questions were asked by members of the public. The relevant Cabinet Member responded. Those questions not requiring a written response are listed below:

- 1) Peter East asked a question in relation to Minute 115 "Notice of Motion - Opposing the Introduction of the Trade Union Bill 2015".
- 2) Peter East asked a question in relation to Minute 107 "Council Tax Base Calculation 2016-2017".
- 3) David Davies asked a question in relation to Minute 112 "Appointment of Community / Town Council Member of Standards Committee".
- 4) Nortridge Perrott asked a questions in relation to Minute 106 "Houses in Multiple Occupation (HMO) Licensing Policy 2016".

There were no questions requiring a written response.

103. PUBLIC PRESENTATION - NONE.

No Public Presentations were received.

104. PRESENTATION BY THE CHIEF FIRE OFFICER, MID AND WEST WALES FIRE AND RESCUE SERVICE.

Chris Davies (Chief Fire Officer) gave a presentation on the work of the Mid and West Wales Fire and Rescue Service. He stated that the Service covered the

largest area and operated at the 2nd cheapest cost per square kilometre within England and Wales. A number of questions were asked of the Chief Fire Officer.

Councillor R C Stewart, Leader of the Council gave thanks for the presentation.

105. **ADJOURNMENT OF MEETING**

The meeting stood adjourned for a 10 minute comfort break.

106. **HOUSES IN MULTIPLE OCCUPATION (HMO) LICENSING POLICY 2016.**

The Wellbeing and Healthy City Cabinet Member submitted a report which sought agreement to the proposed new HMO Licensing Policy, which included the Mandatory HMO Licensing Scheme for the whole of Swansea and renewal of the Additional HMO Licensing Scheme for Castle and Uplands Electoral Wards.

RESOLVED that:

- 1) The Policy be approved and published.

Note: The following questions were asked of the Wellbeing and Healthy City Cabinet Member:

- 1) Councillor P N May asked:
 - i) How many of the HMO's known to the Authority are licenced?
 - ii) What are the Authority's proposals to clear the backlog of unlicensed HMO's?
 - iii) Does the Authority have any plans to use the licence fees to employ extra staff?
- 2) Councillor P M Black asked:
 - i) What consideration had been given in setting the fees to using income to employ sufficient enforcement officers to properly enforce licence conditions?
 - ii) What is the relationship between RentSmart Wales and the licensing scheme, how will the Council be using the new register of landlords to identify unlicensed HMO's and will it enable us to strengthen the existing HMO licensing scheme?

The Wellbeing and Healthy City Cabinet Member stated that written responses would be provided.

107. **COUNCIL TAX BASE CALCULATION – 2016/2017**

The Finance and Strategy Cabinet Member presented a report which detailed the calculation of the Council Tax Base for the City and County of Swansea, its Community / Town Councils and the Swansea Bay Port Health Authority for 2016-

2017. The Council is required to determine the Council Tax Bases for 2016-2017 by 31 December 2015.

RESOLVED that:

- 1) The calculation of the Council Tax Bases for 2016-2017 be approved;
- 2) In accordance with the Local Authorities (Calculation of Tax Base) (Wales) Regulations 1995, as amended, the calculation by the City and County of Swansea Council for the Year 2016-2017 shall be:

For the whole area 89,151

For the area of Community / Town Councils:

Bishopston	1,975
Clydach	2,576
Gorseinon	3,108
Gowerton	1,960
Grovesend	404
Ilston	312
Killay	2,067
Llangennith, Llanmadoc and Cheriton	496
Llangyfelach	949
Llanrhidian Higher	1,587
Llanrhidian Lower	334
Llwchwr	3,395
Mawr	742
Mumbles	9,594
Penllergaer	1,355
Pennard	1,454
Penrice	425
Pontarddulais	2,255
Pontlliw and Tircoed	1,034
Port Eynon	416
Reynoldston	281
Rhossili	189
Three Crosses	711
Upper Killay	565
	151
For the area of the Swansea Bay Port Health Authority	61,926

108. **REVIEW OF THE GAMBLING POLICY**

The Enterprise, Development and Regeneration Cabinet Member submitted a report which considered the responses to the consultation on the draft of the revised Gambling Policy, for the period January 2016 to January 2019.

RESOLVED that:

- 1) The revised Policy as outlined in the report and the additional suggested amendment in paragraph 4.2 of the report be adopted, as the Statement of Policy for Gambling for the City and County of Swansea from 31 January 2016.

109. **MEMBERSHIP OF COMMITTEES.**

The Transformation and Performance Cabinet Member submitted a report which sought approval of the nominations / amendment to the membership of Council Bodies.

He indicated that an additional amendment had been submitted.

RESOLVED that the membership of the Council Bodies listed below be amended as follows:

- 1) **Audit Committee**
Remove Councillor G Owens.
Add Councillor T J Hennegan.
- 2) **Planning Committee**
Remove Councillor P B Smith.
Add Councillor P Downing.
- 3) **Prevention and Social Care Reform Cabinet Advisory Committee**
Remove Councillor A M Cook.
Add Councillor C Anderson.
- 4) **Local Authority (LA) Governor Panel**

Remove Councillor C L Philpott.
Add L G Thomas.

110. **APPOINTMENT OF CHIEF EXECUTIVE.**

The Leader of the Council submitted a report which provided Council with options to replace the Chief Executive.

RESOLVED that:

- 1) An Interim Chief Executive be appointed on an internal basis ring-fenced to the existing Directors;

- 2) The successful candidate would be paid the same remuneration as the current Chief Executive.

111. **DISPENSATION FOR COUNCILLOR LEAVE OF ABSENCE - COUNCILLOR B G OWEN.**

The Head of Democratic Services submitted a report which sought dispensation for Councillor B G Owen not to attend meetings for the period up to 31 May 2016 in accordance with Section 85 of the Local Government Act 1972.

RESOLVED that:

- 1) Councillor B G Owen be granted dispensation not to attend meetings for the period up to 31 May 2016 in accordance with Section 85 of the Local Government Act 1972.

112. **APPOINTMENT OF COMMUNITY/TOWN COUNCIL MEMBER OF STANDARDS COMMITTEE.**

The Head of Democratic Services submitted a report which considered the recommendation of the Standards Committee to appoint Community Councillor Philip Crayford to the Standards Committee.

RESOLVED that:

- 1) Community Councillor Philip Crayford (Llangyfelach Community Council) be appointed the Community / Town Council Member of the Standards Committee;
- 2) The term of office shall be no more than 4 years or until the Ordinary Election of the Community Council of which the Community Councillor is a member, whichever is the shorter;
- 3) Councillor P Downing be removed from the membership of the Standards Committee;
- 4) The amended "Article 9 "The Standards Committee" as outlined in **Appendix B** of the report be adopted.

113. **INDEPENDENT REMUNERATION PANEL FOR WALES (IRPW) DRAFT ANNUAL REPORT 2016 - CONSULTATION.**

The Head of Democratic Services submitted a report which informed Council of the Independent Remuneration Panel for Wales (IRPW) Draft Annual Report 2016 and outlined the determinations to be made.

The draft response and comments made at Council shall form the formal response to the IRPW's consultation process and the Head of Democratic Services was authorised to submit the response on behalf of Council.

RESOLVED that:

- 1) The comments outlined in Appendix A of the report be adopted as the Authority's response to the IRPW's consultation in relation to the Draft Annual Report 2016.

114. **COUNCILLORS' QUESTIONS.**

1) Part A 'Supplementary Questions'

Eight (8) Part A 'Supplementary Questions' were submitted. The relevant Cabinet Member(s) responded by way of written answers contained in the Council Summons.

The following supplementary question(s) required a written response.

- a) Question 2. Councillor P M Black stated that the response did not fully answer his question as it omitted to address how the children and young people were consulted as part of the assessments.

The Leader of the Council stated that he would arrange for the Education Cabinet Member to provide a written response.

2) Part B 'Questions not requiring Supplementary Questions'

No (0) Part B 'Questions not requiring Supplementary Questions' were submitted.

115. **NOTICE OF MOTION: COUNCILLORS C E LLOYD, R C STEWART, C RICHARDS, M C CHILD, W EVANS, R FRANCIS-DAVIES, J E C HARRIS, D H HOPKINS, A S LEWIS & J A RAYNOR.**

The following motion was proposed by Councillor C E Lloyd and seconded by Councillor R C Stewart.

"This Council opposes the introduction of the Trade Union Bill 2015. We ask that this Council write immediately to urge the UK Conservative Government at Westminster to abandon this Bill and make a commitment to work in partnership with the Trade Union movement to achieve a fairer society.

We believe this bill is driven by Conservative ideology and is an outdated response to the challenges of the 21st century.

This bill is counterproductive, vindictive, socially divisive, and will lead to more confrontational relationships between employers and employees, and ultimately

undermine rather than support the delivery of important public services. Swansea Council already has a long tradition of good relationships with our Trade Union colleagues and fully recognises the extremely important role they play within this organisation, the public and private sectors and the wider community. It is also our view that Swansea Council is more than able to determine the how it interacts with its employees and Trade Unions and does not need legislation on this issue. This Bill is an attack on democracy.”

In accordance with Council Procedure Rule 30 “Voting” a recorded vote was requested. The voting was recorded as follows:

For (37 Councillors):		
Councillor(s):	Councillor(s):	Councillor(s):
C Anderson	J A Hale	G Owens
P M Black	J E C Harris	D Phillips
M C Child	T J Hennegan	C Richards
R A Clay	B Hopkins	R V Smith
U C Clay	D H Hopkins	R C Stewart
A M Cook	J W Jones	G J Tanner
N J Davies	E T Kirchner	C Thomas
P Downing	A S Lewis	D W W Thomas
C R Doyle	C E Lloyd	M Thomas
C R Evans	P Lloyd	L V Walton
V M Evans	P M Matthews	T M White
W Evans	P M Meara	N M Woolard
R Francis-Davies		

Against (3 Councillors):		
Councillor(s):	Councillor(s):	Councillor(s):
A C S Colburn	P R Hood-Williams	L J Tyler-Lloyd

Abstention (0 Councillors):		
Councillor(s):	Councillor(s):	Councillor(s):
-	-	-

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

RESOLVED that the motion as outlined above be approved.

116. **NOTICE OF MOTION: COUNCILLORS R C STEWART, C RICHARDS, A S LEWIS, J A RAYNOR, R FRANCIS-DAVIES, D H HOPKINS, W EVANS, M C CHILD, C E LLOYD & J E C HARRIS.**

Councillor A S Lewis stated that an amended motion had been circulated. She stated that the amended motion was the substantive motion for discussion.

The following amended motion was proposed by Councillor A S Lewis and seconded by Councillor W Evans.

“Proposed Reduction in Feed in Tariffs for Renewable Energy Scheme

This Council protests in the strongest possible terms at the size of the reduction in Feed in Tariffs for solar photo voltaic (PV) installations and to the inadequate notice of the changes, which will have a significant detrimental impact on the delivery of all future renewable energy schemes in Swansea and the UK.

The Council recognises the significant benefit to the environment, the economy and society of the promotion of Solar PV and other forms of renewable energy. These schemes have been subsidised by Government’s Feed in Tariff (FiT). The FiT has been a huge success and helped local authorities, Registered Social Landlords and community energy groups to build viable business models for their projects, helping to reduce and localise energy spend, tackle fuel poverty and generate an income to re-invest in the area. The FiT has also been successful in helping to establish a renewable energy industry that now employs an estimated 2,010 people in Wales. These benefits are now at risk of being lost, with an estimated 1,608 jobs (80%) at risk as a result of the proposed 87% cut to the FiT.

This Council calls upon the UK Government to reconsider their position in reviewing the scale of the cut in FiTs and implement a regime that makes Solar PV affordable for local communities and ensure changes are introduced so that the industry has sufficient time to adjust, providing stability and maintaining investor confidence in renewable energy schemes.

This Council further recognises the substantial benefits to Swansea of the tidal lagoon and is concerned at the delay caused by the failure of the UK Government to agree a strike price for energy with the Tidal Lagoon Company. Council calls on the UK Government to come to an agreement on this issue as soon as possible.

This Council mandates the Chief Executive to write to the Energy Secretary, on behalf of the Council, to highlight the concerns raised in this Notice of Motion”.

RESOLVED that the motion as outlined above be approved.

The meeting ended at 8.55pm

CHAIR

Agenda Item 4.

Report of the Head of Legal and Democratic Services

Council – 17 December 2015

WRITTEN RESPONSES TO QUESTIONS ASKED AT THE LAST ORDINARY MEETING OF COUNCIL

The report provides an update on the responses to Questions asked during the last Ordinary Meeting of Council on 26 November 2015.

FOR INFORMATION

1. INTRODUCTION

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

2. RESPONSES

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

Background Papers: None

Appendices: Appendix A (Questions & Responses)

**Providing Council with Written Responses to Questions at Council –
26 November 2015**

1.	<p>Councillor P M Black Question: <u>Agenda Item 18 “Councillors’ Questions”.</u></p> <p>The response did not fully answer his question as it omitted to address how the children and young people were consulted as part of the assessments.</p> <p>Response of the Cabinet Member for Education Pupils are able to raise concerns or comment on route to and from to school via an online form. During the next 6-12 months it is proposed that young people be given the opportunity to express their views on their daily journey to school through the Pupils Voice Forum, events such as the Big Conversation and the School Super Survey.</p>
2.	<p>Councillor P M Black Questions: <u>Agenda Item 10 “Houses in Multiple Occupation(HMO) Licensing Policy 2016”.</u></p> <p>a. What consideration had been given in setting the fees to using income to employ sufficient enforcement officers to properly enforce licence conditions.</p> <p>b. What is the relationship between RentSmart Wales and the licensing scheme, how will the Council be using the new register of landlords to identify unlicensed HMO’s and will it enable us to strengthen the existing HMO licensing scheme.</p> <p>Response of the Cabinet Member for Wellbeing and Healthy City</p> <p>a. Enforcement of licence conditions was a consideration in the fee setting process. Fees can only be set on a cost-recovery basis for the licensing process. This includes appropriate enforcement arising from inspections of properties in order to process applications as well as follow-up visits to check compliance with licence conditions and investigation of complaints.</p> <p>b. Whilst there is no direct legal relationship between HMO licensing and the new landlord registration and agent and landlord licensing under Rent Smart Wales, we will be able to use the register of landlords under Rent Smart Wales to compare with our own database and identify any landlords who may be letting HMOs, including any which need to be licensed. The information should improve the data we already hold. Should any landlord fail to register or become licensed, if required, under the Rent Smart Wales scheme that may be considered grounds for them not to be fit and proper to hold an HMO licence. We envisage a close working relationship with Rent Smart Wales and will take action to deal with non-compliant agents and landlords at the appropriate time.</p>

3. **Councillor P N May**

Questions:

Agenda Item 10 “Houses in Multiple Occupation(HMO) Licensing Policy 2016”.

- a. How many of the HMO’s known to the Authority are licenced?
- b. What are the Authority’s proposals to clear the backlog of unlicensed HMO’s?
- c. Does the Authority have any plans to use the licence fees to employ extra staff?

Response of the Cabinet Member for Wellbeing and Healthy City

- a. There were 1,575 licensed HMOs on 31st October 2015. There is no legal requirement for owners of non-licensable HMOs to notify their existence to the Council, but from information held across the Council we estimate there are approximately 1,800 HMOs in Swansea.
- b. There is no backlog of unlicensed HMOs. There are approximately 110 licensing applications which are currently being processed. We have procedures in place to remind licence holders when their licences are expiring and need renewing. We investigate complaints and referrals about possible unlicensed HMOs to ensure that, where necessary, they are licensed and appropriate enforcement sanctions are instigated. Periodic checks are also made of Council Tax records to try and identify any unlicensed HMOs.
- c. There are no plans to employ any extra staff. The fees have been set on a cost-recovery basis and will be used to fund existing staff.



Arolygiaeth Gofal a Gwasanaethau Cymdeithasol Cymru
Care and Social Services Inspectorate Wales

Performance Evaluation Report 2014–15

City and County of Swansea
Social Services

This report sets out the key areas of progress and areas for improvement in City and County of Swansea Social Services for the year 2014–15

Annual Review and Evaluation of Performance 2014 - 2015

Local Authority: City and County of Swansea

This report sets out CSSIW's evaluation of Swansea County Council's performance in delivering its social services functions.

1. Summary

- 1.1. The council continues to make progress with implementing the modernisation and transformation programme which it has been working on for the past three years. It recognises the challenges posed by the Social Services and Wellbeing (Wales) Act 2014, which comes into force in 2016. The council is working to address long term demand pressures, by building a sustainable, high quality model of social care. Social services have a clear vision which is underpinned by corporate plans and a strategic framework.
- 1.2. The challenges are clearly identified in the director of social services' annual report. There are detailed strategic business plans in place for both adult and children's services which set out the values, principles, areas for development, and achievements of the past year. Despite this having been a time of great change, the council is in a strong position based on the progress against the areas for improvement identified in last year's performance evaluation report.
- 1.3. There have been significant changes both at a strategic senior officer and operational team level, leading to structural and service re-organisation within adult and children's services. Against a context of significant efficiency savings and budget constraints, this has been unsettling for some staff groups. The council has committed to minimising the impact of these changes on service delivery to citizens. A joint workshop with the local authority and health board staff is being organised to review and evaluate what has been achieved to date, and to ensure that future progress is built on a strong foundation.
- 1.4. Further progress with the plan for improving integrated pathways for older adults and commissioning has been achieved through the development of three locality network hubs for joint specialist teams. The locality hubs were established with joint management arrangements with health board staff. Early indicators show that people can be assured their services are delivered in a timely and person centred way. The progress and development of the service will be monitored in the coming year.

- 1.5. Children's services have also been subject to change and restructure with teams being moved to a single location. This re-modelling has improved "front door" arrangements in continuity of social work support to children and families. Working in partnership in a common approach to child welfare and safety, the council has reduced demand for statutory services by encouraging a continuum model of practice which is solution focussed and facilitates access to the most appropriate level of intervention. There is a focus on prevention and early intervention which promotes family resilience and rehabilitation of children's homes. The safe looked after children strategy has proven effective in reducing the number of children in care, and has promoted permanence for children who are in the care of the council. Outcomes for looked after children have improved with strong corporate parenting arrangements.

2. Response to last year's area of improvement

Identified improvement last year	Progress in 2014-15
<p>The transformation, modernisation and integration of adult social care.</p> <p>To continue to work closely with the health board in the development of the community networks and to implement an integrated assessment framework.</p>	<p>Transformation of adult social services (TASS) continues to be implemented with developments in day services for people with learning disabilities, intermediate care and the single point of access.</p> <p>Developments have included the single point of access, three locality network hubs (west, central and north) and the intermediate care tier to respond quickly to help people back to independence.</p>
<p>To make progress with the commissioning and contract monitoring re-structure in adult services.</p>	<p>Changes have been made within social services, and particularly in the areas of business and commissioning support with corporate procurement.</p>
<p>To evaluate the independent review of older people's services.</p>	<p>The council commissioned an independent review by Cardiff University which reported in September 2014. The work to evaluate the findings and to agree and implement a way forward is being carried out through a commissioning work stream.</p>
<p>Western Bay health and social care programme progress.</p>	<p>There have been significant milestones achieved by the Western Bay</p>

	programme with the wellbeing board, regional safeguarding boards, the regional adoption service and a regional youth offending service to help reduce reoffending rates. Through Western Bay, Swansea has re-commissioned a specialist provider, DEWIS, to help extend the use of direct payments and to recruit and support locally paid carers as personal assistants.
To evaluate the findings of the adult safeguarding review and to develop and maintain the standards which ensure best practice, quality and governance arrangements.	Following an evaluation of adult safeguarding, there are further improvements with new management arrangements, and a greater focus on placing the person at the centre of each concern, with their risk managed effectively and quickly with less bureaucracy.
Progress on further establishment of the Western bay adult and children's boards.	Under Western Bay governance, regional boards are now well established, working alongside these local arrangements.
Early intervention and prevention services.	A corporate prevention strategy and the development of a prevention fund to generate innovative projects have been achieved.
Overview and scrutiny arrangements.	There are new scrutiny and cabinet arrangements in place, elected members now work closer with officers. Each scrutiny panel has a clear work programme regarding child and family performance and TASS.
Progress made against outcomes and recommendations of the looked after children inspection.	There is an action plan in place to evidence progress made against the recommendations following the national review of services to looked after children at risk.
Progress made against outcomes and recommendations of Deprivation of Liberty Safeguards (DoLS) review.	Since the landmark Cheshire West legal judgement, there have been an unprecedented number of referrals to

	the council. Resources have been put into place to manage those assessments, which are outstanding, as well as responding to new applications. All adult social workers are now mandated to train as best interest assessors (BIA).
Wales Audit Office (WAO) led review to examine whether the council is effectively supporting older people to live independently.	The council is progressing developments in the areas of integration and intermediate care. According to the WAO report, Swansea is acknowledged as having a wide range and balance of high quality services to meet the continuum of need from information and advice, to intervention.

3. Visits and inspections undertaken during the year:

- 3.1. Site visits provide CSSIW with an opportunity to speak with people who use the services, their families, and staff who manage and work in the services. During 2014-15, site visits were made to:
- Single point of access team.
 - Bonymaen House.
 - Transition service.
 - TY Cila.
 - Carers engagement conference.
 - Children's services staff event.
 - Scrutiny performance panels for adults and children.
- 3.2. CSSIW followed up on the recommendations of the inspection of the council's safeguarding and care planning of looked after children and care leavers who exhibit vulnerable or risky behaviours. The council were asked to consider 21 areas for further improvement. These areas were then developed into a detailed action plan which has informed developments in practice.

- 3.3. CSSIW undertook inspections of regulated services commissioned or run by the council including the in-house residential care homes and fostering service. The inspections were positive, with inspectors reporting that the services were compliant and the registered managers were always responsive to any issues raised. Details on these are contained in separately published reports and are available on CSSIW's website.
- 3.4. In September 2014 the Wales Audit Office published its report into the governance of Swansea's arrangements to support safeguarding children, the audit was carried out between March and May 2014. The report was positive about safeguarding arrangements and made only five recommendations for further improvement, all of which are being actioned.
- 3.5. CSSIW met with senior officers of the council throughout the year to review social services performance and discuss progress within the areas for improvement identified in last year's performance evaluation. The council were helpful in their engagement with CSSIW providing information and evidence of follow up when issues were raised for their attention.

4. Areas for follow up by CSSIW next year

- 4.1. A number of specific areas for improvement have been identified in the body of this report. The council's progress in relation to these will be discussed during regular engagement meetings. Specific areas for follow up will include:
 - The role of the statutory director of social services and changes to the senior management team.
 - The ongoing service development in readiness for the implementation of the Social Services and Wellbeing (Wales) Act 2014.
 - The council's involvement in the Western Bay collaborative health and social care programme.
- 4.2. Key challenges for the council in 2015-16 will continue to be the budget, the implementation of the Social Services and Wellbeing (Wales) Act 2014, the Mental Capacity Act, and the Deprivation of Liberty Safeguarding arrangements.

5. Inspection and review plan for 2015-16

- 5.1. CSSIW is also undertaking the following thematic inspections and services

in Swansea which may be selected for fieldwork:

- National review of domiciliary care.
- National review of services for people with learning disabilities.
- National review of care planning for looked after children.

6. The extent to which the experiences and outcomes for people who need care and support are improving their wellbeing.

Adults

Overview

- 6.1. People are able to access social care advice and support in a timely, consistent and appropriate way. Services are responsive and through its integrated approach people are benefiting from locally based health and social care services. Key priorities of leadership and organisational capacity are in place to support and sustain the changes needed to continue to transform adult services. The council recognises the need to develop and deliver services in a different way, by enhancing access to advice, information, early intervention and/or prevention services. As part of the modernisation agenda the council continues to work effectively with its health partners Abertawe Bro Morgannwg University Health Board (ABMU) in designing and implementing an integrated model of intermediate care. This new service is now being delivered from three locality hub teams which cover the whole of Swansea.
- 6.2. The council promotes wellbeing through provision of a comprehensive public information service, together with an accessible website and strengthened single point of access to service. This continues to bolster the department's early intervention and preventative response and pathways to the intermediate care tier. The domiciliary care brokerage service also sits within the single point of access team. There is a high demand on this service but it continues to be responsive and effective in ensuring people receive the care they require. There are strong links with the private provider sector with daily contact and liaison. The staffing levels within the domiciliary care/reablement service have been increased to provide capacity and to improve both the service resilience and client outcomes.
- 6.3. The council and ABMU have continued to work closely together to improve strategic planning, service developments, and the fully integrated recovery service model across mental health services. This

ensures that the Mental Health (Wales) Measure 2010 is appropriately complied with and implemented through the Western Bay programme. The availability of approved mental health practitioners (AMHPs) continues to be an issue with a need for more social workers to complete AMHP training to ensure there is coverage across community mental health teams.

- 6.4. The council continues to implement changes within learning disability services to introduce a greater person-centred approach following recent external and Western Bay reviews. There is a new specialist sensory impairment team which is an integrated service based at Swansea Vale resource centre, with direct access to a range of resources and support for people with visual and hearing impairments. The service is unique, provided alongside other agencies and third sector providers.
- 6.5. Adult safeguarding arrangements have been reviewed, this was identified as an area for improvement last year. In order to ensure consistency in threshold decisions, early response and oversight of the interface between practitioners and partner organisations, a new post of service manager for safeguarding adults has been recruited to. The changes are supported by a new corporate safeguarding policy. There is now a clearer focus on prevention and on the vulnerable person at the centre of any action or decisions being taken. In 2014-15 there was a slight fall in the number of adult safeguarding referrals where risks were reduced. There is a corporate and service based training programme with mandatory e-learning packages for all staff including council members.
- 6.6. A recent example of safeguarding capacity was tested when a domiciliary care agency was unable to deliver a service to a large number of very vulnerable and dependent service users. The council undertook immediate action to organise alternative arrangements to deliver care in a safe and person centred way, which minimised the impact of sudden service changes for people who are frail and vulnerable. A multiagency approach was used and co-ordinated through the single point of access team, to ensure that all service users were safe, received appropriate care and were followed up and contacted daily in some cases.
- 6.7. CSSIW inspectors reported that safeguarding arrangements have improved and that there is a timelier and more organised response to concerns raised. Inspectors are being informed of safeguarding issues within regulated settings and being invited to adult protection strategy meetings. There remains an increased impact on workload for the team managers who undertake the designated lead manager role in chairing and managing each adult safeguarding case. Adult safeguarding arrangements are continuing to be under review as resources are very

constrained with a risk to timely and robust intervention in some cases.

- 6.8. The council have identified concerns regarding the impact of the Cheshire West Supreme Court judgement on deprivation of liberty safeguards (DoLS) applications being received from regulated settings. The applications increased significantly from 40 in 2013-14 to 1116 in 2014-15. This has caused huge capacity issues for care management services and has had an impact on the timeliness of reviews for older people. The council has recognised this as an area of risk and have developed a strategy to address this issue, the effectiveness of which will be monitored this year.
- 6.9. The council's core fund, Swansea Carers Centre, delivers a wide range of free support services to meet the needs of adult carers. Carers can be offered an assessment of need as well as indirect assistance. 95% of people were offered an assessment as opposed to 97% the previous year. Actual take up of carers' assessments has increased from 38% in 2013-14 to 45% in 2014-15, there is still a wide disparity between being offered an assessment and actually taking up the offer. This has been recognised as an area for further work and the council should consider the reasons behind this. As part of a regional approach and using monies available from the Carers (Wales) Measure implementation fund, the council have adopted an on line training resource for staff. This course enables learning about carers needs and how they can help support them. The council's induction training also includes a specific session on carers and written material is included in the induction pack.
- 6.10. The take up of direct payments, as an alternative to service provision, continues to rise across adult services from 250 in 2013-14 to 308 in 2014-15. The access to direct payments for some specific service user groups has also increased. The brokerage contract has been re-tendered through Western Bay with the DEWIS Centre for Independent Living successfully awarded the contract. The aim is to improve the outcomes for people, by increasing the quality of support, including the recruitment and development of personal assistants. There is now a pool of around 700 personal assistants available in Swansea.

Key National Priorities

Preventative and early intervention services

- 6.11. The council recognises the expectations and responsibilities that will be placed upon it by the Social Services and Well-being (Wales) Act 2014. It has worked closely with health partners to implement changes to the managed care provided by social workers and joint teams to ensure that

the most vulnerable within the community continue to be well supported, and achieve their best outcomes.

- 6.12. The council have established a single point of access to ensure a responsive and effective service that minimises any delays and ensures that customers can access intermediate tier services quickly. It is hoped that improving pathways will improve outcomes, and at the same time, help to prevent pressures in the system caused by peaks in demand.
- 6.13. The strategy to support people at home is effective with a wide range of community based services which are vital in helping people remain supported within their own homes. The in-house service has seen a marked increase in the support it provides to people needing domiciliary care and support. Additional to this are the significant increases in the independent sector domiciliary care provision, and the growth of the supply of aids and adaptations to people in the community.
- 6.14. The council expects every adult receiving a service to have their care plan reviewed annually, however performance has fallen from 81% in 2013-14 to 71% in 2014-15. This drop is attributed to the impact of DoLS activity on care management teams and significant management changes and restructuring involving whole team moves to locality bases. This will be an area for improvement this year.

Integration of health and social care services for older people with complex needs.

- 6.15. The council with its health partner is committed to supporting people leaving hospital to return home following a period of reablement. Care and support pathways are being developed to ensure stays are as short as possible and people can return home safely to minimise delayed transfer of care (DToC). However, the DToC indicator for social care reasons per 1,000 population aged 75 or over increased for the first time in recent years from 2.85 in 2013-14 to 4.7 in 2014-15. This is thought to be the result of delays experienced with domiciliary care availability
- 6.16. Bonymaen House is an example of an integrated health and social care service which is delivering positive outcomes for people through reablement services. There are plans for an integrated reablement response service within each of the three locality hubs capable of dealing with emergencies and other referrals in a timely way, with the aim of preventing hospital admission. A review is currently underway to measure the effectiveness of the rehabilitation service in order to prioritise the right support to those most able to benefit from early intervention. The integrated Gower team has co-located health and social care staff, providing support for hard to reach areas of the

peninsular. This model has been successful in reducing delays for care in the Gower area, and the unnecessary time spent in acute hospital beds waiting for care provision.

- 6.17. Development of an integrated care homes quality team with health and social care staff all sharing in a set of aims and objectives for supporting people in care homes is also under development. The role of community connectors has been in development for some time and is providing a focal point for supporting people to live independently in the community. Development of the role of primary and community health networks to minimise duplication and encourage joining up services across geographical areas for the benefit of citizens. There are improving links with third sector organisations and information is available in GP practices to help signpost people to the most appropriate level of service.

Areas of progress

- Development of the integrated locality hubs.
- Increasing choice and control through the use of direct payments.
- Well advanced integrated partnerships with the health board.

Areas for improvement

- Completion of the review into safeguarding arrangements.
- The prioritisation and management of overdue DoLS applications.
- Reviews in adult services that are timely and focus on outcomes.
- Completion of the review into care management processes and resources.
- Outcome measurement and evaluation of progress to assess the impact of community hubs for older people.

Children and young people

Overview

- 6.18. The council's children's services are providing children and families with a sustainable, focussed service which is improving outcomes for children. Outcomes for children, young people and their families have improved by supporting their wellbeing through a continuum of effective

prevention, early intervention and family support services. As well as a robust front door and locality responses to children in need, there are strong relationships with core partners who work closely together to ensure children are protected from harm.

- 6.19. The council is working to improve the effectiveness and governance of local and regional safeguarding of their most vulnerable children and young people. There has been improvement in the quality and value for money of placements for looked after children to achieve permanence at the earliest opportunity, and to enhance their life chances and future aspirations. For the second year they have delivered on a three year budget strategy through effective and collaborative commissioning to achieve targets, set within the safe looked after children reduction strategy. The revenue saved from this approach has been re-invested into child and family services to improve the outcomes for children and families in Swansea.
- 6.20. In addition to the new corporate safeguarding policy there is also a safeguarding steering group and a local safeguarding children management group to oversee the recommendations for action set at the Western Bay Safeguarding Children Board. There is strong corporate commitment to the welfare and safety of children set against the United Nations Convention on the Rights of the Child giving safeguarding a high profile. A wider use of safety networks and safety planning within child protection and care planning practice is driving up standards of support to looked after children and children returning home. All child protection referrals are responded to in a timely manner with the number of children whose names are on the child protection register increasing from 295 in 2013-14 to 338 in 2014-15, although the rate of de-registration is keeping pace with this increase. There is a slight decrease in performance in Section 47 inquiries but increases seen in performance for strategy meetings, initial child protection conferences and child protection reviews.
- 6.21. There is a corporate safeguarding policy in place coupled with mandatory training for all staff within the council to understand their role and responsibility in referring concerns about vulnerable children. Monitoring and reporting on safeguarding is mainly undertaken through the children's services monthly performance report which is presented to the senior management team, the directorate management team, scrutiny and executive board on a quarterly basis. CSSIW have attended scrutiny sessions where performance information has been presented and have witnessed the robustness of the challenge given from elected members.

- 6.22. There has been a slight deterioration in performance against the key indicators which is disappointing for the council given its signs of safety model and increased intervention with children and families. Performance in undertaking initial assessments within the seven working day timescale has fallen from 91% of cases in 2013-14 to 90% of cases in 2014-15, whilst the remaining cases were completed within an average of 12 working days. There has also been a reduction in the percentage of children seen by a qualified social worker from 83% to 80%. Children seen alone as part of an initial assessment has also fallen, from 42% of cases in 2013-14 to 38% in 2014-15. This fall has been discussed with the appropriate officers and they are sighted on this reduction on performance and are working to improve the timeliness of assessments.
- 6.23. All assessments for social care input, apart from children with a disability and those young people at risk of offending, are undertaken by one of the five locality teams. Within the locality teams there has been a greater focus on initial assessments and child protection work which was previously carried out by the front door team, now called the 'Swansea Model'. Core assessment of needs should generally be completed within 35 working days. Performance has significantly fallen from 81% in 2013-14 to 68% in 2014-15. When this area has been discussed with the council the reduction has been attributed to the impact of additional workloads within the teams in managing the whole child journey following referral. Whilst this approach ensures there is better continuity of social workers for each child in need, the council needs to be sighted on the possible risks for children and families. Again this is an area of work which will be followed up in the coming year with senior officers.

Key national priorities

Preventative and early intervention services

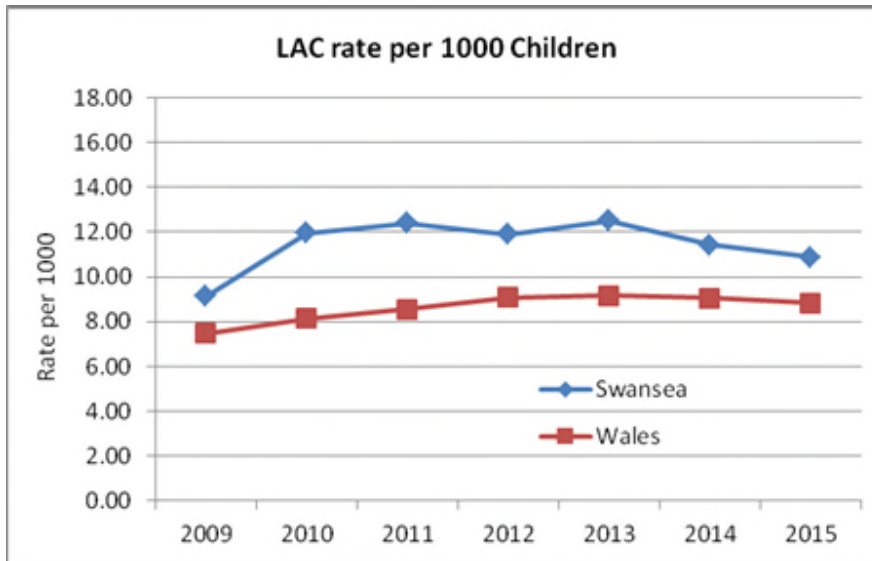
- 6.24. The council is developing a "continuum of need" model to provide structure to the assessment process and service delivery to children and families. This is a risk based approach which fits well with the 'Signs of Safety' model which underpins practice. The council is working with partners in health and education to develop a coherent and proportionate model for practice where everybody understands their own role and responsibility in supporting vulnerable children and their families. The aim is for the appropriate professional to give the right level of support to families at an early enough stage which can prevent issues escalating and stop inappropriate referrals for formal statutory input from social services. This is relevant when a lower level of help,

support or information will meet the need in a more proportionate and empowering way.

- 6.25. The council has focussed on developing a "warm front door" approach with their team around the family (TAF). Weekly meetings are held to ensure the right thresholds are in place to support timely "step up and step down" arrangements to meet the needs of children and families. The number of open child in need (CIN) cases are being reviewed to ensure that any action is still necessary and proportionate for each child, and to consider whether any other actions which are needed are taken.
- 6.26. The council is taking stock with a review of where it is in its journey with the "Signs of Safety" as a practice model. All children's service teams currently use this solution focussed model and there is a plan to role out an adapted version with adult service teams, starting with family group conferencing as a pilot area.
- 6.27. Transition arrangements have also been reviewed and there are much closer working arrangements between child and adult teams, with clearer lines of communication and accountability. This is to ensure early planning can take place to meet the needs of those children with a disability who will require help and support into adulthood. Adults needing support now and in the future have very different expectations and aspirations to what the more traditional services are able to offer. The council recognises the challenge in changing the culture from buildings based provision to more flexible forms of care and support which encourage independence and self determination.

Looked after Children

- 6.28. The council work closely with partners in education, primary and secondary health care, housing, mental health, supporting people, careers and substance misuse to improve the outcomes that each child who is looked after can expect. Together they work towards the agreed safety goals and outcomes. All looked after children have their care and support plans reviewed by independent reviewing officers (IRO). These officers provide an independent quality assurance mechanism and the senior managers provide regular monitoring reports to cabinet and scrutiny.
- 6.29. The councils safe looked after children reduction strategy, is not only reducing the number of looked after children year on year, but has contributed to the overall budget savings required.



- 6.30. The number of looked after children declined from 588 in 2012-13 to 539 in 2013-14, and has now further reduced to 511 in 2014-15.
- 6.31. There are a number of ways elected members carry out their corporate parenting function. They consider the latest performance and activity data at quarterly corporate parenting meetings, look at new service developments, but most importantly receive the views of the children and young people themselves through participation feedback, digital stories or placement visits.
- 6.32. The completion of the permanence review has informed the development of the permanence service in Swansea. This is helping to promote the timely discharging of care orders as a milestone towards positive outcomes, rather than an end in itself, and to establish a new set of arrangements that best support children subject to special guardianship orders which have doubled in the past year. It is also working to improve the quality and value for money of placements for looked after children to achieve permanence at the earliest opportunity and to enhance their life opportunities. The rate of successful matching for adoption is corresponding with the rate of new placement orders being granted, so activity is being maintained.
- 6.33. The percentage of children who had more than three placements has increased. The council recognises this issue and is continuing to develop the capacity and skills of foster carers to support those children and young people at risk of placement breakdown. In addition the family placement team is providing increased support to foster carers, including out of hours support.

6.34. There are well established systems in place to capture the views of vulnerable children and young people in need. These views are used to make a difference to the service they and others receive. The council hold regular engagement events where children and families participate and engage with staff to inform the business plan agenda. CSSIW attended a staff event which demonstrated the use of digital stories and the effectiveness of listening to the child's voice to inform best social work practice.

Areas of progress

- Balanced budget for second consecutive year.
- Stable workforce no agency staff.

Areas for improvement

- Timeliness of core assessments to include children seen alone.
- Development of continuum of need model to reduce dependency on statutory services.
- To monitor the number of children having more than 3 placement moves and to work with foster carers to support permanency and to prevent placement breakdown.

7. The extent to which leadership, governance and direction for the council is promoting improvement in outcomes and wellbeing for people who need care and support.

7.1. In the past year there have been significant changes within the senior management team. There are interim management arrangements in place for the chief social services officer (CSSO) and for the head of service for child and family services, there has also been successful recruitment to the post of head of service for adults' services. Despite the risk associated with this level of change the council have continued to make progress with the transformation, re-structure and integration of services. The people in post are experienced and committed to ensuring services are sustainable and centred on people's choice and independence. The CSSO is a member of the corporate management team and is supported closely by the corporate director for people and has direct access to and the support of the chief executive and senior elected members of the council.

7.2. The council has clear mechanisms for holding cabinet members to account and each member has portfolio responsibilities for distinct areas

of council business. The council publishes forward work programmes for council and scrutiny panels. The council's scrutiny structure consists of a formal scrutiny programme committee, performance panels and time limited enquiry panels and affords members to take part in the scrutiny of topics and areas of service which reflects their experience and areas of interest.

- 7.3. In the area of social services, there are currently two scrutiny panels, child and family service performance and the TASS panel which relates to the adults' services transformation programme and readiness for the Act. The Scrutiny Panel meets to agree a work programme, and the chair reports regularly on progress to the respective cabinet members of which there are currently three with portfolios which relate to social services functions. There is the development of a more members led approach to decision making and policy, which requires officers to provide clear evidence to make the case for changes in direction.
- 7.4. CSSIW attended a number of performance panel meetings for both adult and children's services during the year. Information about the scrutiny activity has been improved with the publication of "Scrutiny Despatches" with access to recent reports and inquiry panel findings. Social media is also being used to improve access to this activity and to evidence work achieved.
- 7.5. The council has effective and well managed budget setting and financial planning arrangements in place to deliver their medium term financial plan. The council has implemented a three year budget strategy to meet saving targets and requirements. The prevention and early intervention approach is being used to reduce the need for step up to formal social services provision and to increase the step down to third sector lower level help and support. Elected members are fully involved and are supportive of the strategies in place to realise longer term savings. The budget underspend of £3 million in children's services has for the second year given strength to this approach employed by the implementation of the safe looked after children reduction strategy. A similar approach is being used in the transformation of adult social care.
- 7.6. Work has been done to enable front line staff to be cost conscious in commissioning services for adult and children. There is greater understanding of the costs of care, across a wider range of services, which contribute to better outcomes for service users. For example, remodelling day services by promoting day and work opportunities and using direct payments for people with a learning disability. The commissioning arrangements have been reviewed with designated commissioners based within each team designed to deliver better outcomes for people and to prevent delays in hospital discharge.

CSSIW inspectors report close working relationships, this has been evidenced when provider performance has needed to be addressed in a timely and effective way. The escalating concerns protocol is managed effectively by the council in collaboration with health partners and CSSIW. The council recognise the challenge of supporting the provider market to deliver effective, efficient and good quality services. There is good engagement with the provider sector and a market position statement is being developed for publication later this year.

- 7.7. The council has proved effective in being able to recruit and retain suitably qualified and experienced staff, with no agency staff currently being used. The council has a social care workforce development planning (SCWDP) group in place which focusses on recruiting, inducting, supporting, developing and retaining the right people to meet the strategic and operational challenges within the council. There is a commitment to ensuring all staff have access to training opportunities which will inform best practice standards. The council also have a learning and development strategy in place for councillors
- 7.8. The “Signs of Safety” and solutions focussed care planning approach adopted across all children’s teams is being planned for rollout into adult care management. This approach will initially be used for adult family group conferencing. Regular staff engagement events are facilitated across adult and children’s teams to share achievement and to celebrate success. The council’s readiness for the Social Services and Wellbeing (Wales) Act 2014 has been the main focus over the past year. Regular supervision and appraisal are in place.
- 7.9. The council are working to an action plan in line with the expectations of the Welsh Language Measure “More Than Just Words” (Mwy Na Geirau). Over 19% of the population in Swansea use Welsh language and there is an awareness that there needs to be an “active offer” for people who want to be responded to in the medium of Welsh.

Areas of progress

- Effective and well managed scrutiny arrangements.

Areas for improvement

- To ensure the leadership, management and work force capacity is in place to continue to sustain progress in re-shaping and developing sustainable services.
- To implement solution based practice across all teams.

- To finalise the review of learning disability day services and to develop a sustainable model of service, which promotes independence and choice.
- To develop the Welsh language offer to service users who want to utilise their right to converse in Welsh.

Report of the Chair of the Corporate Parenting Forum

Council – 17 December 2015

CORPORATE PARENTING FORUM ANNUAL REPORT & CORPORATE PARENTING FORUM CHALLENGE REPORT

Purpose:	The reports present the work of the Corporate Parenting Forum throughout 2014/15 and covers actions identified in the 2013 / 14 Annual Report, and key recommendations from inspections.
Report Author:	Angela Towler / Julie Thomas
Chair of Corporate Parenting Forum:	Councillor Jane Harris
Finance Officer:	Chris Davies
Legal Officer:	Lucy Moore
Access to Services Officer:	Euros Owen

FOR INFORMATION

1. Background

- 1.1 The concept of corporate parenting was introduced in 1998 by the Secretary of State, Frank Dobson, who outlined the duties of members towards looked after children.

“For children who are looked after, your council has a legal and moral duty to try to provide the kind of loyal support that any good parents would give to their children...you should do your utmost to make sure that those children in public care get a good start in life...”

- 1.2 This is the third Corporate Parenting Annual Report and will be presented to Full Council on December 17th 2015.
- 1.3 The full reports are attached for information

2. Equality and Engagement Implications

An EIA screening has taken place, and a full EIA report is not required.

3. Legal Implications

The Children Act 2004 requires The City and County of Swansea to be satisfied that there is:

- Effective policy in place
- Mechanisms to support the participation of LAC
- Good scrutiny to inform improvement of their corporate parenting arrangements.

4. Financial Implications

4.1 There are no financial implications.

Background papers: None

Appendices: Appendix A – Corporate Parenting Forum Annual Report
Appendix B – Corporate Parenting Forum Challenge Report

Corporate Parenting Forum Annual Report

April 2014 – May 2015



Foreword

Looking after other people's children is probably the most important thing councils do, and the responsibility is shared by the Council as a whole.

Children and young people who are looked after by the local authority have a unique place in society. They have a special relationship with the state due to the fact that they have been taken into care.

For most children, parents hold together the main strands of their lives, and maintain the knowledge of their child's history, circumstances and development. Good parents keep abreast of their child's progress and tailor their support and advocacy according to their own aspirations for the child, and their understanding of his or her needs. As children grow and develop, good parents listen to their views and encourage their aspirations.

Children and young people who are looked after are some of the most vulnerable and disadvantaged young people in our community. The children and young people who enter the looked after children system have experienced backgrounds where their families have been unable to provide the care and support they need and keep them safe. Some of these young people will have difficulties, but they will also possess potential and harbour aspirations for the future.

The outcomes for children and young people that are in, or have left care, remain stubbornly worse than for other children. These children and young people do not do so well at school, are less likely to go onto higher education, more likely to be not in education, employment or training (NEET) and are overrepresented in youth offending institutions. In Swansea, as Corporate

Parents, we must not accept this as inevitable, but strive to close this gap as far as we possibly can. We must have high ambitions for our children in care, listen to them, help them raise their aspirations and encourage others to open up more opportunities for them so they can realise their full potential. Basically do the kinds of things parents would do for their own children and ensure our parenting is more human than corporate. Our expectations for our 'looked after' children should not be any lower than those we might have for the children in our own families. Children looked after should be cared about and not just cared for.

As chair of the CPF my thanks go to my fellow elected members for their continued support and the officers who work on a day to day basis to improve the lives of children within our care. The views of children and young people whose quality of care is overseen by the CPF have been sought and they told us that they want Corporate Parents to be 'do-ers', who should;

- Listen and consult
- Always question the services to make sure they are as strong as possible,
- Be aware of issues affecting Looked After Children, and make others aware, so as to make things better,
- Make sure there is fair treatment,
- Involve Looked After Children in decisions which affect them
- Ask questions at school Governors meeting to make sure Looked After people are doing well.

This last year has seen much organisational and reviewing activity. The CPF strategy is being reviewed and a participation and engagement framework is under development. Both these documents will inform the future work plan, and young people will be

central to this activity. Participation by young people in council consultation processes is not merely about fulfilling our statutory responsibilities, it is also about ensuring that young people shape and receive the services they deserve.

Councillor Jane Harris
Adult and Vulnerable people Cabinet Portfolio

Contents

Page no:

5	Introduction
6	Develop a Corporate Parenting Strategy
7	Improve the Profile of Corporate Parenting
7	Improve communications between the Council and Looked after Children
10	Ensure that Corporate Parenting Training is mandatory for all Councillors
10	Additional Reports and Presentations
10	Priorities going forward 2014/15

Introduction

Corporate Parenting is 'the collective responsibility across services and across local authorities to safeguard and promote the life chances of Looked after Children.'

Children and young people, who are looked after by their local authority, rather than their parents, are amongst the most vulnerable groups in our society. As corporate parents, it is our responsibility to keep them safe, make sure their experiences in care and as they make their transition to independence are positive, and improve their on-going life chances. We must approach this parenting role with as much passion and commitment as any family would, and ensure that each of our looked after children have the opportunity to reach their full potential.

Every elected member of Swansea City and County Council has a legal responsibility under the Children Act 2004, to be satisfied that there is;

- Effective policy in place
- Mechanisms to support the participation of Looked After Children
- Good scrutiny to inform improvement

Lead members are responsible for;

- Overseeing partnerships and plans
- Promoting cooperation between authority and partners
- Leading Improvements in corporate parenting
- Promoting policy innovation and implementation
- Ensuring that Looked After Children are seen as a priority by the authority and planning partnerships

Context

The Corporate Parenting Forum comprises cross party membership of Councillors and a range of officers and partners drawn from across the Authority. It meets bi monthly and directs the work of the Authority in relation to its Corporate Parenting responsibilities.

This report details the progress of the Council's Corporate Parenting Forum. It picks up and reports on actions for improvement identified in the 2013 / 2014 Annual Report which was presented to full council 4th November 2014, as well as Key recommendations from Inspections. A copy of the Corporate Parenting Work Plan 2014/15 can be found at appendix 1.

Key recommendations from the Corporate Parenting Forum Annual Report 13/14

1. Develop a Corporate Parenting Strategy for the Council, including preventative intervention.
2. Improve the profile of Corporate Parenting
3. Improve communications between the Council and Looked After Children
4. Ensure that Corporate Parenting Training is mandatory for all Councillors

Develop a Corporate Parenting Strategy

This has been a key priority for the Forum, as it was also a recommendation made by the CSSIW Inspection report into the Safeguarding and Care Planning of Looked After Children and Care Leavers who exhibit vulnerable or risky behaviours in the City and County of Swansea (August 2014).

The City and County of Swansea Corporate Parenting Strategy 2015 - 2017 brings together the range of activity within Swansea at all stages of the care journey, including a clear focus on supporting families to stay together, wherever it is safe and appropriate to do so, and minimising the need for children to become looked after. It describes how we will develop our current arrangements to improve the lives of the children and young people in our care. The aim is to build on the work already undertaken in Swansea to develop a 'whole system' approach to supporting looked after children and keeping families together.

The Strategy describes what will change in relation to our work with looked after children, and children on the edge of care. It is an action plan for the future rather than an attempt to cover every detail of our current services and support.

It will need to be consulted upon with our looked after children, partners, stakeholders and parents.

The strategy sets out the underlying principles of working together to support children and young people who are looked after or leaving care. It is divided into the following eight objectives

1. To support families to stay together and reduce the need for children to be looked after by ensuring a focus on early intervention and prevention.
2. To manage risk confidently and provide support at the edge of care to make sure that children who need to, come into care at the right time.
3. To provide and commission a flexible and affordable mix of high quality placements to support all children to have positive experiences in care, whatever their needs and for them to be cared for in family placements within Swansea as long as this is consistent with their needs.
4. To ensure all looked after children and care leavers get a good education, whether this is in mainstream, specialist schools or in alternative arrangements, colleges or university
5. To ensure the health needs of looked after children and care leavers are provided for, that their health needs are understood through a good quality health assessment and plan.
6. To ensure that looked after children and care leavers get access to cultural and leisure opportunities

7. To give children clearly planned journeys through care which enable them to be reunited with family and friends where possible, have stable placements and exit the care system positively.
8. To enable Looked after children and care leavers to participate fully in decision making and service design

The document is structured around delivering these eight objectives with each section describing what we will do in that area and concluding with a summary and action plan.

Improve the Profile of Corporate Parenting

This recommendation was also made by the CSSIW Inspection report into the Safeguarding and Care Planning of Looked After Children and Care Leavers who exhibit vulnerable or risky behaviours in the City and County of Swansea (August 2014).

In order to address this issue the Terms of Reference have been reviewed and revised.

The Membership of the Forum has been reviewed and revised in order to fully reflect the importance, priority and diversity of the corporate parenting role and to oversee and drive through change via the proposed Corporate Parenting Strategy. Membership will now be at Director and Head of service level, with the changes being implemented via the multiagency strategy groups which will report regularly on progress. The Cabinet Member for Services for Children and Young People (Deputy Leader) has joined the Forum.

In addition to this, a number of events were held to improve communication between the Council and children and young people who are looked after, and to raise awareness of the challenges that they face

Improve communications between the Council and Looked after Children

As a Council, we are committed to listening to children and young people about their experiences of the services that they receive and the issues important to them; and to work with them to deliver improvements that reflect their views.

Article 12 of the United Nation Convention on the Rights of the Child states that "Every Child or young person has the right to express his or her views on all matters that affect them and their views should be given due weight in accordance to their age and maturity."

The full participation, involvement and contribution of children and young people looked after and leaving care aged between 0 to 25 years is crucial. A number of key events with young people took place during this year. These included

The Corporate Parenting Challenge, 5th August 2014

This involved seven Corporate Parenting Forum members, including two councillors and fifteen young people. The aim of the session was for young people to identify the priorities that they felt should be included in the Corporate Parenting Forum work plan. It was the first time that Looked After Children had been supported to do this. The Challenge event built on previous work done by Looked After Children and young people as part of the Children's Commissioning Consortium Cymru evaluation of their time in care. It used a signs of safety approach - "what is going well?" (strengths), "what needs to change?" (worries) and "how can we do this?" (goals)

The themes and key points from the session were –

- We want more opportunities to come together for peer support and have our voice heard in decisions that affect us
- Give me an honest reason why I am looked after
- We want to be ready to leave care when it's the right time and to have the right skills to do it successfully
- We want to have the right information at the right time to be able to make an informed decisions

Child and Family Services Permanence review

Young people were consulted on their view of the Looked After Children's teams, the Family and Friends team and the Leaving Care Team. These were fed into the review and recommendations and later incorporated into the service specification for the re tendering exercise for the 16+ work.

Looked After Young Peoples presentation to full council 4th November 2014

The presentation to council in 2014 focused on young people as commissioners of services; how services could be improved and made more innovative and relevant by involving young people in the review and/or design of services. It outlined the risks involved in making assumptions about what is important to young people. A DVD entitled 'Young People do Dragons Den' was produced and narrated by Evan Davies. The young people felt that this was an interesting and innovative way of getting their ideas over to children's services. This succinctly raised awareness of the groups understanding of the commissioning cycle and how this process worked. Council were impressed and the offer was made for the group to return in a year to present on a matter of their choosing.

#IAMME – May 2015

After a very successful six years of holding Looked After Children and Young People Celebrations and Achievement Awards, the audience, young people and staff felt that it was time for a change.

An initial consultation with a sample group of award winners, previous performers and steering group came up with some ideas which were developed further during a

full weekend of workshops and turned into ' #iamme' - a theatre company led by young people.

The Objectives were:

1. To raise a positive profile of Looked After young people;
2. To get Looked After Young People's voices heard;
3. To show that Looked After young people have fun, make new friends and are able to share their personal experiences of foster care;
4. To assist Looked After young people celebrate their successes.

The Aims:

1. To create a film based on the objectives above;
2. To premier a film formed on the basis of a celebratory event to be held at the Brangwyn Hall on 06/05/15;
3. A celebration which involves 3 key aspects, an event, food and performance;
4. To encourage young people to be involved in all aspects of the event;
5. To ensure that all children and young people who are Looked After by Swansea, from the age of 5 years, and including their guests will have the opportunity to attend a celebratory event and film premiere;
6. That each of these children and young people will receive a copy of the film; and
7. Each CCS Directorate will also receive a copy of film.

Young People involved –

In total, 25 children and young people aged between 7 and 21 years who are Looked After by the City and County of Swansea designed, developed, performed and help to evaluate the #IAMME film and event. Fourteen members of this group had never been involved in any similar event and have now stated their commitment to having their voices heard in the future.

Audience Attendance – 225

The event included Friends/Family, Councillors, Public sector organisations, Social Workers and Child and Family Management

The continuation and expansion of this work is very much at the heart of the Corporate Parenting Strategy, which will build upon and formalise progress made to date. As part of this strategic approach, Child and Family Services has developed a draft Participation and Engagement Framework for Looked After Children and Care Leavers. It details the expected levels of engagement with young people on an individual and strategic planning level. It will make a real and measurable difference to the way that children and young people are encouraged and supported to contribute to their own individual care plans and reviews, as well as how we can set up regular opportunities to communicate and engage with children young people and care leavers to shape and provide future services.

Ensure that Corporate Parenting Training is mandatory

for all Councillors

Progress has been slow in relation to establishing Corporate Parenting training as mandatory. Discussion has been on going with Democratic Services. A report addressing this issue will be discussed at the Democratic Services Committee on 15th December 2015 and on for further discussion at Council 28th December. A training programme will be attached to the report, however given the high demand from Officers for Councillors to receive training and the limited time period available (1 session per month), the programme will not capture everything. It is intended to address this shortfall by allowing Heads of Service to liaise with the Democratic Services Team in order to find suitable additional slots to deliver specific training outside of the formal programme.

Additional Reports and Presentations

In addition to the key priorities, a number of reports and presentations in relation to a range of topics including Advocacy Services, the academic performance of Looked After Children, Child and Family Services Performance updates, Safeguarding and Leaving Care have been reported and discussed at the Corporate Parenting Forum. For further information, a full copy of the work plan 14/15 is included in appendix 1.

Priorities going forward 2014/15

Formally adopt the revised Terms of reference and include it in the Councils Constitution

Fully implement the changes to the membership of the Corporate Parenting Board to ensure the correct seniority to drive through the changes identified in the Corporate Parenting Strategy

Finalise and consult upon the City and County of Swansea Corporate Parenting Strategy 2015/2017 with our looked after children, partners, stakeholders and parents.

Implement the Corporate Parenting Strategy under the direction of the newly constituted Corporate Parenting Board

Adopt the Participation and engagement framework in Child and Family Services

Deliver a half day conference in February 2016, entitled 'If this were my child' to continue the efforts to

- Raise the profile of the work of the Corporate Parenting Forum,
- Inform elected members, officers and partners about their corporate parenting responsibilities.
- Raise awareness about the challenges facing looked after children and care leavers.

- Develop and deliver a full training programme for all Corporate Parents using the approach developed for Corporate Safeguarding
- Use performance information presented to Corporate Parenting Forum to monitor that we are improving outcomes for looked after children in Swansea.

Date issued 24/11/2015

Review date - tbc

Meeting	Reports and	Purpose
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Meeting	Reports and Presentations.	Purpose
9th June 2014	Corporate Parenting Forum Annual Report Draft.	For discussion.
	Terms of Reference	For agreement 2014 - 2015
	Child and Family Services Performance Report	To provide the Forum with a full report of activity across the Child and Family Service to end March 2014
	Strategy Development Workshop, led by Chair	4 themes were discussed in workshop format; <ul style="list-style-type: none"> • Education and Employment • Emotional Health and Wellbeing • Skills and Opportunities for Independent Living • Positive Early Intervention.
	Reply from ABMU on Advocacy	Provide Health Board advice on how advocacy services are being provided locally.
4th August 2014	Advocacy Update	<ul style="list-style-type: none"> • To ensure elected members are well informed of the statutory responsibility they have to provide Advocacy.
	Provision of Additional Information	<p>This included;</p> <ul style="list-style-type: none"> • Map of placements comparing location in 2010, and 2014 • Wellbeing 'windscreen', showing the links between, Child and Family Services, and the Early Intervention and Prevention service. • Response to Data request from Forum, in the form of a Data Audit.
	Annual Report	For Sign off.
	Words and Pictures Presentation.	Providing information to the Forum about how the service is working directly with children and young people, and listening to their views and taking them into account.

	Presentations.	
5th August 2014	Corporate Parenting Challenge. (held, Down to Earth Merton, Gower)	To enable looked after young people and Corporate Parents to meet and exchange views in young people friendly environment. The focus for this session was setting work plan, and the Permanence Review.
29th Sept	Education and Attainment	To update the Forum on end of academic year results for Looked after young people.
	Child and Family Services Performance Report	To provide the Forum with a report of activity by Child and Family Services on Looked after children to end August 2014
	Lost After Care Update	To provide an update progress on Lost After Care (previously reported 2013)
	Corporate Parenting Training	Discussion Paper to explore options on Annual Training programme for Councillors on Corporate Parenting
	Feedback from Corporate Parenting Challenge, (Merton)	Feedback under headings such as Independent Living Skills, Being Myself, Learning, Taking Part and Looking Good, Belonging, Staying Safe.
	Developing a Corporate Parenting Strategy	Discussion paper on developing a strategy from National Children's Bureau
4th Nov 2014	Special Council Meeting for LAC, and Presentation of Corporate Parenting Annual Report at Full Council.	<ul style="list-style-type: none"> • raising the positive profile of young people who are looked after, • getting their voices heard • explaining and promoting the work they are doing both in developing skills for independent living and making services better for young people in care. • updating Council on the activities of the Corporate Parenting Forum.
24th Nov 2014	Safeguarding, Mike Holding, Principal Officer	Strategy paper for discussion.
19th January 2015	Independence and Skills	Presentation to inform the CPF about the review of the current independent living programme for children and young people in Swansea
6th May 2015	Annual LAC Achievement Awards	Recognise achievements of LAC in Swansea

Corporate Parenting Challenge 13th August 2015

Background:

For the past four years Looked After Young People have worked with members of the Corporate Parenting Forum on themes as diverse as Health, Education and setting work plan priorities.

Topics have either been generated by the Corporate Parenting Forum (CPF) if there is a particular interest or area that needed to be consulted on or alternatively areas of interest for service development; this year the challenge focused on Young People setting the areas that they wanted the Council to look at which had the greatest impact on their lives.

With the assistance of Chris Sivers, on the first day, a group of looked after children and young people, spent a week together developing their service priorities. This helped to crystalize their thinking and culminated in nine questions which the Young People wanted to put to the members of the CPF on the day of the challenge itself.

The below action plan was formulated from the responses at the Corporate Parenting Challenge Day.

<p>QUESTION</p> <p>You said...</p>	<p><i>RESPONSES</i></p> <p><i>We Said.....</i></p>	<p><i>What we will do by March 2016?</i></p>	<p><i>Who will do this?</i></p>
<p>1. How do you keep Children Safe?</p>	<p>Swansea City Council has a Corporate Safeguarding Board and key people in every department who have responsibility for safeguarding.</p> <p>Under the UNCRC all children and young people have a right to be safe and staff are trained in safeguarding to make sure this is the case.</p> <p>2. We want children and young people to be happy and safe but we have to balance this with your needs.</p>	<p>1. We will ask the Corporate Safeguarding Board to give you an explanation about what they do and what training staff have.</p> <p>2. We want to know more about what you mean when you ask this question so we will meet with the #IAMME group to see what else we might need to do to.</p>	<p>1. Mike Holding</p> <p>2. Tom Jones</p>

<p>2. Why are we not allowed to have sleepovers and our own independence?</p> <p><i>Young people felt they missed out on sleepovers and other activities that their peers are able to do.</i></p>	<p>We want you to be able to do the same things as other young people provided you are safe doing it. If there is a reason why you cannot stay over with someone we will explain why in an open and honest way.</p> <p>We will make sure that foster carers and social workers tell you that you can have sleepovers and we will speed up the delays caused because consent forms have to be signed.</p>	<p>1. We will make sure that all staff, and any carers that look after our children and young people know about the ‘delegated authority’ policy relating to overnight stays and trips.</p> <p>2. We will give you an explanation about what ‘delegated authority’ means in a way that you can understand and make sure you know what to do if something goes wrong.</p> <p>3. We will make sure that your IRO checks that delegated authority is in place for you.</p>	<p>Julie Thomas</p>
<p>3. Why don't I have the freedom to say 'this is not what I want?'</p>	<p>We know we are not your parents but we want you to enjoy the same things as any other child or young person.</p>	<p>1. We are committed to finding different ways to listen to you and what you want to</p>	<p>Sue Evans</p>

	<p>We want to know what you think and feel and that includes knowing what you don't want.</p> <p>We need to balance your safety with meeting your needs and you having fun. We want to make sure we listen to your voice and that your views are taken into account.</p> <p>You should be aware of advocacy services and how to access an advocate.</p>	<p>happen.</p> <p>2. We will give you information about the different ways you, as a Looked After Child or Young Person, can be more involved in the decisions that are important to you and other LAC and young people.</p> <p>3. We will make sure are given information about the Advocacy Service called 'Leo' when you become Looked After or at any point that you or anyone else thinks this service might help you..</p>	
<p>4. How do you support parents and carers when we aren't with them?</p>	<p>We always have a good reason for you not be looked after by your family.</p>	<p>1. We will make sure that you have an explanation about</p>	<p>Nichola Rogers</p>

	<p>We work with families to get them the support they need</p> <p>We always try to put regular safe contact arrangements in place.</p> <p>Schools try to make sure parents attend parents evenings and get a school report on how well you are doing.</p> <p>We use Signs Of Safety as a way to help us understand what you want.</p>	<p>what has happened in your family for you to become Looked After in a way that you can understand.</p> <p>We will do this with your parent/s as much as we possibly can.</p> <p>We will do this as soon as we can after you become Looked After.</p> <p>This might be through a words and pictures account.</p>	
<p>5. Can we have a voice in the recruitment and training of Foster Carers and Social Worker?</p> <p>How can young people be involved in assessment of Foster Carers (in terms of</p>	<p>This is a good idea. We have asked the person who is responsible for looking into the recruitment and training of foster carers, respite carers and social workers and she will look into how you can be involved.</p> <p>You also said that you would like us to look at how you can contribute to getting the right placement for you, for example you said you want to meet foster carers beforehand if possible and that you need to know that you will be safe and have a positive relationship with them.</p>	<ol style="list-style-type: none"> 1. We will work with you to find the best way that you can help us to recruit foster carers. 2. We will meet with you to find out how to make the experience of being looked after in foster or residential 	<p>Karen Benjamin</p>

<p>placement and suitability to foster)</p>	<p>You also said that your foster Carer should ‘know some things about you, but not everything’ Some of this is quite complicated and we need to look into it before we can give you an answer.</p>	<p>care easier for you.</p>	
<p>6. Should Young People make decisions for themselves?</p>	<p>We think it’s very important for you to be supported to make decisions for yourselves.</p> <ul style="list-style-type: none"> • You could chair your review or have support to do so. • You invite who you want to be there and decide where it is. • If you can’t be there we will give you all the information you need in a way that’s easy to understand. <p>Do you want Children in Care Council to give a voice for your main issues so that we have a say of responding to them on a regular basis. A place where you can hold us to account. What do you think? We need to find ways of meeting with you regularly so that it can champion your cause.</p> <p>Young people to be listened to and have the why’s and how’s explained fully for all decisions that affect them.</p>	<p>1. Your social worker will talk to you about who you would like to come to your review meeting, where you would like it to be held and when.</p> <p>2. Your IRO will meet you before your first LAC Review and also in between review meetings. This is to get to know you and also to help you think about how you want the meeting to look.</p> <p>3. Your IRO will explain his or her particular role, and give you their contact details so that you</p>	<p>Haydn Nelson/Sue Evans</p>

		<p>can speak to them if you have any worries.</p> <p>4. Your IRO will give you feedback from your review in a way that you can understand.</p>	
<p>7. How should young people be properly looked after? And why? <i>* Young people thought a better name for Corporate Parents was ‘Councillors who look out for you’</i></p>	<p>You should be loved, cared for, safe, listened to, live with people who you feel safe with and where you feel wanted and respected.</p> <p>We should ensure that you have the right education and support to be the best you can and to help you to be healthy and happy and to always ask if this were my child – would this be good enough and if not then we should be looking for ways to improve.</p> <p>You can help us to do this by becoming involved with the Children in Care Council that we want to set up where you will be able to meet the key people who have responsibility for making sure that your experience in care is good and that when the time comes for you to leave you are fully prepared and supported to do so.</p>	<p>1. We want to put a structure in place so that the Corporate Parenting Forum regularly listens to your views and wishes, acts on them and tells you what it can do to help and support you.</p> <p>2. We will do this through the Participation and Engagement Framework. We will give you information about what this means and how you can be involved.</p>	<p>Jane Harris</p>

		This might be through Children in Care Council.	
<p>8. Please explain why everybody's contact is different?</p>	<p>Everybody's circumstances are different and this is why contact arrangements are different. You should be told if and why contact is cancelled and this should be done in an open and honest way by your social worker.</p> <p>Children and young people need to have the right information, at the right time to be able to make an informed decision about matters that affect them.</p> <p>Contact and issues around contact are monitored in your LAC Review.</p>	<p>1. Your social worker will help you understand what he or she and others have decided about who you can see and how often.</p> <p>2. When changes are made to contact you will have an explanation from your social worker in a way that you can understand.</p>	<p>Nichola Rogers</p>

Agenda Item 11.

Report of the Cabinet Member for Services for Children & Young People

Council – 17 December 2015

REPORT ON THE PROGRESS OF THE CHILDREN AND YOUNG PEOPLE'S RIGHTS SCHEME IN SWANSEA

Purpose:	The report presents the progress of the implementation of the Children and Young People's Rights Scheme for Swansea
Policy Framework:	The Rights of Children and Young Persons (Wales) Measure 2011 Children & Families Measure (Wales) Measure 2010 United Nations Convention on the Rights of the Child (1989) (UNCRC)
Reason for Decision:	In September 2013 Council agreed to create a due regard duty and embed the United Nations Convention on the Rights of the Child (UNCRC) 1989 within the Authority's Policy Framework, and to mainstream positive approaches to the rights of children and young people within the policy and functions of the City and County of Swansea. The Children & Young People's Rights Scheme implements this decision and was formally adopted on the 21 st October 2014
Consultation:	Legal, Finance and Access to Services, Executive Board.
Recommendation(s):	It is recommended that: 1) The Progress Report on the Children and Young People's Rights Scheme is noted at full Council on the 17 December 2015
Report Author:	Jane Whitmore
Finance Officer:	Susan Rees
Legal Officer:	Wendy Parkin
Access to Services Officer:	Sherill Hopkins

1.0 Introduction

- 1.1 The Children and Young People's Rights Scheme sets out the arrangements the City and County of Swansea will put in place to ensure compliance with its duty to have due regard to the UNCRC. It provides transparency about the processes that will be followed to comply with the duty, and outlines monitoring procedures and expected outcomes
- 1.2 As outlined in the Children & Young People's Rights Scheme a report will be compiled to assess the work undertaken and the way the scheme is being implemented across the Council and its impact on children and young people.

2.0 Report

- 2.1 The full report on the progress of the implementation of the Children & Young People's Rights Scheme in Swansea can be found under Appendix 1.
- 2.2 The report covers;
- An overview of how the Children & Young People's Rights Scheme was developed and is being implemented
 - Details of how we have promoted knowledge and understanding of the UNCRC through training and awareness raising sessions
 - How we have taken a whole Council approach to embedding Child Rights
 - The participation of Children & Young People in decisions that affect them (Article 12)
 - Accountability
 - Case studies giving practical examples throughout the report
 - Next steps looking ahead

3.0 Equality and Engagement Implications

- 3.1 The Children & Young People's Rights Scheme highlights the intrinsic links between the protected characteristics outlined in the Equality Act and the rights of children and young people.
- 3.2 The due regard duty placed upon the Local Authority seeks to ensure that when decisions are made that affect children and young people, children's rights must be considered. The inclusion of the UNCRC within the EIA process is contained within the report (Appendix 1).

4.0 Financial Implications

- 4.1 Whilst there are no immediate financial implications arising from this report, it should be assumed that any resultant future spending needs will need be contained within existing budget provision and have full

and due regard to the budget principles set out in 'Sustainable Swansea – Fit for the Future', the medium term financial plan and the likely levels of future budgets.

5.0 Legal Implications

5.1 There are no legal implications.

Background Papers:

Children & Young People's Rights Scheme
<http://www.swansea.gov.uk/childrensrightsscheme>

Appendices:

Appendix 1 – Report on the compliance and progress of the implementation of the Children & Young People's Rights Scheme

2015

Report on the progress of the implementation of the Children & Young People's Rights Scheme in Swansea

September 2013 – September 2015



City and County of Swansea
Dinas a Sir Abertawe



Contents

Foreword	3
Introduction.....	4
Developing and Implementing the Children & Young People’s Rights Scheme	5
<i>Launch of the Children and Young People’s Rights Scheme</i>	5
<i>Putting the arrangements in the Children & Young People’s Rights Scheme in place</i>	6
<i>Embedding the Children’s Rights Impact Assessment process within the Equality Impact Assessment</i>	6
<i>The Children’s Rights Impact Assessment process</i>	7
<i>Baseline Survey</i>	9
<i>Training and Workforce Development Programme</i>	11
<i>Promotion and Awareness Raising</i>	13
<i>Case Studies</i>	14
Whole Council Approach	16
<i>Case Studies</i>	16
Participation of Children & Young People	18
<i>Big Conversation Mechanisms</i>	18
<i>National Participation</i>	20
<i>Children & Young People Super Survey</i>	22
<i>Rights Respecting Schools</i>	22
<i>Case Studies</i>	23
<i>Evidence of the success of the</i>	24
<i>Rights Respecting Schools Award Approach</i>	24
Accountability	25
<i>Scrutiny</i>	25
<i>External Monitoring</i>	25
<i>Outcomes and Impact</i>	26
<i>National Participation Standard for Children and Young People in Wales</i>	26
Looking Ahead	27
<i>Listening to and involving children and young people</i>	28
<i>Training, Promotion and Awareness Raising</i>	29
Promotion and Awareness Raising	29
<i>Children’s Rights Impact Assessments</i>	30
<i>Children and Young People’s Partnership Board</i>	30

Foreword

Children and young people have always been a priority for the City & County of Swansea.

The City & County of Swansea is the first local authority in the UK to voluntarily make a public commitment to Children's Rights and create a platform for change to achieve a culture where there is a full appreciation of children's rights, and that we consciously consider them in all of our work so that ultimately it results in better services and lives for children, young people and families in Swansea.

Being the first and only local authority to adopt this approach challenges existing ways of working and we are starting to see a culture change as we further develop our approach and embed our policy into practice.

The Children and Young People's Rights Scheme is an innovative road map to ensure consideration is given to the UNCRC in every decision the council makes. The success so far would not be possible without a partnership approach which includes working with our schools, communities, council services and wider partners to make this happen. We are delighted to be working with a wide group of people with a shared interest and commitment to this agenda.

The report captures the actions and progress that we have seen so far and we are both really pleased and impressed with the feedback received in relation to adopting a rights based approach. Awards are good, but putting child rights at the heart of our business is the right thing to do which is far more important for the future of our children and young people in Swansea.

Lead Cabinet Member and Lead Director

Councillor Christine Richards, Cabinet Member for Services for Children & Young People

Chris Sivers, Director of People

Introduction

The United Nations Convention on the Rights of the Child (UNCRC)¹ is an international convention that sets out rights for all children and young people up to the age of 18. It includes civil, political, social, economic and cultural rights and not only recognises children and young people's basic human rights, but gives additional rights to protect them from harm as one of the most vulnerable groups in society.

In September 2013 a report was presented to full Council² to embed the UNCRC within the Council's Policy Framework and to mainstream positive approaches to the rights of children and young people within the policy and functions of the City and County of Swansea. The Council expressed full support. This approach followed that taken by Welsh Government in March 2011, which saw the Rights of Children and Young Persons (Wales) Measure 2011³ embedded into Welsh domestic Law. In November 2014 the City & County of Swansea launched its own Children and Young People's Rights Scheme⁴, which provides an overview of the arrangements in place to demonstrate that we pay 'due regard' to the UNCRC and consider the rights of the child in our decision making processes.

The UNCRC has 42 articles and covers many areas to ensure children and young people are safe, have the things they need to survive and develop and have a say in decisions that affect their lives. In Swansea we frame our work through the four guiding principle articles. These represent the underlying requirements for **all** the rights in the convention to be realised by children and young people.

The 4 guiding principles are;

- **Article 2 - Non-discrimination**
 - All rights apply to all children without exception.
 - It is the State's obligation to protect children from any form of discrimination and to take positive action to promote their rights.
- **Article 3 - Best interests of the child**
 - All actions concerning children shall take full account of their best interests.
 - The state must ensure children have the care and protection they need, whether from their parents or alternative care arrangements.
- **Article 6 - Survival and development**
 - Every child has the inherent right to life.
 - The State has an obligation to ensure to the maximum extent possible the child's survival and development
- **Article 12 – Right to be heard**
 - The child has the right to express his or her opinion freely and to have that opinion taken into account in any matter or procedure affecting the child

¹ United Nations Convention on the Rights of the Child (UNCRC) 1989

² Rights of children and young people: Creating a due regard duty and embedding the UNCRC(1989) Council Report

³ Rights of Children & Young Persons (Wales) Measure 2011

⁴ Children & Young People's Rights Scheme (2014) Swansea

Developing and Implementing the Children & Young People's Rights Scheme

Following Council's decision, the Director of People took the lead on this area of work to ensure a clear plan was in place outlining the detail of how this would be implemented and developed. The challenge was to change culture and define our duty. This needed involvement from across all sections of the Local Authority to act as champions for Children's Rights. An **Implementation Group** was established to look at specific issues, with the aim of developing a Children and Young People's Rights Scheme that sets out arrangements on how we will comply with the 'due regard' duty to embed and promote the UNCRC and Children's Rights in Swansea. Subsequently, task and finish groups were set up to work on the different aspects of how this will work in Swansea. These groups looked specifically at how we develop;

- **Children's Rights and Equality Impact Assessments**
- **Training and Rights Based Practice**
- **Promotion and Awareness Raising**

Aside from these groups, a **Children's Rights Advisory Group** was established, made up of external partners to engage with us and jointly identify areas of good practice, make recommendations on areas for development and ensure wider partners feed into the process.

All the way through the development process we have prioritised **engagement with children and young people** to listen to their views and give them feedback on what we are doing and the progress we have made.

Developing a Children & Young People's Rights Scheme gave us the opportunity to create a platform for change and achieve a culture where there is a full appreciation of children's rights. The Scheme ensures that we consciously consider the rights of the child in all of our work. Ultimately this results in better services and lives for children, young people and families and ensures robust monitoring processes, whilst ensuring effective political oversight and developing a clear plan for the mainstreaming of children and young people's rights in Swansea. This clearly links to our five key corporate priorities of;

- **Safeguarding vulnerable people**
- **Improving pupil attainment**
- **Creating a vibrant and viable city and economy**
- **Tackling poverty**
- **Building sustainable communities**

Launch of the Children and Young People's Rights Scheme

The Children & Young People's Rights Scheme was launched by UNICEF UK Ambassador and Welsh actor Michael Sheen, who joined 111 children and representatives from Swansea at Pentrehafod Comprehensive School on Thursday 20th November 2014. The event also marked the 25th Anniversary of the United Nations Convention on the Rights of the Child

(UNCRC). Children, young people and adults worked together in a series of rights – based activities.

Children and young people from a selection of 25 rights-respecting schools facilitated the event and they were joined by adults representing the Children’s Commissioner’s Office for Wales; Cabinet members, councillors and staff from the City and County of Swansea; Assembly Members; and external partners from UNICEF UK and the Wales Observatory on Human Rights of Children & Young People at Swansea University.

Putting the arrangements in the Children & Young People’s Rights Scheme in place

The Children & Young People’s Rights Scheme was launched in November 2014. This sets out the arrangements in place to ensure transparency in the processes that are being followed to demonstrate that we pay ‘due regard’ to the UNCRC. We do this by;

- Embedding Children’s Rights Impact Assessment within the Equality Impact Assessment process
- Training and awareness raising for staff, partners organisations, children and young peoples and the public
- Reporting and monitoring our work progress, highlighting expected outcomes and evidencing our work
- Demonstrating how we deal with feedback and challenges
- Ensuring the participation of children and young people in decisions that affect their lives

Embedding the Children’s Rights Impact Assessment process within the Equality Impact Assessment

We have developed and embedded a Children’s Rights Impact Assessment process within the existing Equality Impact Assessment (EIA) process, which is a legal requirement under the Equality Act 2010⁵. The EIA screening and report forms now include specific sections to identify;

- whether any proposal or policy undergoing screening will impact on those under the age of 18
- how the proposal might impact on children and young people
- how the proposal is designed or planned in the best interest of children and young people
- actions which will be taken to mitigate impact on children and young people or address any identified gaps in knowledge and understanding

Following a pilot, in 2014/15 further work was carried out to improve integration of the UNCRC in our EIA process to meet our commitment to Children’s Rights. Our focus has been on ensuring that the process remains user-friendly, effective and workable for managers across the organisation. The integration of a Children’s Rights Impact Assessment has been

⁵ Equality Act 2010

well received. Guidance and support is in place to assist in this process through the Access to Services Team.

The Children’s Rights Impact Assessment process

The integrated Children’s Rights Impact Assessment was launched in November 2014, when the Children and Young people’s Rights Scheme was formally adopted by Cabinet.

The table below outlines the number of screening forms and full reports completed from November 2014 – September 2015

Number of EIA screening forms received	125
Number of full EIA reports required as a result of screening forms received	60
Number of full EIA reports that had a direct impact on Children and Young People	43

Children’s Rights Impact Assessments have been submitted from across the directorates of the City & County of Swansea and examples received have had both a direct or indirect impact on children and young people. Some examples of these completed assessments are;

- **Restructure of the Young People’s Service to encompass holistic family support work** including a change in management for the Traveller Education Service. All these services offer elements of lead work support to young people and their families, as well as supporting the agenda to reduce the number of young people not in education, employment or training (NEET) opportunities by providing support for mainstream and alternative school curriculum.
- **Penalty Notices Consultation & Implementation** to improve pupils’ regular and punctual attendance at school and alternative provisions. (Both a legal requirement and essential for pupils to maximize the educational opportunities available to them.) The issuing of penalty notices will be based on clear threshold criteria, which will be applied consistently and equitably.
- **School Remodeling Proposals (Pentrehafod Secondary School and Pentre Graig Primary Schools)** to ensure the initiative is planned to improve pupils’ school environment thus giving them the best opportunity of achieving to their full potential.
- **Families First re-commissioning of services** to improve outcomes for children, young people and their families. Ensuring all services are family focused and able to demonstrate impact, along with evidence of distance travelled for individuals. (Ensuring services are targeted and meet local identified need.) Re-commissioning focused less on numbers of individuals engaged and more on the difference interventions make on improving people’s lives.

Case studies: Outlined below are specific examples of how embedding children's rights within the equality impact assessment process have changed practice and service delivery:

Swansea Museums

Due to Swansea's commitment to embed children's rights across the whole council and the development of a children's rights impact assessment, Swansea Museum have taken the opportunity to evaluate and demonstrate how as a cultural establishment they embed children's rights within their day to day practice.

The following explicit links were made to articles of the UNCRC and demonstrates how children's rights and the voice of children and young people have had an impact on service delivery.

Article 26 Standard of Living

Swansea Museum is a free venue which includes all activities and workshops.

Article 28 & 29 Rights and Goals of Education

9,000 primary school children visit the museum through educational trips. 4site education programme is co-ordinated by the museum and offers educational trips for all cultural venues. A charge of £130 allows unlimited amount of educational trips or a school may book a session for £35. Current figures indicate 61 out of 63 primary schools in City & County of Swansea have taken up subscription in this current financial year, 21 from NPT and 6 from wider counties. The vast majority are primary school visits and link to curriculum subjects such as the Romans and WW2. Exhibitions such as City of Sanctuary and Ann Frank will contribute towards article 29 on the goals of education. Other topics, including the life of a Victorian woman and Copperopolis, will also touch on aspects under goals of education.

Article 30 Welsh Language

All exhibitions are fully translated along with marketing materials. The series of educational booklets were written pre computer age but still sell on a steady basis. Discussions have been held around the placement of all Modes object records being accessed through remote means. This would allow access to 40,000 records of objects and photographs.

Article 12 Having a Voice

The museum was inspected by young people as part of a pilot for young inspectors approximately 5 years ago. The report by young people was positive. A significant number of points were lost on access issues. Since that inspection the museum has had a lift installed and toilets adapted. Swansea Museum is committed to being a family friendly museum and has signed the Kids in Museums manifesto (see

Outdoor Education Centres

As a result of embedding children's rights within the existing EIA process and breaking down the protected characteristic of age to specifically identify impact on children and young people aged 0-18, greater emphasis has been placed on ensuring children and young people have a voice and are engaged in decisions that impact on their lives. (Article 12)

When proposals were being explored to undertake a commissioning review of Outdoor Education Centres, an initial consultation about the centres was held whereby young people fed back that they felt that this service was an extremely beneficial learning opportunity, which they would not want to see lost. They also gave positive feedback about all three of the centres and questioned the extreme differences in cost between full price and the free school meal price and stated that this sometimes caused difficulties.

As a result of initial consultation feedback, a further consultation with school councils was undertaken as part of the proposed price charges. Numerous school councils fed back that they were particularly unhappy with the proposed highest price of £210, which resulted in the views being taken on board and reduced to £150.

The feedback from young people placing so much value on the service has continued to ensure that the council strive to maintain an Outdoor Educational provision and continue to offer the best prices possible.

Overall, EIAs have evidenced that services are changing delivery/policy as a result of embedded children's rights. EIAs have also shown the need to deliver services that are efficient and avoid duplication, in efforts to maximise funds available.

However a small number of EIAs have identified a negative impact on children's rights. As a result, services have been able to work with those affected to seek alternative solutions and proposals, for example, the EMLAS Service and the Home to School Transport proposals were withdrawn as a result of demonstrating the impact on children and young people and officers developed an option paper and revised the initial proposals.

Promoting Knowledge and Understanding of the UNCRC

Baseline Survey

In partnership with Wales Observatory on Human Rights for Children & Young People at Swansea University, we designed a survey for Councillors and staff from across all departments of the City & County of Swansea to complete. The aim was to measure the depth of knowledge and understanding of Children's Rights to assist us in ensuring that due

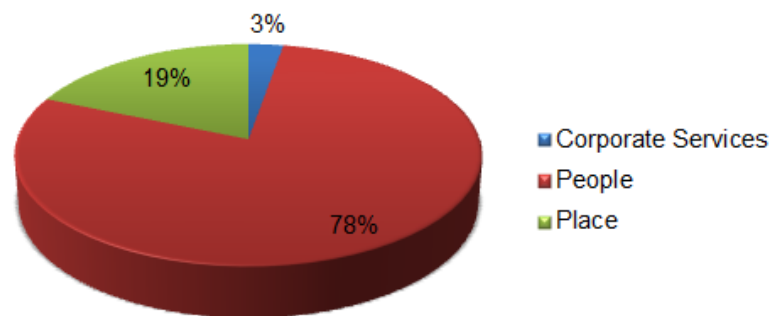
regard is paid to Children’s Rights across the work of the Council. The first baseline survey was run in June 2014⁶ and the same survey repeated in September 2015⁷ to identify progress and highlight areas for development.

The results to each question are highlighted below and comparisons between the two sets of data made in this report, where appropriate.

The 2015 Children’s Right survey link was promoted to Councillors and staff via the front page of the Council’s Intranet site, through ‘Top Brief’, and via email within directorates. However, it should be noted that not all members of staff have email or Intranet access.

A total of 336 individuals participated in the 2015 survey, which was less than 2014 where 491 responded in 2014, this is reflective of employment patterns within the organisation.

Participants were asked to indicate which Council department they worked. Over three quarters of the respondents were from the People Directorate (n = 228, 78%), 54 (19%) were from the Place Directorate, and 8 (3%) were from the Corporate Services Directorate.



Participants were asked to choose an option that best described their position in the Council. More than one option could be chosen. Almost half of the respondents (46%, n=153) chose ‘Service delivery’.

The respondents were then asked to choose options that best described their role. More than one option could be chosen. The majority responded ‘Dealing with members of the public’ (n=212, 63%).

When asked whether their role involved working directly with children, 133 (39%) of the respondents replied ‘Yes’. When asked about whether their role included policy decision making or strategic planning in areas affecting children aged 17 and under, almost a third of the respondents (29%, n=98) said ‘Yes’.

When asked whether their role involved working with organisations who work with children and / or their parents or carers, three quarters of the respondents said ‘Yes’ (75%, n=251)

Staff Awareness of the UNCRĈ

When the respondents were asked about how aware they thought staff in their Department were of the UNCRĈ, the majority of respondents thought it was good; with 37% (n=122)

⁶ Children’s Rights Survey Results CCoS June 2014

⁷ Children’s Rights Survey Results CCoS September 2015

responding 'Fairly good', and 18% (n=57) responding 'Very good'. In contrast, 32% (n=103) of all respondents thought the level of awareness was 'Fairly poor', and 13% (n=43) thought it was 'Very poor'

If we consider these responses by Directorate, in 2015 the best levels of overall awareness of the UNCRC were thought to be in the People Directorate, as in the 2014 survey. This is to be expected as the focus of the People Directorate is working with children, young people and families as part of their core business. Over both annual surveys, the poorest levels of staff awareness were thought to be in the Place Directorate's Operations Department. However, this may not be a true reflection of awareness levels within that Directorate area, as not many individuals responded to either survey and staff there have the most limited access to email and the intranet in the Council.

When asked about their own personal knowledge of the UNCRC, 13% (n=42) responded that they were not aware of it. Of those that were aware of the UNCRC, 25% (n=84) had a 'fair' level of knowledge of it, 24% (n=81) had 'some limited knowledge' of it, 21% (n=72) had 'good knowledge' of it, and 17% (n=57) had 'heard of the UNCRC'.

A key point demonstrating change was in responses to this question and when considered in percentage terms over the two years the survey was run, the level of respondents who were not aware of the UNCRC has fallen from 28% in 2014 to 13% in 2015. Alongside this change, the percentage of respondents with a 'good knowledge' of the UNCRC has risen from 13% in 2014 to 21% in 2015.

When asked the question 'Have you ever had cause to refer to the UNCRC in the course of your work with the Council?', 33% (n=109) of the respondents said that 'Yes' they had. This is a 10% higher percentage than responded 'Yes' to this question in the 2014 survey.

When asked 'Is there someone in your service area you could approach for information on the UNCRC?', 55% (n=184) of the respondents said 'Yes'. This is a rise of 21% responding 'Yes' to this question in comparison to those responding in 2014.

When asked 'Is there someone in the Council you could approach for information on the UNCRC?', 63% (n=211) of the respondents said 'Yes'. This is a 23% rise in 'Yes' responses to this question when compared to 2014.

The rise in positive responses to these questions corresponds with the rise in the personal knowledge of the UNCRC in the 2015 survey. This evidences our efforts to ensure Councillors and staff are aware of Children's Rights. However, it also highlights areas for development to improve awareness and training.

Training and Workforce Development Programme

As outlined in our Children and Young People's Rights Scheme we are committed to educate and develop the understanding of staff, partners and other stakeholders and have developed a suite of training programmes, which will help them to understand the processes they need to embed rights-based practice.

To do this, a training plan offering a range of opportunities has been developed. The plan includes:

A UNCRC-specific online training course

This package has been developed by Welsh Government and offers an introduction and basic overview of the UNCRC and its history. The course sits on the corporate e-learning pool and acts as a universal offer to staff.

Explicit links between the UNCRC and mandatory corporate training

The UNCRC has been incorporated into the following mandatory training for staff:

- Corporate Safeguarding
- Corporate Induction
- Customer Services and Equalities

Bespoke training for staff, partners and other stakeholders

Specific UNCRC training has been delivered by the Children & Young People's Rights Team to 314 individuals representing 53 services including council departments and wider partners such as:

- Young People's Service
- Nant Y Felin Residential Care Home
- Family Partnership Team
- 20 play organisations
- Children & Young People's Strategy Unit
- Family Information Service
- Team around the Family
- 27 early years settings, i.e. day nurseries, Flying Start settings, child-minders

Packages that support rights-based practice, i.e. training on National Participation Standards, Philosophy 4 Children, Communities of Enquiry and Cultural Participation have been delivered to 124 individuals representing 59 services:

- Young People's Service
- Family Learning Signature and Restorative Practice
- SNAP
- Info-Nation
- Careers Wales
- Lifelong Learning and Employment Training Service
- Play Team
- Team Around the Family
- ELiS
- SPARK Blaenymaes
- ABMU Health Visiting
- Smart Steps
- Stepping Stones

- Young Families Scheme
- Menter Iaith
- Family Partnership Team
- 26 day nurseries and flying start settings
- 17 National Cultural Organisations, e.g. National Museum of Wales

The following training has been delivered by UNICEF on behalf of the Council as a part of the Rights Respecting Schools Contract Agreement

- Agreed training days for schools have been facilitated:
 - 66 teachers have received Rights Respecting Schools Award training over 4 days;
 - A specific cluster event saw 138 members of teaching and support staff from schools in the Townhill ward being trained on the Award;
 - Schools have received individual support that has been bespoke to developing RRSA in that school, e.g. through additional sessions where up to 100 members of staff within the school received some Rights Respecting Schools Award related training.
- Sessions to Governors and Senior Leadership Teams have been delivered.
- Professional Learning Communities (PLCs) have been successfully facilitated with 66 schools (198 individuals) currently engaged.
- Training on the Award to services outside of school have been delivered to:
 - The Ethnic Minority Language and Achievement Service (EMLAS);
 - Staff in Pupil Referral Units;
 - The Behaviour Support Unit Team;
 - Young People's Service;
 - The Family Partnership Team;
 - Team around the Family;
 - Family Information Service;
 - The Children & Young People's Strategy Unit;
 - Engaging Learners in Swansea (ELiS);
 - The Traveller Education Service;
 - The Play Team.

Promotion and Awareness Raising

We are committed to raise awareness of the rights of the child and actively seek out opportunities to join up work and promote our work on embedding the UNCRC.

Promoting and awareness raising opportunities and events that the Children & Young People's Rights team have supported include;

- Wales Observatory Conference in September 2014 covering Implementing Children and Young People's Rights in the work of Local Authorities
- St David's Trinity College session to year 1 students in October covering Children and Young People's Rights in the work of Local Authorities
- Flying Start Conference
- Youth Support Services Conference
- Childcare Network Events

- The UNCRC overview for decision makers
- National Play day event at Spark Blaenymaes
- Foster Swansea Event
- AMBU Children's Rights Conference – November 2014, Swansea's journey embedding Children's Rights
- Families First Conference
- National Participation Workers Forum
- Presentation to Welsh Government on how Swansea meets the requirements of Shared Purpose Shared Delivery
- Presentation to the Children & Young People's 3rd Sector Forum
- Interplay Conference
- Rights Respecting Schools Award 'Swansea – Doing it the Rights Way' Conference
- Presentations to Headteachers of both Primary and Secondary Schools Presentation to the Strategic Equality Plan Working Group
- Early Years Tri County Conference

Case Studies

Below are some case studies outlining how the training and workforce development opportunities have impacted on practice.

Play

Children's Rights has been an integral part of the work of the Play Team for a long time. It is clear that the values of the Team are underpinned by a child's right to play, but importantly also by their right to voice, regularly consulting with children in decisions that affect them, e.g. about Play Spaces and on the content of the Play Sufficiency Assessment.

Children's Rights are intrinsic in the training that the Play Team offers to others, ensuring that understanding and awareness of children's rights is extended through our communities.

The Play team have been leaders in advocating children's rights within their work across departments, e.g. championing the right to play and the need for play spaces in the development of planning processes.

Recently, having attended the Philosophy 4 Children training offered by the Council, Play Workers have integrated this learning into their practice using the techniques to facilitate group work such as that which takes place at the 123 Forum.

Early Years

“We believe that all those caring and working with children have a role to fulfil in recognising children’s rights and helping them to reach their potential as individuals. We want to provide an opportunity to all childcare workers across Swansea to learn and understand how to embed the rights respecting theme in their setting”.

Successes so far include:

- The impetus of children rights as a council priority led to the 2014 Family Information Service Annual Childcare Networking event focusing solely on rights. The event at Hafod Primary hosted 64 child minders and workers in childcare settings and aimed to develop their understanding of the UNCRC and the UNICEF Rights Respecting Schools Award. The event offered an opportunity for childcare workers to make explicit links between their work and its contribution to meeting children’s rights and to develop new skills that could facilitate conversations with young children about children’s rights. As a result of this, settings are using story telling approaches to implement and evidence rights based practice that mirrors the Rights Respecting Schools Award.
- Further requests for training and organisational support have led to Children’s Rights training being integrated into the Family Information Service training programme. This has led to a further 58 individuals participating in ‘Children’s Rights in Early Years’ training in 2014, reporting to have extended their understanding of children rights and their confidence in facilitating conversation’s about them in their settings.
- As a result of the Family Information Service’s enhanced understanding of the UNCRC, they have taken the decision to use children’s rights to underpin their small childcare grants. The criteria for the grants have been amended to encourage applicants to consider the impact on children’s rights when applying for equipment and resources.
- The workforce development packages offered to Early Years practitioners in Swansea has invited national interest from Officers, researchers and academics across Wales. A presentation on good practice in Early Years in Swansea will take place at the Children’s Rights Early Years Research and Development Network in November 2015 to share what has worked well so far.

Extending Workforce Development Opportunities

Nominated UNCRC leads in the Early Intervention Service and in Communities First have undertaken ‘UNCRC Trainer the Trainer’ courses delivered by Children in Wales. This means that capacity to enhance knowledge and understanding has been extended to a wider range of officers working with children, young people and families.

Housing

Officers within the City and County's Housing Teams have been working with young people for 12 months to develop mechanisms for young people affected by housing issues to have their voices heard in the development of its housing services. Young people from Action for Children, Swansea Young Single Homeless Project, BAYS and the Fi-Forum have come together to work with decision makers to identify issues relevant to young people in Swansea and to seek a way forward for change.

Issues such as learning to manage a household budget, support to live independently, anti-social behaviour in the community and homelessness were issues raised by young people.

As a result, a group of young people are now working with officers within the Authority to develop an advisory group which will consider how housing support for young people can be more widely publicised.

Whole Council Approach

Our ethos in Swansea is that everyone working for the Council is a member of the team committed to developing services to deliver the best outcomes for children and young people. Services for children and young people are at the heart of all our work with Safeguarding being our top corporate priority. Our commitment to children and young people is enshrined in our decision to become the first local authority in the UK to adopt the UN Convention on the Rights of the Child (UNCRC) as part of our Policy Framework. This approach has transformed the way the council works, developing services which are integrated and joined-up approach and deliver outcomes which are best for children and young people. An example of this is our work to embed Children's Rights being acknowledged within the Strategic Equality Plan, with every department across the Council is now contributing to specific objectives around the UNCRC.

The significance of Swansea's 'everyone is a member of the team' approach cannot be underestimated with us delivering the best outcomes for children and young people in our city. The integrated approach, under-pinned by our commitment to the UNCRC, has helped create an environment in Swansea in which children feel safe, supported and listened to.

Our approach has been recognised nationally at the MJ Achievement Awards in London in 2015, where Swansea Council's work on taking a whole council approach to embedding the rights of the child was recognised as a finalist in the Children's Services category. The MJ Awards are an opportunity to praise and promote the inspiring work that takes place in Local Authority teams displaying innovation and enthusiasm to frontline services.

Case Studies

Below are some case studies of how the departments across the council have embedded rights-based practice.

Child & Family Social Services is the first in Wales to implement 'Signs of Safety' as a driver for practice change to manage risk and promote well-being, and to enhance the voice of children and young people in our Child and Family Social Work teams.

The Signs of Safety model takes a safety and strengths approach to casework and it's all about practice with families. It's a way of working involving all the child's naturally-connected relationships, schools and friendship groups to safeguard the child. The approach continues to evolve through feedback from children, families, practitioners and professionals. The CSSIW has described what we do as 'refreshing', 'positive' and 'empowering'. It actually places children at the heart of everything we do.

Some of our biggest achievements from implementing Signs of Safety include;

- 15% reduction in the number of looked after children.
- Using engagement tools to learn children's views, wishes and hopes (*one child has their work enlarged on their bedroom wall*)
- Involving more children in their statutory reviews (*one young person chaired their own LAC review*)
- Providing children with a words and pictures storyboard safety plan (*one child showed a Police Officer their plan when they called to their home during a crisis visit and the Officer fed back that they were clear in how they needed to respond*)
- Reduced the number of children subject to Public Law Outline and Care Proceedings meaning more children remain living in their family
- Increased Special Guardianship Orders achieving permanence for children with their naturally-connected relationships.

Corporate Communication Department considers how children and young people can access Article 12 - *a child's right to say what they think should happen and be listened to* - and Article 13 - *a child's right to have information* - when preparing consultation and engagement opportunities.

Planning Department references Article 31 of the UNCRC - *a child's right to relax and play* - when writing to residents about proposed housing developments.

Library Services has introduced a Right of the Month promotion, identifying appropriate books linking to that Right

Strategic Equality Plan - The City and County of Swansea Council is required by law to develop and publish a Strategic Equality Plan (SEP). The purpose of the SEP is to show how we commit to fairness across all aspects of the Council's work. As part of the SEP there is a requirement to set Equality Objectives which demonstrate how the Council will go about promoting equality for all and making a real difference to the lives of those living and working in Swansea.

In our approach to embedding children's rights, we have now developed equality objectives that encompass children's rights alongside protected characteristics, across all service areas. All service areas have been required to set at least three UNCRC objectives with a focus on: Training & an increased knowledge and understanding of the UNCRC within each service area, Promotion and Awareness Raising of the UNCRC within each service area, by making the explicit link to the relevant articles, and use of "Dilly" (Children's Rights logo for Swansea) along with Compliance with the EIA process.

Work has already begun to consider how a similar model may be used within educational settings.

Participation of Children & Young People

Whilst local authorities have a statutory duty to promote and facilitate the participation of children and young people, the City and County of Swansea Council supports children's right to participate, recognising the value and importance of listening to what children and young people have to say about decisions that affect them.

The Big Conversation is a project co-ordinated by the Council's Partnership Team which aims to offer inclusive, safe and meaningful opportunities for children and young people to exercise their right to voice. The Big Conversation facilitates the widest possible participation of children and young people, by providing:

- opportunities to inform service delivery through consultation;
- opportunities to initiate agendas through philosophical enquiry;
- opportunities to be supported by an advocate/ or on an individual level to have their voice heard;
- opportunities to access online mechanisms, e.g. the Children & Young People Super Survey which covers a multitude of subject areas and themes;
- opportunities to engage through pupil voice and through the Rights Respecting Schools Award Framework.

Big Conversation Mechanisms

In 2014/15 there have been numerous opportunities for children and young people to inform service delivery through consultation, initiate agendas through philosophical enquiry and/ or be supported on an individual level.

In total 337 individual children and young people have participated in opportunities to have their voices heard in decisions that affect them. Some of the themes discussed, the key issues raised and outcomes of the engagement are outlined below;

Bullying and Stereotyping

- Young people explored reasons why bullying might occur and why people might choose to bully others. The enquiry provided a safe space for young people who have been bullied and those who may have bullied to talk about their experiences and make some sense of the concept.

Outcomes of engagement:

- Young people agreed that no further action needed to be taken as they were satisfied that there were lots of local and national support services that support anti-bullying.

Children's Rights and Looked After Children

- Young people felt it is important where possible to keep families together and for services to identify and provide the support required for families to be able to do that;
- Choice and location of foster placements are important, particularly in responding to the needs of young people being placed, e.g. being placed near friends and school;
- It is critical that services, carers and others listen to young people in care and work with them so that they receive the best care for them.

Outcomes of Engagement:

- This engagement took place at an event hosted by Foster Swansea. Issues raised by children and young people were linked to articles of the UNCRC and will be used to inform the work of Foster Swansea in 2015.

Sustainable Swansea and associated Budget Proposals

As part of the Big Conversation process and the on-going Sustainable Swansea consultation, 120 children and young people came together to discuss how Swansea Council can be smarter and leaner and provide the best possible services for children, young people, families and the wider communities of Swansea.

Key issues discussed were;

- reconfiguration of Youth Services;
- remodeling residential and outdoor centre provision including an increase in charging and income generation options;
- increase in price of school meals;
- review of delivery of free breakfast clubs;

- revised home school transport schemes;
- independent living - linked to social services proposals for the re-ablement of older people and people with disabilities;
- Park and Ride and other Bus service reductions and efficiencies;
- Children’s services proposals – linked to Foster Swansea and keeping children safe;
- smarter and more efficient use of resources included money and space.

Outcomes of engagement:

- a comprehensive report of input from children and young people was submitted to Council as a part of the wider Sustainable Swansea Consultation;
- feedback has been provided to children and young people about how their contributions have/have not been able to influence budget decisions. A clear area where young people’s voice has been influential in budget decisions has been in the reconfiguration of youth services; largely as a result of young people’s input, the closure of satellite youth clubs did not take place in the way that was proposed.

Children’s Rights and the UNCRC

Children and young people, via a series of road show sessions, were asked what they thought about the Children & Young People’s Rights Scheme as developed, which sets out the arrangements the City & County of Swansea has made to ensure we take into consideration and pay due regard to Children’s Rights when making decisions. These workshops also linked in to the consultation on Welsh Government’s Rights Scheme.

Outcomes of engagement:

The input from children and young people was heavily utilised in the development of the Swansea’s Children & Young People’s Rights Scheme. There was also an opportunity for staff to feedback to young people about how this has been done; young people agreed at this session that felt they had been listened to and that their input was apparent within the Children & Young People’s Rights Scheme. Examples of where this happened include monitoring arrangements; young people agreed that the implementation scheme should be monitored more frequently than every 2.5 years. This led to a decision being made that the Children & Young People’s Rights Scheme would be monitored continuously and reported on annually.

National Participation

Children and young people in Swansea were also supported to participate in opportunities to inform service delivery at a National Level. Some of the opportunities, themes and outcomes of the engagement are outlined below;

Informing national priorities through the Young Wales (Children in Wales) Project

Young people from Swansea attended the first National Youth Forum event under Children in Wales where they worked to refine a set of priorities across Wales for the year;

Outcomes of engagement:

- Young people agreed 6 National themes for consideration by children and young people in 2015-16; Domestic abuse and healthy relationships; Online safety; Raising awareness of children's rights; Substance Abuse; Mental Health and Bullying

British Youth Council

As a part of the 'Make Your Mark' project, young people from Swansea were supported to take part in a special event at the Houses of Parliament to decide on the priorities for the British Youth Council for 2015.

Outcomes of engagement:

- Young people agreed that the UK wide priority for British Youth Council members to focus on this year will be, "**Everyone should be paid at least the Living Wage** of £7.85 per hour (£9.15 in London). Anyone who works, regardless of age, should have a decent standard of living";
- The living wage will be a focus of discussion at a Big Conversation in 2015, and will be also be an all-Wales priority for young people.

Review of Children's Commissioner

Young people took part in the review of the current Children's Commissioner for Wales, led by Dr. Mike Shooter. Young people were able to discuss how well they knew about the work of the Commissioner and his office and how this could be improved.

Outcome of engagement:

- Through discussion, young people developed a better understanding of the role of the Children's Commissioner;
- A full report of young people's contributions has been published.

Examples of the impact of the Big Conversation mechanisms as evaluated by children, young people and colleagues:

On children and young people:

- Increased motivation to enquire and learn
- More critical and reflective thinkers and learners
- Improved confidence and self-esteem
- Enhanced literacy, numeracy and oracy
- Independent thinking
- Higher order thinking skills
- Increased co-operative skills

- Improvements in behaviour, and a reduction in bullying
- Better relationships with peers and parents
- Increased self-awareness

On colleagues and organisations:

- New strategies to enhance facilitation skills
- Greater confidence with using open-ended questioning and dialogue
- Greater engagement of young people in learning and decision making processes
- Process is adaptable to a range of settings

Children & Young People Super Survey

The Super Survey is an online mechanism designed for children & young people aged 11 – 19 to complete to listen to the views of children and young people. Data gathered informs and provides evidence for a range of partnership priorities and service delivery including; education, safeguarding, leisure opportunities, health and lifestyle choices, community cohesion and barriers to participation in local services. In 2014 the views of **3,160** young people were gathered, primarily in Secondary Schools, but also in community settings **50%** of the young people were male (n = 1,587) and **50%** female (n = 1,566) and the majority of respondents were aged 13-15 (72%), 25% were aged 11 – 12 and 3% aged 16 – 19.

The Super Survey primarily seeks to address Article 12, when adults are making decisions that affect children, children have the right to say what they think should happen and have their opinions taken into account.

Overall the findings of the 2014 Survey were more positive than the 2013 Survey. A full report with comparative data is available⁸.

As part of the Survey children and young people were asked if they had heard of Children's Rights or the United Nations Convention on the Rights of the Child.

- **61% said they *had* heard of Children's Rights. This is a significant increase in the response given in 2013 where only 43% said they had heard of the UNCRC.**

Rights Respecting Schools

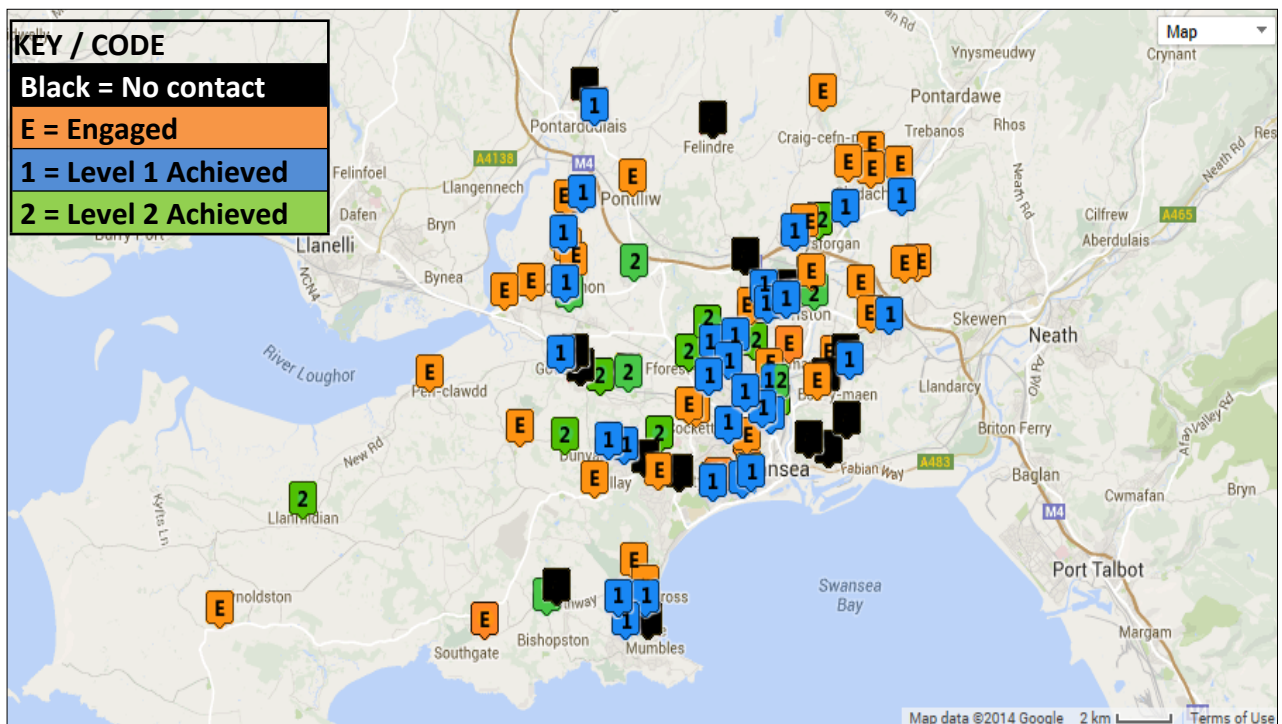
In May 2013 the City & County of Swansea signed an agreement with UNICEF UK to deliver the Rights Respecting Schools Award with a target set by the City & County of Swansea to ensure **all** schools become Rights Respecting School by 2017 with the support of UNICEF UK. The Rights Respecting Schools Award (RRSA) recognises achievement in **putting Children's Rights at the heart** of a school's planning, policies, practice and ethos. A rights-respecting school not only teaches about children's rights but also models rights and respect in all its relationships between teachers and pupils, between parents and between pupils.

⁸ Super Survey Full Report 2014-15

Our key achievement to date is how children’s rights have been embedded in schools. The Rights Respecting School initiative supported the decision by Cabinet to promote and raise awareness of Children’s Rights in Swansea. Before this agreement was in place only 31% had engaged on a Rights Respecting Schools journey. To date 84% of schools have engaged on their Rights Respecting Schools journey.

- 33% have already achieved Level 1
- 16% have already achieved Level 2
- Only 16% of Schools have yet to start their Rights Respecting journey

The map below indicates which schools in Swansea as at September 2015 have engaged with the Rights Respecting Schools Award and the stage of their journey.



The aim is to target school clusters to ensure transition is in place for children and young people when they move from Secondary to Primary School. The challenge is to get Secondary Schools to engage in the process as in the past this has been seen as a primary model.

Case Studies

Below are some examples of the success of the Rights Respecting Schools approach and how this approach is contributing to improving outcomes for children and young people in Swansea.

Evidence of the success of the Rights Respecting Schools Award Approach

There have been a number of notable successes in Swansea including:

- Two Swansea primaries have been successfully re-assessed at level 2 (3 years) evidencing the sustainability of the programme. The reports were validated by Unicef UK Accreditation & Standards Committee
- Pentrehafod Secondary became the first Secondary in Wales to achieve RRSA level 1 and subsequently the first Secondary School in Wales to achieve RRSA level 2
- Ysgol Gyfyn Bryntawe became the first Welsh Medium School in Wales to achieve RRSA level 1
- Cefn Hengoed Secondary became the Second Secondary in Wales to achieve RRSA level 1
- Uptake of Welsh Medium Schools has significantly increased
- Estyn recognised rights as sector leading practice in Hafod Primary inspection. Following the report, Estyn produced and published a good practice review on rights and the impact on the whole school environment:
<http://www.estyn.gov.uk/english/docViewer/343324.8/respecting-rights/?navmap=33,53,158>

This recognition was published in South Wales Evening Post:

<http://www.southwales-eveningpost.co.uk/School-praised-pupil-rights-teaching/story-26207440-detail/story.html>

- Projected number of assessments for summer term is higher than any previous year
- Keith Towler ended his role as Children's Commissioner for Wales with a visit to a rights respecting school and spoke about the difference learning in a rights based environment can have on children. This was followed by an article in South Wales Evening Post:

<http://www.southwales-eveningpost.co.uk/Human-rights-work-Hafod-Primary-outstanding-says/story-26181996-detail/story.html>

On the 3 July 2015 we held a celebration event run by pupils from Rights Respecting Schools in Swansea, who outlined the difference a rights based approach has made to them and their school and how this has impacted on attainment and wellbeing.

Children and young people from across Swansea demonstrated the positive impact a rights based approach has made to their lives and encouraged other schools to adopt the Rights Respecting Schools approach.

Initial feedback from School across Swansea have noted that adopting a rights based approach has had a positive contribution to pupils attendance, well-being and attainment indicators, with a reduction in exclusions and improved behaviour.

Accountability

Scrutiny

The Council's Scrutiny Programme Committee will undertake an approach to act as champions for Children's Rights when assessing the work of the Council and the way the Children & Young People's Rights Scheme is being implemented across the Council and its impact.

Questioning strategies will be developed for any scrutiny activity deemed to have a direct or indirect impact on children and young people (aged 0-18 years), scrutiny councillors can both champion children's rights and scrutinise how due regard to the United Nations Convention on the Rights of the Child (UNCRC) has been paid.

A training session will be held in October 2015 to develop scrutiny councillors' understanding of children's rights and the policy context within which they sit in Swansea. The session will enable members to feel comfortable and supported to both champion children's rights and apply them in their scrutiny role.

External Monitoring

From an external perspective, the Advisory Group continues to meet bi-annually. This group of external partners includes representation from Welsh Government Empowering Children & Young People, Fairer Futures Division; Children's Commissioners Office for Wales; UNICEF UK and the Wales Observatory on Human Rights of Children and Young People at Swansea University. The group works alongside Officers and Cabinet Members in Swansea to identify and share areas of good practice and make recommendations on areas for development.

The Children's Commissioners Office for Wales and officers from the City & County of Swansea continue to work in partnership to address Children's Rights issues as they arise in Swansea through quarterly scheduled meetings.

The Wales Observatory on Human Rights of Children and Young People contributed to the development of the scheme and to the child rights aspects of Swansea's equality impact assessment procedures. The Observatory continues to attend the Advisory Group and to share best practice on impact assessment and evaluative methods derived from its national and international work on embedding rights. Furthermore, collaboration between City and County of Swansea and the Observatory and the Centre for Criminal Justice and Criminology on research studies, for example on education, mental health, asylum and child and family interventions, continues to produce findings supportive of implementation of the duty. The Observatory have a clear role in assessing the application of the UNCRC due regard duty within the City and County of Swansea and is able to make representation to relevant parties both within and outside the City & County of Swansea within this context.

Outcomes and Impact

Initial reports from schools who have already adopted a rights-based approach show how this approach has contributed to attainment, attendance and well-being outcomes for children and young people in Swansea. This has been recognised through the Estyn Inspection Framework and many of our Swansea Schools have had Estyn Best Practice Guides published to this effect.

Although it is early days, initial reports have shown us that a rights-based approach is having an effect on children and young people and adults.

Impact on Children and Young People

- Improved self-esteem and feelings of being valued and listened to
- Increased levels of respect, leading to improved relationships with others
- A sense of security as rights respecting language and behaviour is used consistently throughout service received
- Improved attainment and attendance and a reduction in exclusions in schools
- An understanding of religion, cultures, beliefs and abilities different to their own
- A wider and deeper understanding of the world in which they live
- Are able to recognise that rights apply everywhere not just in school
- Having more confidence to speak out about child protection or welfare issues
- Enhanced moral understanding and positive attitudes towards diversity in society and the reduction of prejudice
- Children and young people becoming more involved in decision making.

Impact on Adults

- Increased consultative approach – a platform is developed for engagement and discussion with adults and children, young people and their families
- A sense of ownership in developing an approach that meets the needs and aspirations of those we serve
- A sense that the whole authority is working towards a common goal, leading to feelings of empowerment for both staff and public.
- A whole Council approach to children's rights is emerging with many departments contributing a range of work that supports children and young people in Swansea (both directly and indirectly) and are making explicit links between that work and the UNCRC
- An emerging culture shift is happening where services are continuing to, or beginning to, recognise their work as rights based, and developing an understanding of how this contributes to our Corporate Priorities.

National Participation Standard for Children and Young People in Wales

The National Participation Standards sets out an accountability framework that organisations working with children and young people should aim to work by, to ensure that children and young people have a quality experience when participating or engaging in services or in decisions that affect their lives.

The Standards should underpin any work with children, young people and their families and as such the Children and Young People's Rights Team offer support to services/organisations to embed them into their practice. This involves completing a brief questionnaire based on the Standards to encourage services to think about how they can ensure a good experience for those engaging in their services. Sometimes this level of support is enough; on other occasions further support work has been offered to plan/develop opportunities for children and young people.

Good examples of where support has been provided include:

- ABMU 'Changing for the Better' – the ABMU Health Board used the Participation Standards to develop a series of sessions to engage with children and young people from Swansea, Neath Port Talbot and Bridgend on the proposed changes to health services across the ABMU area
- Western Bay Safeguarding Board – Swansea Children and Young People's Rights Team supported the Business Unit of the Western Bay Safeguarding Children's Board to use the Participation Standards to think about how young people could enjoy a quality experience in engaging in the development of the Board's business plan. This led to providing support to run a session (using Big Conversation techniques) to determine priorities for 2014/15.

Internally, this accountability framework has been embedded into contractual agreements. All service providers contracted within the Families First and Flying Start programmes are required to give consideration to Children's Rights and to the National Participation Standards when making policy or service decisions that affect children and young.

In practice this means that these services should:

- make commitments to develop their knowledge and understanding of the UNCRC through training and workforce development opportunities;
- take opportunities to promote and raise awareness of children's rights in their work and settings, and;
- make use of the National Children and Young People Participation Standards to self-assess the quality of the participation experience for children and young people receiving their service.

The incorporation of the National Participation Standards into contractual agreements has meant that quality engagement of children and young people has been placed at the forefront of people's minds. As well as increasing awareness of what quality means in practice, training and support to understand the practical application of the standards has led to organisations recording the work they do to encourage quality experiences for those accessing these services.

Looking Ahead

Since the launch of the event, work has been on-going to implement and measure impact of the Children & Young People's Rights Scheme. An UNCRC Action plan has been developed which is based on clearly identified priorities for the year and encompasses a whole council approach to Children's Rights. There are five key areas which focus on:

1. Making such arrangements as is considered suitable to promote and facilitate participation by children in decisions of the authority which might affect them, as required in the Children and Families (Wales) Measure 2010.
2. Developing knowledge and understanding of the UNCRC through training for all staff and decision makers within the City and County of Swansea, including other statutory and key voluntary partners.
3. Promotion and awareness raising of the UNCRC.
4. Ensuring appropriate and robust mechanisms are in place to receive feedback and complaints in relation to the UNCRC.
5. Ensuring compliance, accountability and impact of the UNCRC due regard duty that is evidenced based.

Listening to and involving children and young people

Big Conversation

The following themes will be considered by young people in Swansea during Big Conversations in 2015 -16:

- Housing and homelessness;
- The changing nature of youth work and services for young people (and their families) in Swansea;
- Impact of the implementation of the Children & Young People’s Rights Scheme including RRSA;
- Domestic abuse and healthy relationships;
- Anti-Bullying;
- Sustainable Swansea and allocation of resources in Swansea during budget decision making periods.

These are themes that have been set by young people through feedback from previous Big Conversations and through emerging data derived from the previous Super Survey.

Super Survey

The Super Survey will be developed and rolled out in the Summer Term 2016 and information will be used to inform service delivery planning, improve service delivery and develop strategies and work plans.

Whilst Article 12 of the UNCRC states we should listen to the views and opinions of children and young people, it is also important to recognise how we feedback to children and young people, explaining what has changed as a result of the Survey. This will be done in the following way:

- all schools will receive an individual summary report
- discussion with the Children & Young People Participation Team and children and young people in each school via the school council
- school councils to disseminate wider via the pupil voice.

Rights Respecting Schools

The agreement with UNICEF UK will continue to support schools on their Rights Respecting Schools journey, with a view to all schools in Swansea achieving Level 1 RRSA status by 2017. There will be a focus on targeting the remaining schools that have yet to register an interest, especially Secondary Schools.

Training, Promotion and Awareness Raising

Bespoke rights-based training packages will be delivered to senior decision makers, including the Council's Cabinet Members, Scrutiny Board Members and Pupil Governors.

Building on the success and enthusiasm in embedding children's rights into early years settings, a bespoke six-day course opportunity has been developed. Taking place over one year, the course is aimed at Managers or Nursery Leaders in early years' settings, and is designed to develop knowledge and understanding of the UNCRC and its practical application. Included will be the introduction of tools to enhance settings e.g. storytelling and Philosophical Play, practices that have been shown to promote children's language skills and enhance their well-being. Based on action research, the course will culminate in the creation of case studies that will explore how rights-respecting provision impacts on individual children in childcare settings.

Promotion and Awareness Raising

Work has been on-going to promote and raise awareness of Children's Rights including publication of the arrangements for promoting and facilitating the participation of children.

The Children's Rights Team have been working closely with the Communications department to establish a communication strategy and campaign plan with key objectives to be delivered across the whole of Swansea including the use of our Rights Logo "Dilly".

Future developments will include online mechanisms for children and young people to have their say in decisions that affect their lives as individuals or as groups (such as Twitter or Facebook) and for young people to access information about the UNCRC and the work the City and County of Swansea.

Use of the Dilly Logo on Edunet sites across Swansea as a direct portal to local and national children's rights information as well as useful contacts, has been a recent suggestion by schools and one which we plan to explore.

The Children's Rights Team has also been working closely with the Children's Commissioner's Office and our Corporate Complaints Team to establish advocacy arrangements and ensure that children, young people and their families or support workers are able to explore queries around children's rights and the appropriate advice or action be taken and monitored for the best possible outcome.

Children's Rights Impact Assessments

By incorporating Children's Rights within the existing EIA process, the Children's Rights Team has forged a strong working relationship with Access to Services and colleagues across the local authority.

Work has already started to ensure that monitoring arrangements of EIA responses and record keeping is efficient and effective across the two teams by developing shared systems. It has also been identified that further work is required around the impact on Children's Rights and it is envisaged that, with increased training and continued use of Children's Rights within day to day practise, the quality of information provided by individual services will strengthen.

A working group has already been established to explore the use of a similar model within educational establishments and proposals will be presented to Headteachers in 2016.

Children and Young People's Partnership Board

A new Children & Young People's Plan will be developed for Swansea with a clear vision and aims for children and young people that will be aligned to our work on embedding Children's Rights. The new plan will:

- align to the One Swansea Plan and will outline the role of the Children & Young People's Partnership Board in overseeing the relevant section (B – People Learn Successfully);
- oversee our statutory requirements as defined in the One Swansea Plan, in line with the Shared Purpose: Shared Delivery paper Annex B; Child Participation;
- capture our strengths – what we are already doing - in order for us to note them and not duplicate but identify gaps where the action needs to take place for add value to what we already do as a partnership;
- capture our actions/areas for development as a partnership;
- identify plans/strategies the Children & Young People's Partnership Board will oversee;
- ensure we are able to evidence what difference a children's rights approach has made.

The re-established Children & Young People's Partnership Board will reinvigorate the partnership working on children and young people's issues, ensuring that the Council's top priorities around safeguarding, educational attainment, building sustainable communities and poverty reduction are reflected, along with the commitment to Child Rights, ensuring rights based practice is embedded.

The Children & Young People Participation Network, now re-named "Children's Rights Network" has agreed terms of reference to ensure a more robust set-up, which supports the Children's Rights work in Swansea and feeds into the Children & Young People Board to co-ordinate and further promote rights based working across Swansea.

Report of the Cabinet Member for Finance & Strategy

Council – 17 December 2015

TREASURY MANAGEMENT - MID YEAR REVIEW REPORT 2015/16

Purpose:	To receive and note the Treasury Management Mid Year Review Report 2015/16
Report Author:	Jeffrey Dong
Legal Officer:	Tracey Meredith
Finance Officer:	Mike Hawes
Access to Services Officer:	Sherill Hopkins

FOR INFORMATION

1 Background

- 1.1 This report is presented in line with the recommendations contained within the The Chartered Institute of Public Finance and Accountancy's (CIPFA) Code of Practice on Treasury Management which requires a six month review of TM operations to be presented to Council

2 Introduction

- 2.1 Treasury Management is defined as:

“The management of the local authority’s investments and cash flows, its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.” A glossary of terms is at Appendix 1.

- 2.2 The Chartered Institute of Public Finance and Accountancy’s (CIPFA) Code of Practice on Treasury Management (revised November 2009) was adopted by this Council in February 2010.

The primary requirements of the Code are as follows:

1. Creation and maintenance of a Treasury Management Policy Statement which sets out the policies and objectives of the Council’s Treasury Management activities.

2. Creation and maintenance of Treasury Management Practices which set out the manner in which the Council will seek to achieve those policies and objectives.
3. Receipt by the full Council of an annual Treasury Management Strategy Statement - including the Annual Investment Strategy and Minimum Revenue Provision Policy - for the year ahead; a Mid-year Review Report and an Annual Report covering activities during the previous year.
4. Delegation by the Council of responsibilities for implementing and monitoring Treasury Management policies and practices and for the execution and administration of Treasury Management decisions.
5. Delegation by the Council of the role of scrutiny of Treasury Management strategy and policies to a specific named body. For this Council the delegated body is the Improvement and Budget Performance Panel

This Mid-year Review Report has been prepared in compliance with CIPFA's Code of Practice, and covers the following:

- An economic update for the first six months of 2015/16
- A review of the Treasury Management Strategy Statement and Annual Investment Strategy
- A review of the Council's investment portfolio for 2015/16
- A review of the Council's borrowing strategy for 2015/16
- A review of any debt rescheduling undertaken during 2015/16
- A review of compliance with Treasury and Prudential Limits for 2015/16

3 Economic Update

3.1 Treasury Management Advisors' View of the Global Economy

UK. UK GDP growth rates in 2013 of 2.2% and 2.9% in 2014 were the strongest growth rates of any G7 country; the 2014 growth rate was also the strongest UK rate since 2006 and the 2015 growth rate is likely to be a leading rate in the G7 again, possibly being equal to that of the US. However, quarter 1 of 2015 was weak at +0.4% (+2.9% y/y) though there was a rebound in quarter 2 to +0.7% (+2.4% y/y). Growth is expected to weaken to about +0.5% in quarter 3 as the economy faces headwinds for exporters from the appreciation of Sterling against the Euro and weak growth in the EU, China and emerging markets, plus the dampening effect of the Government's continuing austerity programme, although the pace of reductions was eased in the May Budget. Despite these headwinds, the Bank of England August Inflation Report had included a forecast for growth to remain around 2.4 – 2.8% over the next three years, driven mainly by strong consumer demand as the squeeze on the disposable incomes of consumers has been reversed by a recovery in wage inflation at the same time that CPI inflation has fallen to, or near to, zero over the last quarter. Investment expenditure is also expected to support growth. However, since the report was issued, the Purchasing

Manager's Index, (PMI), for services on 5 October would indicate a further decline in the growth rate to only +0.3% in Q4, which would be the lowest rate since the end of 2012. In addition, worldwide economic statistics and UK consumer and business confidence have distinctly weakened so it would therefore not be a surprise if the next Inflation Report in November were to cut those forecasts in August.

The August Bank of England Inflation Report forecast was notably subdued in respect of inflation which was forecast to barely get back up to the 2% target within the 2-3 year time horizon. However, with the price of oil taking a fresh downward direction and Iran expected to soon rejoin the world oil market after the impending lifting of sanctions, there could be several more months of low inflation still to come, especially as world commodity prices have generally been depressed by the Chinese economic downturn.

There are therefore considerable risks around whether inflation will rise in the near future as strongly as had previously been expected; this will make it more difficult for the central banks of both the US and the UK to raise rates as soon as was being forecast until recently, especially given the recent major concerns around the slowdown in Chinese growth, the knock on impact on the earnings of emerging countries from falling oil and commodity prices, and the volatility we have seen in equity and bond markets in 2015 so far, which could potentially spill over to impact the real economies rather than just financial markets.

USA. The American economy made a strong comeback after a weak first quarter's growth at +0.6% (annualised), to grow by no less than 3.9% in quarter 2 of 2015. While there had been confident expectations during the summer that the Fed. could start increasing rates at its meeting on 17 September, or if not by the end of 2015, the recent downbeat news about Chinese and Japanese growth and the knock on impact on emerging countries that are major suppliers of commodities, was cited as the main reason for the Fed's decision to pull back from making that start. The nonfarm payrolls figures for September and revised August, issued on 2 October, were disappointingly weak and confirmed concerns that US growth is likely to weaken. This has pushed back expectations of a first rate increase from 2015 into 2016. **EZ.** In the Eurozone, the ECB fired its big bazooka in January 2015 in unleashing a massive €1.1 trillion programme of quantitative easing to buy up high credit quality government and other debt of selected EZ countries. This programme of €60bn of monthly purchases started in March 2015 and it is intended to run initially to September 2016. This already appears to have had a positive effect in helping a recovery in consumer and business confidence and a start to a significant improvement in economic growth. GDP growth rose to 0.5% in quarter 1 2015 (1.0% y/y) but came in at +0.4% (+1.5% y/y) in quarter 2 and looks as if it may maintain this pace in quarter 3. However, the recent downbeat Chinese and Japanese news has raised questions as to whether the ECB will need to boost its QE programme if it is to succeed in significantly improving growth in the EZ and getting inflation up from the current

level of around zero to its target of 2%.

3.2 Treasury Advisor's View for the remainder of 2015/16

The Treasury Advisors undertook its last review of interest rate forecasts on 11 August shortly after the quarterly Bank of England Inflation Report. Later in August, fears around the slowdown in China and Japan caused major volatility in equities and bonds and sparked a flight from equities into safe havens like gilts and so caused PWLB rates to fall below the above forecasts for quarter 4 2015. However, there is much volatility in rates as news ebbs and flows in negative or positive ways and news in September in respect of Volkswagen, and other corporates, has compounded downward pressure on equity prices. This latest forecast includes a first increase in Bank Rate in quarter 2 of 2016.

Despite market turbulence since late August causing a sharp downturn in PWLB rates, the overall trend in the longer term will be for gilt yields and PWLB rates to rise when economic recovery is firmly established accompanied by rising inflation and consequent increases in Bank Rate, and the eventual unwinding of QE. Increasing investor confidence in eventual world economic recovery is also likely to compound this effect as recovery will encourage investors to switch from bonds to equities.

The overall balance of risks to economic recovery in the UK is currently evenly balanced. Only time will tell just how long this current period of strong economic growth will last; it also remains exposed to vulnerabilities in a number of key areas.

The disappointing US nonfarm payrolls figures and UK PMI services figures at the beginning of October have served to reinforce a trend of increasing concerns that growth is likely to be significantly weaker than had previously been expected. This, therefore, has markedly increased concerns, both in the US and UK, that growth is only being achieved by monetary policy being highly aggressive with central rates at near zero and huge QE in place. In turn, this is also causing an increasing debate as to how realistic it will be for central banks to start on reversing such aggressive monetary policy until such time as strong growth rates are more firmly established and confidence increases that inflation is going to get back to around 2% within a 2-3 year time horizon. Market expectations in October for the first Bank Rate increase have therefore shifted back sharply into the second half of 2016.

Downside risks to current forecasts for UK gilt yields and PWLB rates currently include:

- Geopolitical risks in Eastern Europe, the Middle East and Asia, increasing safe haven flows.
- UK economic growth turns significantly weaker than we currently anticipate.
- Weak growth or recession in the UK's main trading partners - the EU,

US and China.

- A resurgence of the Eurozone sovereign debt crisis.
- Recapitalisation of European banks requiring more government financial support.
- Emerging country economies, currencies and corporates destabilised by falling commodity prices and / or the start of Fed. rate increases, causing a flight to safe havens

The potential for upside risks to current forecasts for UK gilt yields and PWLB rates, especially for longer term PWLB rates include: -

- Uncertainty around the risk of a UK exit from the EU.
- The ECB severely disappointing financial markets with a programme of asset purchases which proves insufficient to significantly stimulate growth in the EZ.
- The commencement by the US Federal Reserve of increases in the Fed. funds rate causing a fundamental reassessment by investors of the relative risks of holding bonds as opposed to equities and leading to a major flight from bonds to equities.
- UK inflation returning to significantly higher levels than in the wider EU and US, causing an increase in the inflation premium inherent to gilt yields.

Our advisors' interest rate forecast is :

	Dec-15	Mar-16	Jun-16	Sep-16	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18
Bank rate	0.50%	0.50%	0.75%	0.75%	1.00%	1.00%	1.25%	1.50%	1.50%	1.75%	1.75%
5yr PWLB rate	2.40%	2.50%	2.60%	2.80%	2.90%	3.00%	3.10%	3.20%	3.30%	3.40%	3.50%
10yr PWLB rate	3.00%	3.20%	3.30%	3.40%	3.50%	3.70%	3.80%	3.90%	4.00%	4.10%	4.20%
25yr PWLB rate	3.60%	3.80%	3.90%	4.00%	4.10%	4.20%	4.30%	4.40%	4.50%	4.60%	4.60%
50yr PWLB rate	3.60%	3.80%	3.90%	4.00%	4.10%	4.20%	4.30%	4.40%	4.50%	4.60%	4.60%

4 Review of the Treasury Management Strategy Statement and Investment Strategy

- 4.1 The Treasury Management Strategy Statement for 2015/16 was approved by Council in February 2015. The Council's Annual Investment Strategy, which is incorporated in the Treasury Management Strategy Statement, outlines the Council's investment priorities as follows:

- Security of capital
- Liquidity

then

- Yield

4.2 The Council will also aim to achieve the optimum return (yield) on investments commensurate with the proper levels of security and liquidity. In the current economic climate it is considered only appropriate to invest with highly credit rated financial institutions, using our advisor's suggested creditworthiness approach, including sovereign credit rating and credit default swap (CDS) overlay information.

Borrowing rates have been low during the first six months of 2015/16. Our cautious approach to investments has continued. This has meant that the number of acceptable borrowers continues to be heavily constrained.

Investments and borrowing during the first six months of the year have been in line with the agreed strategy, and there have been no deviations from the strategy.

As outlined in Section 3 above, there is still considerable uncertainty and volatility in financial and banking markets, both globally and in the UK. In this context, it is considered that the strategy approved in February 2015 is still appropriate in the current economic climate but will be reviewed in formulating the strategy for 2015/16 as funding for capital and cashflow requirements dictate.

5 Review of Investment Portfolio 2015/16

5.1 In accordance with the Code, it is the Council's priority to ensure security of capital and liquidity, and to obtain an appropriate level of return which is consistent with the Council's risk appetite.

A full list of internally managed investments held as at 30th September 2015, is shown in Appendix 2. To 30th September 2015, the portfolio has returned 0.55% against a 7 day benchmark rate of 0.46%.

6 Review of New Borrowing Strategy

6.1 As outlined in the Treasury Management Strategy 2015/16, it was planned to use internal funds to finance capital borrowing requirements in 2015/16 unless there were opportunities to externally borrow advantageously. The benefits of this strategy are twofold i.e.

- The risk of borrower(counterparty) default is reduced
- There is an increased net yield on the sums available for investment

6.2 Notwithstanding the above- as reported to Council in December 2014, the Council (in respect of the Housing Revenue Account (HRA)) was required to enter into a financial transaction with Welsh Government and HM Treasury to buy itself out of the HRA Subsidy system in April 2015 effective in financial year 2015/16.

6.3 As such, borrowing in respect of the HRA of £73.580M was authorised and arranged on March 31st 2015 for receipt from PWLB and remitted to Welsh Government on April 2nd 2015

6.4 Forecast external debt as at 31st March 2016 is £384m at an average rate of 5.41% with a budgeted capital financing requirement of £503m

7 Review of Debt Rescheduling

7.1 Debt rescheduling opportunities have been limited in the current economic climate and consequent structure of interest rates. No debt rescheduling has been undertaken in 2015/16 to date.

8 Review of Compliance with Treasury & Prudential Limits

8.1 It is a statutory duty for the Council to determine and keep under review the “Affordable Borrowing Limits”. The Council’s approved Treasury and Prudential Indicators (affordability limits) are outlined in the approved Treasury Management Strategy Statement.

8.2 During the financial year to date the Council has operated within the Treasury limits and Prudential Indicators set out in the Council’s Treasury Management Strategy Statement and in compliance with the Council’s Treasury Management Practices. Compliance with the Prudential and Treasury Indicators are shown in appendices 3 and 4.

9 Financial Implications

9.1 The financial implications associated with this report have been reported at Council in February 2015 in the Revenue and Capital Budget Report 2015/16.

10 Legal Implications

10.1 There are no legal implications associated with this report

11 Equality and Engagement Implications

11.1 An EIA Screening has been completed and confirmed that there are no equality or engagement implications arising directly from the report

Background papers: The revised CIPFA Treasury Management Code of Practice 2009

The revised CIPFA Prudential Code for Capital Finance in Local Authorities 2009

Appendices
Appendix 1 – Glossary of terms
Appendix 2 – Schedule of investments
Appendix 3 – Total Debt Outstanding
Appendix 4 - Prudential Indicators

Treasury Management – Glossary of Terms

Annualised Rate of Return	Represents the average return which was achieved each year.
Authorised Limit	The authorised limit must be set to establish the outer boundary of the local authority's borrowing based on a realistic assessment of risks. The authorised limit is not a limit that a Council will expect to borrow up to on a regular basis. It is crucial that it is not treated as an upper limit for borrowing for capital expenditure alone since it must also encompass borrowing for temporary purposes. It is the expected maximum borrowing need, with some headroom for unexpected requirements.
Bank Rate	The Official Bank rate paid on commercial bank reserves i.e. reserves placed by commercial banks with the Bank of England as part of the Bank's operations to reduce volatility in short term interest rates in the money markets.
Base Rate	Minimum lending rate of a bank or financial institution in the UK.
Borrowing	In the Code, borrowing refers to external borrowing. Borrowing is defined as both:- <ul style="list-style-type: none"> • Borrowing repayable with a period in excess of 12months • Borrowing repayable on demand or within 12months
Capital Expenditure	The definition of capital expenditure starts with all those items which can be capitalised in accordance with the Statement of Recommended Practice (SORP). To this must be added any items that have/will be capitalised in accordance with legislation that otherwise would not be capitalised. Prudential indicators for current and future years are calculated in a manner consistent with this definition.
Capital Financing Charges	These are the net costs of financing capital i.e. interest and principal, premia less interest discounts received.
Capital Financing Requirement	The Capital Financing Requirement is capital expenditure, which needs to be financed from borrowing. It is essentially a measure of the Council's underlying

	borrowing need.
CIPFA	The Chartered Institute of Public Finance and Accountancy. One of the leading professional accountancy bodies in the UK and the only one which specialises in the public services.
Counterparty	The organisations responsible for repaying the Council's investment upon maturity and for making interest payments.
CPI (Consumer Price Index)	The consumer price index (CPI) is a measure of the average price of consumer goods and services purchased by households. It is one of several price indices calculated by national statistical agencies. The percent change in the CPI is a measure of inflation.
Credit Rating	<p>This is a scoring system that lenders use to determine how credit worthy borrowers are.</p> <p>The Credit Rating components are as follows:</p> <ol style="list-style-type: none"> 1. The AAA ratings through to C/D are long-term rating definitions and generally cover maturities of up to five years, with the emphasis on the ongoing stability of the institution's prospective financial condition. AAA are the most highly rated, C/D are the lowest. This Council does not invest with institutions lower than AA - for investments over 364 days 2. F1/A1/P1 are short-term rating definitions used by Moody's, S&P and Fitch Ratings for banks and building societies based on their individual opinion on an institution's capacity to repay punctually its short-term debt obligations (which do not exceed one year). This Council does not invest with institutions lower than F1/A1/P1 for investments under 364 days.
Debt	For the purposes of the Code, debt refers to the sum of borrowing (see above) and other long-term liabilities (see below). It should be noted that the term borrowing used in the Act includes both borrowing as defined for the balance sheet and other long terms liabilities defined as credit arrangements through legislation.
Debt Management Office (DMO)	Government Agency responsible for the issuance of government borrowing and lending.

De- leveraging	Paying back borrowed sums of money
Discounts	Where the prevailing interest rate is higher than the fixed rate of a long-term loan, which is being repaid early, the lender can refund the borrower a discount. This is calculated on the difference between the two interest rates over the remaining years of the loan, discounted back to present value. The lender is able to offer the discount, as their investment will now earn more than when the original loan was taken out.
Financing Costs	The financing costs are an estimate of the aggregate of the following:- <ul style="list-style-type: none"> • Interest payable with respect to borrowing • Interest payable under other long-term liabilities • Gains and losses on the repurchase or early settlement of borrowing credited or charged to the amount to be met from government grants and local taxpayers (premiums and discounts) • Interest earned and investment income • Amounts required in respect of the minimum revenue provision plus any additional voluntary contributions plus any other amounts for depreciation/impairment that are charged to the amount to be met from government grants and local taxpayers
Financial Reporting Statements (FRSs)	These are standards set by governing bodies on how the financial statements should look.
Gilts	Gilts are bonds issued by the UK government. The term is of British origin, and refers to the securities certificates issued by the Bank of England, which had a gilt (or gilded) edge.
Investments	Investments are the aggregate of:- <ul style="list-style-type: none"> • Long term investments • Short term investments (within current assets) • Cash and bank balances including overdrawn balances
IMF	International Monetary Fund
Leverage	Borrowed sums of money
LOBO (Lender's Option/	Money Market instruments that have a fixed initial term (typically one to ten year) and then move to an

Borrower's Option)	arrangement whereby the lender can decide at pre-determined intervals to adjust the rate on the loan. At this stage the borrower has the option to repay the loan.
London Inter-Bank Bid Rate (LIBID)	The interest rate at which major banks in London are willing to borrow (bid for) funds from each other.
Managed Funds	<p><u>In-House Fund Management</u> Surplus cash can be managed either by external fund managers or by the Council's staff in-house. The in-house funds are invested in fixed deposits through the money markets.</p> <p><u>Externally Managed Funds</u> Fund managers appointed by the Council invest surplus cash in liquid instruments such as bank certificates of deposit and government stocks. The fund managers' specialist knowledge should ensure a greater diversification of investments and higher expected returns</p>
Maturity	The date when an investment is repaid or the period covered by a fixed term investment.
Monetary Policy Committee (MPC)	This is a body set up by the Government in 1997 to set the repo rate (commonly referred to as being base rate). Their primary target (as set by the Government) is to keep inflation within plus or minus 1% of a central target of 2% in two years time from the date of the monthly meeting of the Committee. Their secondary target is to support the Government in maintaining high and stable levels of growth and employment.
Money Market	<p>Consists of financial institutions and deals in money and credit.</p> <p>The term applied to the institutions willing to trade in financial instruments. It is not a physical creation, but an electronic/telephone one.</p>
Net Borrowing	For the purposes of the Code, net borrowing refers to borrowing (see above) net of investments (see above).
Net Revenue Stream	Estimates for net revenue stream for current and future years are the local authority's estimates of the amounts to be met from government grants and local taxpayers.
Operational	This is based on expectations of the maximum

Boundary	external debt of the authority according to probable not simply possible – events and being consistent with the maximum level of external debt projected by the estimates. It is not a limit and actual borrowing could vary around this boundary for short periods.
Other Long Term Liabilities	The definition of other long term liabilities is the sum of the amounts in the Council's accounts that are classified as liabilities that are for periods in excess of 12months, other than borrowing (see definition above).
Premature Repayment of Loans (debt restructuring/ rescheduling)	A facility for loans where the Council can repay loans prior to the original maturity date. If the loan repaid has a lower interest rate than the current rate for a loan of the same maturity period the Council can secure a cash discount on the repayment of the original loan. If the loan replaced has a higher rate of interest than the current rate for a loan of the same maturity period, a cash penalty is payable to the lender.
Premia	Where the prevailing current interest rate is lower than the fixed rate of a long term loan, which is being repaid early, the lender can charge the borrower a premium. This is calculated on the difference between the two interest rates over the remaining years of the loan, discounted back to present value. The lender may charge the premium, as their investment will now earn less than when the original loan was taken out.
Prudential Code	The Prudential Code is the largely self regulatory framework outlined by CIPFA for managing/monitoring capital investment in local government.
Public Works Loan Board (PWLB)	A Government agency which provides loans to local authorities. Each year, it issues a circular setting out the basis on which loans will be made available and a quota formula for the amount that can be borrowed. Loans can be either at a fixed rate or on a variable rate basis. They can be repaid on either an annuity, equal instalment of principal or maturity basis. The interest rate charged is linked to the cost at which the Government itself borrows.
Quantitative Easing	Extreme form of monetary policy used to stimulate an economy where interest rates are either at or close to zero. Normally a central bank stimulates the economy by lowering interest rates but when it cannot lower them further it can attempt to seed the system with new money by quantitative easing.

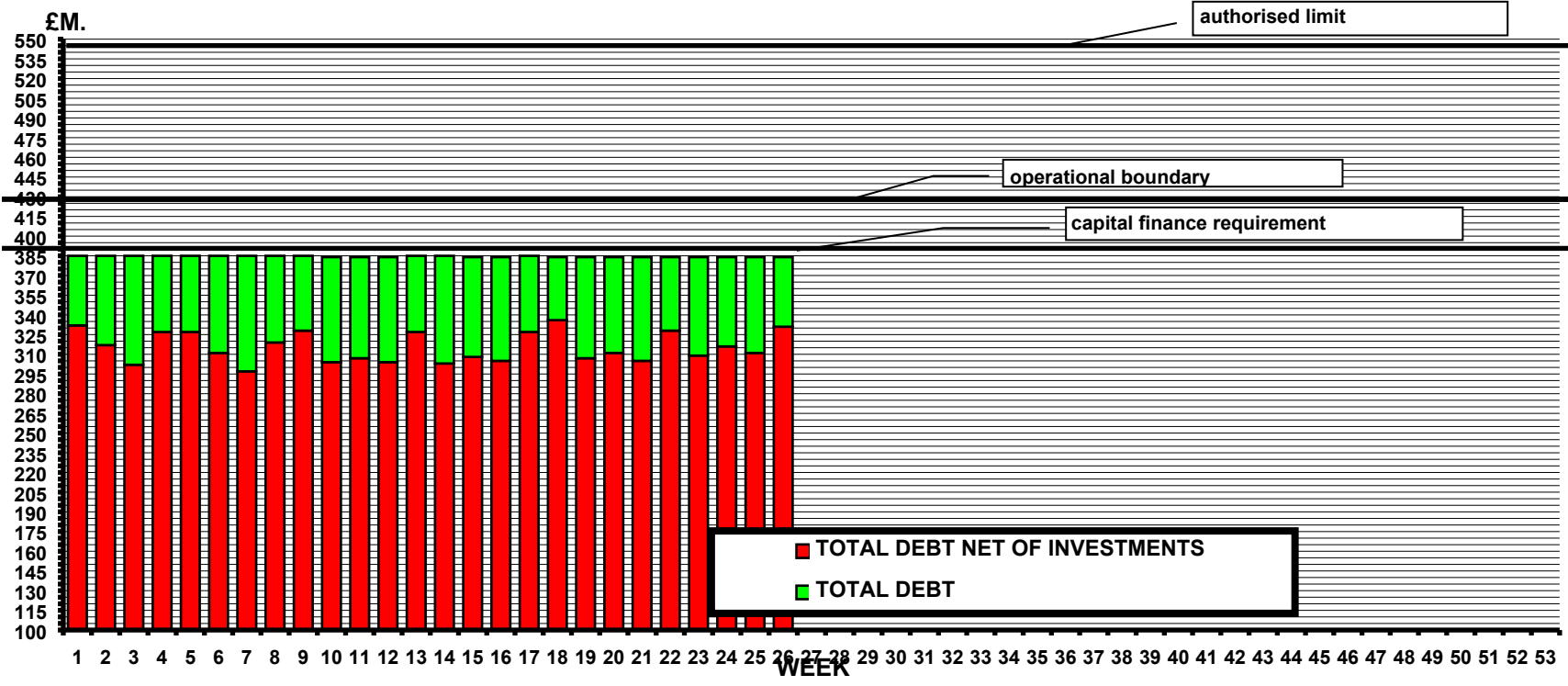
	<p>In practical terms, the central bank purchases financial assets including government debt and corporate bonds from financial institutions using money it has created by increasing its own credit limits in its own bank accounts. Also known as 'printing money' although no extra physical cash is created.</p>
Risk	<p><u>Credit /Counterparty Risk</u> The risk that counterparty defaults on its obligations.</p> <p><u>Inflation Risk</u> The risk that growth in the Authority's investment income does not keep pace with the effects of inflation on its expenditure.</p> <p><u>Interest Rate Risk</u> The risk that changes in rates of interest creates an unexpected or unbudgeted burden on the Council's finances.</p> <p><u>Liquidity Risk</u> The risk that cash will not be available when it is needed.</p> <p><u>Operational Risk</u> The risk of loss through fraud, error, corruption, system failure or other eventualities in treasury management dealings, and failure to maintain effective contingency management arrangements.</p> <p><u>Refinancing Risk</u> The risk that the Authority is unable to replace its maturing funding arrangements on appropriate terms.</p>
Set Aside Capital Receipts	<p>A proportion of money received by the Council for the sale of fixed assets must be set aside to repay debt.</p>
SORP	<p>Statement of Recommended Practice, published by CIPFA (Local Authority Accounting Body). This sets out guidelines regarding the Council's financial matters.</p>
Specified/Non Specified investments	<p>Specified investments are sterling denominated investments for less than 364 days as identified in Appendix A in line with statutory investment regulations. Non-specified investments are all other investments identified in Appendix A in line with statutory investment regulations.</p>
Supranational	<p>These are bonds issued by institutions such as the</p>

Bonds	European Investment Bank and World Bank. As with Government bonds (Gilts) they are regarded as the safest bond investments with a high credit rating.
Temporary Borrowing and Investment	Loans which are capable of being repaid within one year. The term of the loans will be negotiated from overnight to 364 days.
Treasury Management	<p>Treasury management has the same definition as in CIPFA's code of Practice of Treasury Management in the Public Services.</p> <p>“The management of the organisation’s cash flows its banking, money market and capital market transactions; the effective control of the risks associated with those activities; and the pursuit of optimum performance consistent with those risks.”</p>
Yield Curve	The line resulting from portraying interest rate graphically for a series of periods, e.g. 7days, 1month, 3, 6, 9, and 12months. When longer-term interest rates are higher than short-term rates the yield curve slopes upwards and is described as positive. When the opposite prevails the yield curve is referred to as inverse.

Investments as at 30 September 2015

	£
Bank of Scotland	2,674,448
Coventry Building Society	3,000,000
Gloucester City Council	3,000,000
Goldman Sachs International Bank	2,000,000
Lloyds Bank	3,000,000
Nationwide Building Society	17,000,000
Santander Bank	10,900,000
Thurrock Borough Council	2,000,000
UBS (UK)	4,000,000
TOTAL	47,574,448

APPENDIX 3 -TOTAL DEBT OUTSTANDING - 2015/2016



APPENDIX 4

Prudential Indicators

Capital Prudential Indicators	2014/15	2015/16
	Outturn	Original Estimate
	£'000	£'000
Capital Expenditure		
GF	67,169	43,902
HRA	24,582	136,293
TOTAL	91,751	180,195
Ratio of financing costs to net revenue stream	%	%
GF	7.96	7.00
HRA	8.01	13.39
Incremental Impact on Council Tax (Band D) or Council House Rent	£	£
GF	86.94	98.02
HRA	0.00	43.94
Capital Financing Requirement	£'000	£'000
GF	333,683	339,718
Credit Arrangements	2,472	1,436
HRA	63,485	160,561
TOTAL	399,640	501,715

Treasury Management Prudential Indicators	2014/15	2015/16
	Outturn	Original Estimate
	£'000 or %	£'000 or %
Authorised limit for external debt	312,230	£601,314
Operational boundary for external debt	312,230	£551,314
Upper limit for fixed interest rate exposure	68.61%/ £214,230	100%/ £601,314
Upper limit for variable interest rate exposure	31.39%/ £98,000	40%/ £240,526
Upper limit for total principal sums invested for over 364 days	0	40,000

Maturity Structure of Fixed Rate Borrowing in 2015/16			
	Upper Limit	Lower Limit	Actual
Under 12 months	50%	0%	15.74%
12 months and within 24 months	50%	0%	5.29%
24 months and within 5 years	50%	0%	7.56%
5 years and within 10 years	85%	0%	0.00%
10 years and above	95%	15%	71.41%

The treasury management prudential indicators identified above as:

- Upper limit for fixed interest rate exposure
- Upper limit for variable interest rate exposure
- Upper limit for total principal sums invested for over 364 days
- Maturity Structure of fixed rate borrowing in 2015/16

Above figures are as at 30th September 2015. None of the above limits were breached during the first half of 2015/16.

Report of the Leader of the Council

Council – 17 December 2015

HONORARY FREEDOM OF THE CITY & COUNTY OF SWANSEA TO 215 (CITY OF SWANSEA) SQUADRON

Purpose:	To consider whether to confer the honorary freedom of the City & County of Swansea
Policy Framework:	None
Reason for Decision:	To bestow the Honorary Freedom of the City and County of Swansea to 215 (City of Swansea) Squadron
Consultation:	Legal, Finance and Access to Services. Group Leaders and Deputies have also been consulted.
Recommendation(s):	It is recommended that: 1) The council confer Honorary Freedom of the City & County of Swansea on 215 (City of Swansea) Squadron in recognition of their 75 th Anniversary, long standing relationship with the City and County of Swansea and their community work in support of the Swansea Branch of the Royal British Legion, Remembrance events and the annual Poppy Appeal.
Report Author:	Jo-anne Cutler
Finance Officer:	<i>Julie Davies</i>
Legal Officer:	<i>Patrick Arran</i>
Access to Services Officer:	Sherill Hopkins

1. Introduction

215 (City of Swansea) Squadron Air Training Cadets is one of the most successful squadrons in the whole of Great Britain and is one of the sixth largest units in the United Kingdom.

The Squadron have undertaken community and voluntary work in support of the Swansea Branch of the Royal British Legion in organising Remembrance events for the last 10 years for the City & County of Swansea. The squadron are expected to raise over £90k this year totalling over £503,000 in the past 12 years.

The squadron celebrates their 75th anniversary next year and is one of six of the largest squadrons in the UK and have been awarded Best Squadron in Britain 4 times, 3 of which were in the last 10 years.

Not only do they support the Swansea Branch of the Royal British Legion, they support and carry out fundraising and many other activities for many other organisations on a voluntary basis such as:

- Mr X
- Maggie's Cancer Centre
- Cancer Research UK – which awarded the squadron a lifetime achievement award
- RSPCA
- RNLI
- RAFA
- SSAFA
- Collected £11k for the Tsunami appeal
- Flag raising ceremonies for the IPC European Championships
- Supported the WRU Injured Players Charity raising over £60k
- Supports Lord Mayor's Charity appeals with bucket collections
- Armed Forces Day
- VE Day & VJ Day
- 10K Fun Run
- Wales Air Show
- Community transport assistance
- Communities First
- Supports many veteran groups and are a lifetime honorary member of the Normandy Veterans Association.

2. Section 249 of the Local Government Act 1972.

- 2.1 Under section 249 of the Local Government Act the Council may by a resolution passed by not less than two thirds of the members voting thereon, admit to be an Honorary Freeman person of distinction and persons who have, in the opinion of the Council rendered eminent service to the County.

2.2 In the past similar honours have been bestowed by the Council and its predecessors on The Welsh Guards, The Royal Welsh Regiment (Royal Welch Fusiliers) and its antecedent regiments, HM Coastguard, RNLI, former President Jimmy Carter, the late Lord Callaghan, the late John Charles, HMS Scott, The Archbishop of Canterbury and more recently, 1st The Queen's Dragoon Guards.

3. Ceremony Arrangements

3.1 It is proposed that the ceremony will be held at an Extraordinary meeting of the Council to be held at the Council Chamber, The Guildhall, Swansea in early 2016 with a Freedom March by the squadron.

4. Equality and Engagement Implications

4.1 None.

5. Financial Implications

The cost of the proceedings, including a Freedom Scroll, will be met from the Corporate Promotions budget.

6.. Legal Implications

The power to grant Honorary Freedom of the City and County of Swansea is contained in Section 249 [5] of the Local Government Act 1972.

Background Papers: None

Appendices: None

Agenda Item 14.

Report of the Cabinet Member for Transformation and Performance

Council – 17 December 2015

MEMBERSHIP OF COMMITTEES

Purpose:	Council approves the nominations/amendments to the Council Bodies.
Policy Framework:	None.
Reason for Decision:	To agree nominations for Committee Membership.
Consultation:	Political Groups.
Recommendation:	It is recommended that: 1) any amendments to Council Bodies submitted be approved.
Report Author:	Gareth Borsden
Legal Officer:	Tracey Meredith
Finance Officer:	Carl Billingsley
Access to Services Officer:	N/A

1. Introduction

1.1 Meetings of Council regularly agree and amend the membership of the various Committees/Council Bodies as reflected in the lists submitted by the Political Groups.

2. Changes to Council Body Membership

2.1 This report has been included on the agenda to facilitate any possible changes by the political groups.

3. Financial Implications

3.1 There are no financial implications associated with this report.

4. Legal Implications

4.1 There are no legal implications associated with this report.

Background Papers: Local Government & Housing Act 1989, the Local Government (Committees & Political Groups) Regulations 1990.

Appendices: None

Joint Report of the Presiding Member, Monitoring Officer and Head of Democratic Services

Council - 17 December 2015

AMENDMENTS TO THE COUNCIL CONSTITUTION

Purpose:	To make amendments in order to simplify, improve and / or add to the Council Constitution.
Policy Framework:	None.
Reason for Decision:	A decision of Council is required to change the Council Constitution.
Consultation:	Access to Services, Finance, Legal
Recommendation(s):	It is recommended that: 1) The changes to the Council Constitution as outlined in Paragraph 4 of the report together with any further consequential changes be adopted.
Report Author:	Huw Evans
Finance Officer:	Carl Billingsley
Legal Officer:	Patrick Arran / Tracey Meredith
Access to Services Officer:	Phil Couch

1. Introduction

- 1.1 In compliance with the Local Government Act 2000, the City and County of Swansea has adopted a Council Constitution. A number of issues have arisen since adoption and in order to maintain the aims, principles and procedures set out in Articles 1 and 15 of the Council Constitution, it is proposed that the amendments set out below should be made to the Constitution.

2. Delegated Minor Corrections to the Council Constitution

- 2.1 There are no delegated minor corrections to the Council Constitution.

3. Amendments to the Council Constitution

- 3.1 This report outlines a number of suggested amendments to the Council Constitution. The amendments are within the following area of the Council Constitution:
- a) Part 3 - Terms of Reference;
 - b) Part 4 - Rules of Procedure - Council Procedure Rules.

4. Part 3 - Terms of Reference - Swansea Student Liaison Forum and the Residents Partnership Meeting

4.1 There are no longer University provided student accommodation in the Mayals and Oystermouth Electoral Wards.

4.1.1 It is therefore proposed to amend the terms of reference of both bodies listed above so as to remove the Councillor representation of Mayals and Oystermouth. The Membership of Committees list will also need to be amended.

4.2 Council Procedure Rules

4.2.1 The following has been discussed at and agreed at the Constitution Working Group on 25 February 2015. Following the recent refurbishment and modernisation of the Council Chamber, Guildhall there is a need to review elements of the Council Procedure Rules in order to ensure that they allow for Electronic Voting.

4.3 Council Procedure Rule (CPR) 17.2 “Rules of Debate - Standing When Speaking”

4.3.1 This Council Procedure Rule states:

“A Councillor, when speaking, must stand and address the Presiding Member; all others must remain seated and silent, unless rising to a point of order or in personal explanation or on a point of information.”

4.3.2. In order to ensure that the cameras within the Council Chamber within the Guildhall capture the image of the person speaking, it is important to decide whether Councillors should stand or sit when at meetings.

4.3.3 The historic practice within the Authority is for Councillors to stand when speaking at Council meetings and for them to remain seated when speaking at Cabinet, Committee and other meetings.

4.3.4 It is therefore proposed to amend CPR 17.2 to reflect the current practice as outlined below:

Proposed New Council Procedure Rule 17.2

“A Councillor, when speaking at Council, must stand and address the Presiding Member; all others must remain seated and silent, unless rising to a point of order or in personal explanation or on a point of information.

This Procedure Rule does not apply to other Council Body meetings such as Cabinet, Committees etc.”

4.4 Council Procedure Rule (CPR) 30.1 "Voting"

4.4.1 This Procedure Rule states that:

"1 Every question shall be determined by a show of hands.

4.4.2 In order to accommodate e-Voting, it is proposed to amend the Procedure Rule as follows:

"1 Every question shall be determined by a show of hands unless there is an Electronic Voting system available, in which case that system shall be used".

4.5 Council Procedure Rule 30.2 outlines the procedure for a Named (Recorded) Vote. Whilst there is no requirement to amend the Procedure Rule, it is proposed that all e-votes taken in Council be published online. Only, those votes subject to a named / recorded vote will be displayed in the minutes.

4.5.1 It is therefore proposed to add a Council Procedure Rule 30.5 as follows:

"All results of e-votes taken at Council and any other Council Bodies will be published online but not as part of the minutes".

5. Equality and Engagement Implications

5.1 An Equality Impact Assessment (EIA) screening process took place prior to the consultation period. The outcome indicated that it was low priority and a full report was not required.

6. Financial Implications

6.1 There are no specific financial implications associated with this report.

7. Legal Implications

7.1 There are no specific legal implications associated with this report. The amended version of the Council Constitution will be available at www.swansea.gov.uk/constitution

Background Papers: None.

Appendices: None

Agenda Item 16.

Council – 17 December 2015

COUNCILLORS' QUESTIONS

PART A – SUPPLEMENTARIES

1. **Councillors EW Fitzgerald, DG Sullivan, L James, S M Jones, K E Marsh, IM Richard & GD Walker**
- In view of recent fire regulations what can be done to assist those with mobility scooters who live in Council complexes where these can no longer be stored in communal areas.
- Response of Cabinet Member for Next Generation Services**
- Whilst we recognise the wishes of tenants who want to remain independent by purchasing mobility scooters, we need to balance their wishes with the needs of other residents and the wider management and safety of the sheltered housing complexes.
- In 2009, Mid and West Wales Fire Authority visited a number of the Council's Sheltered Housing Complexes and provided advice in relation to the storage, charging and use of mobility scooters in communal areas. This was based on the Regulatory Reform (Fire Safety) Order 2005. Under these regulations, the Council has a duty to consider any significant fire safety issues within the premises and put in place control measures to mitigate against these issues.
- Following this advice, the use of mobility scooters at sheltered housing complexes was reviewed and a report on 'The Use of Mobility Scooters at Sheltered Housing Complexes' submitted to Council in August 2010.
- The report recognised that property types within sheltered complexes vary. Whilst those living in a flat or bungalow with their own front door leading directly to a path or pavement would be expected to store and charge mobility scooters within their own home, it concluded that, from the professional advice received, it is essential to prohibit the use of scooters within communal corridors of internal complexes
- There is one exception however to the above; where a tenant has been assessed by an Occupational Therapist as requiring a powered mobility aid due to severely restricted mobility, they will be allowed to drive a scooter in all communal areas to access their flats, but will not be permitted to store or charge the scooter in these areas.
- As it is not an option for the vast majority of tenants in internal complexes properties to store scooters in their own home, should a request for a storage facility be made by tenants within an internal site, a consultation exercise is carried out with all tenants.
- To date, the only requests for scooter storage have been from Gloucester House and Llys Gwalia; an internal scooter storage and charging area has been provided at Gloucester House, and an external hardstanding has been provided at Llys Gwalia for the purpose of storage only.

	<p>New tenants are given advice on scooter storage and charging based on their property type when they are made an offer of accommodation.</p>
2.	<p>Councillors M H Jones, J W Jones & J Newbury Will the Cabinet Member tell Council what provisions there are for rough sleepers this winter.</p> <p>Response of the Cabinet Member for Anti-Poverty We offer a range of services to rough sleepers who may want/need assistance.</p> <p>This help is offered in partnership with other statutory and voluntary organisations aiming to assist anyone who may be homeless, or at risk of homelessness, to find a new home. Where a risk of homelessness exists, we look to prevent this by offering assistance via our Housing Options Service and partner agencies. We are however aware that, for a variety of sometimes complex reasons, rough sleeping does occur in Swansea. Local services actively seek out rough sleepers in the city. We operate a Rough Sleeper Helpline. This can take voice messages and texts regarding the location of rough sleepers. In response to notifications, an Outreach Worker will visit the location where the rough sleeper was seen. This will be done early the next working day. This is with aim of offering support and assistance.</p> <p>We monitor numbers of rough sleepers. Annual rough sleeper counts have previously identified 7-10 rough sleepers on the streets in any one night. Most are helped into accommodation. Some individual circumstances are particularly difficult to resolve due to complex and multiple needs around substance misuse, alcohol, behaviour and personality disorders. Our multi-agency approach means services are in place to tackle physical ill health and low level and undiagnosed mental health disorders.</p> <p>We operate a Rough Sleeping Task Group chaired by Housing Options. Services to rough sleepers include early morning outreach services, daytime drop in services, evening drop in services, street pastors during certain nights, specialist health services, support and pre-tenancy work, emergency accommodation and employment and training opportunities.</p> <p>Specifically in relation to the winter months, Swansea has a rough sleeper plan. It details extra measures that are put in place during exceptional circumstances such as severe weather events or pandemic illness. We have operated a partnership with local churches to provide a winter night shelter over the last 4 winters during some of the coldest months of the year. This is due to reopen again for January and February 2016 or sooner if the weather dictates it. The church night shelter has an extremely high success rate for moving men and women into accommodation.</p>

3. **Councillors C A Holley, C P Philpott & P M Meara**

The completion of the 360 cafe and toilets are the only piece of the Swansea Bay Strategy that has been completed.

Will the Cabinet Member tell Council what plans are in place for the Swansea Bay Strategy to be delivered given that we had support from the Welsh Government to enhance our Bay.

Response of the Cabinet Member for Enterprise, Development & Regeneration

The Swansea Bay Action Plan adopted by the City and County of Swansea in February 2008 set out a range of policies and proposals for new developments and enhancements for the Bay. Whilst major new schemes including Mumbles Pier and foreshore, and Oystermouth Square will be largely private sector led and funded, the City and County of Swansea has put significant effort and resources towards supporting these projects, by preparing planning guidance and ensuring extensive engagement has been undertaken with the community in particular on the Pier and foreshore scheme. Mumbles Pier is privately owned by Ameco, and they have plans to refurbish the pier as part of a larger scheme which includes potential residential development and redevelopment of the Pier Hotel. Part of the pier refurbishment was undertaken during the recent construction of the new RNLI boat house and this provides safe access to the end of the pier. We understand that there is still market interest in the wider proposals for the regeneration of the Pier and foreshore area, outline planning permission has been renewed, and discussions are ongoing to bring a scheme forward for the site.

The Authority has also supported other private developers wherever possible to bring forward regeneration projects in the Bay area. For example it has released land to support the development of the Oyster Wharf scheme at the Tivoli which was also originally highlighted as having regeneration potential in the Swansea Bay Strategy. It is understood that the developer, Next Colour Ltd has agreed lettings on nearly all of the proposed units including the café bar and restaurant, and once completed the development will deliver significant public realm enhancements to the adjacent Foreshore.

In recent years funding has also been secured by the Authority for a number of key tourism and heritage projects in Mumbles. Significant restoration and conservation work has been undertaken by the Authority at Oystermouth Castle along with the provision of new visitor facilities and educational space. This £3 million scheme was delivered by the Council with funding from Heritage Lottery Fund, the Welsh Government through Cadw, the European Regional Development Fund and Visit Wales. The 360 Café and Watersports Centre at St Helens and small new visitor facility at Knab Rock was delivered as part of a broader £1.4 million scheme to make Swansea Bay a Watersports Centre of Excellence using funding from the Wales European Funding Office as well as the Welsh Government through Visit Wales and the Regeneration Area programme and Mumbles Community Council.

The future management of Swansea Bay and the protection of its landscape designations and biodiversity assets were identified as a particular issue through the preparation of the Strategy. A draft Environmental Management Plan has therefore been prepared to consider the feasibility of a range of potential initiatives and support potential funding bids. It includes potential

projects such as the management of sand movement and visitor beach access, and efforts to raise awareness of the Bay as a significant environmental asset through interpretation, training and events.

There was also significant investment in the public realm at the urban end of Swansea Bay during 2011-14 as part of the Waterfront City programme with over £1m invested in new railings, lighting, bins and seating on the City's promenade and new and improved pedestrian linkages between the City centre and the waterfront. Works are currently underway for the refurbishment and reuse of the vacant former Observatory building on the seafront for a café bar restaurant, supported in part by Vibrant and Viable Places funding. The re use of this building and occupation of commercial units at Swansea Point's Atlantic Square is also contributing to greater visitor use and vibrancy of the waterfront and promenade.

The current focus for future regeneration and development on Swansea Bay is at the urban end of the foreshore at the City Waterfront. The draft Swansea City Centre Strategic Framework was published for public consultation in January 2015, and included proposals for the Civic centre site and its adjacent car parks as originally highlighted as part of the adopted Swansea Bay Strategy. The new draft Framework recognises this area of Swansea Bay as a priority site, and a unique asset for the City which could make a substantial contribution to the future regeneration of the City centre and its future in a City Regional context. The site on the waterfront along with St. Davids in the core area has recently been the subject of a high profile marketing exercise, and the Authority is currently considering a number of bids for the redevelopment of the Waterfront site with proposals that could include landmark tourist developments and high quality spaces. Swansea University is also exploring the potential for a hydro hub research and development facility on the site that could include an iconic aquarium.

With established and updated regeneration strategies in place for the Bay and City centre, active efforts to draw in available grant funding, ongoing work with private sector developers and the appointment of potential developers in the near future for key sites, we remain positive about future investment in development and regeneration opportunities around Swansea Bay. In what is currently a difficult economic climate and where there are considerable pressures on local authority budgets, we hope that the information set out above helps to confirm that the City and County of Swansea has an ongoing commitment to regeneration in Swansea Bay.

4. **Councillors J W Jones, C A Holley & A M Day**

Will the Cabinet Member tell Council how many people are currently using the Community 1st programmes.

Response of the Cabinet Member for Anti-Poverty

The total number of participants that have taken part in Communities First Delivery Plan activity during the full year 2014/15 (As reported to Welsh Government) was **8,229**.

The total number of participants that have taken part in Communities First Delivery Plan activity during the first six months of 2015/16 (As reported to Welsh Government) was **3,894**.

5.	<p>Councillors L G Thomas, P M Black & T H Rees Will the Cabinet Member explain to Council what method was used to select the areas for the two building plots for the very welcome council house building programme.</p> <p>Response of the Cabinet Member for Next Generation Services The locations for the two pilot schemes of new Council housing were agreed by Cabinet at its meeting on the 17th September 2015. The purpose of the pilot schemes is to inform and assess:</p> <ul style="list-style-type: none"> • the overall financial viability of directly developing new Council housing; • the practical, organisational and capability issues that will need to be addressed as part of the ongoing More Homes programme; • specification options to balance the viability of the scheme with the affordability for the occupants and overall sustainability of the design. <p>As such, a number of factors were taken into account to inform the choice of suitable locations including the potential funding of the schemes, that they should be Housing Revenue Account (HRA) owned land, that the developments would be relatively small scale and that any land with unusual characteristics should be avoided in order to ensure that viability could be tested and the results used elsewhere.</p> <p>The basis for the selection process was the HRA owned candidate sites for residential development in the Local Development Plan. This ensured that only HRA owned sites of sufficient size for meaningful development were considered. It also meant that some desktop analysis in terms of planning requirements, site restrictions and general topography by officers across a number of services had already been undertaken.</p> <p>The sites were then the subject of a further, more detailed desk top assessment of any related issues that may impact on development and the two sites that emerged from this process that would best fulfil the objectives was land at Milford Way in Penderry and at Parc Y Helig in Birchgrove.</p>
6.	<p>Councillors M H Jones, C A Holley & P M Black We were assured by the Cabinet Member that the transfer of the IT provision to “back in house” would be a seamless exercise. Will the Cabinet Member tell us what went wrong.</p> <p>Response of the Cabinet Member for Finance & Strategy This question is completely outrageous and disingenuous. Cllr Mary Jones has either deliberately mixed up two separate pieces of work in order to try and undermine the staff working in those areas or has demonstrated yet again her complete lack of knowledge and understanding of ICT.</p> <p>I would have thought Councillor Jones would be congratulating staff for the excellent work they have carried out rather than attacking them and taking cheap shots against people who have no right to reply.</p>

The recent ICT issues experienced by the Council were as a result of critical electrical maintenance work required both to the loading bay transformer and server room wiring. This work has been in the planning for many months involving many different departments across the Council and is totally unrelated to the transfer of ICT to an in-house provision which has been seamless. In respect of these electrical works, IT staff have worked long hours before, during and after the changes, sometimes until the early hours of the morning. If the contract were still external the remedy would have been very costly for the Council and in all likelihood would have taken longer to resolve with the previous supplier contracts. During these works the ICT team also took the opportunity to further improve resilience by installing additional capacity, reconfiguring parts of the infrastructure, and replacing some of the back-up power systems. All Councillors were advised of this in October.

What Cllr Jones conveniently forgets is that this issue goes directly back to the disastrous Service@Swansea programme which was supposed to deliver £80m of ICT savings over 10 years and delivered less than £2m.

Further to this, the Lib Dem led administration with Cllr Jones as the relevant Cabinet member, failed during their time in charge to invest and keep the council's IT estate up to date. When Labour took over in 2012 we were horrified at the risks the authority was carrying and immediately took a decision to make emergency investment in our IT estate to stabilise it. That investment has continued and further investment is planned this year.

So in conclusion, our Council IT Team Members, some of whom have only recently transferred to the Council, and who have worked tirelessly to make sure the upgrades to the IT estate have taken place, should be commended not criticised, as should the staff who have handled the Capgemini contract exit which, as stated earlier, is entirely separate from the ICT infrastructure work. For the record, the ICT transfer has met all its targets and milestones and will deliver savings from next year of over £1million per annum. This is a great achievement given where the Council was and all Councillors should take great pride in this achievement and in the quality of the dedicated staff that we have.

PART B - None