

Cyngor

Rydych dan wŷs trwy hyn i ddod i gyfarfod **Cyngor Dinas a Sir** i'w gynnal yn Siambr y Cyngor, Neuadd y Ddinas, Abertawe ar Dydd Iau, 26 Ebrill 2018 am 5.00 pm.

Cynigir trafod y materion canlynol:

1. **Ymddiheuriadau am absenoldeb.**
2. **Datgeliadau o fuddiannau personol a rhagfarnol.**
www.abertawe.gov.uk/DatgeliadauBuddiannau
3. **Cofnodion.** **1 - 6**
Cymeradwyo a llofnodi cofnodion y cyfarfod(ydd) blaenorol fel cofnod cywir
4. **Ymatebion ysgrifenedig i gwestiynau a ofynnwyd yng Nghyfarfod Cyffredinol Diwethaf y Cyngor.** **7 - 9**
5. **Cyhoeddiadau'r Aelod Llywyddol.**
6. **Cyhoeddiadau Arweinydd y Cyngor.**
7. **Cwestiynau gan y Cyhoedd.**
Rhaid i'r cwestiynau ymwneud â materion ar ran agored agenda'r cyfarfod, ac ymdrinnir â hwy o fewn 10 munud.
8. **Cyflwyniad Cyhoeddus -**
9. **Côd Ymarfer - Cyflogaeth Foesebol mewn Cadwyni Cyflenwi.** **10 - 31**
10. **Comisiwn Ffiniau a Democratiaeth Leol Cymru - Adolygu Ffiniau Lleol.**
11. **Gynllun Lles Lleol Bwrdd Gwasanaethau Cyhoeddus Abertawe - Gweithio gyda'n gilydd ar gyfer dyfodol gwell.** **32 - 92**
12. **Aelodaeth Pwyllgorau.** **93 - 94**
13. **Adroddiadau Craffu - Adroddiad Effaith Chwarterol** **95 - 100**
14. **Cwestiynau gan y Cynghorwyr.** **101 - 111**
15. **Rhybydd o Gynnig - Cynghorwyr M C Child, R Francis-Davies, W Evans, C A Holley, D H Hopkins, P K Jones, A S Lewis, C E**

Lloyd, J A Raynor, M Sherwood, R C Stewart & M Thomas
Mae'r cyngor hwn yn credu y bydd gadael yr Undeb Ewropeaidd, heb gael trefniadau rhesymol ar waith, yn achosi difrod tymor hir i bobl Abertawe, Cymru a'r DU.

Rydym yn nodi bod adroddiadau effaith diweddar y Llywodraeth, sy'n cadarnhau y bydd gadael yr Undeb Ewropeaidd yn amharu ar dwf a ffyniant, ac yn lleihau'r Cynnyrch Domestig Gros rhwng 1.5% a 9.5%. Bydd yr effeithiau negyddol hyn yn amharu ar swyddi, incwm, pensiynau a chyfleoedd pobl. Yn ogystal, bydd gadael yr UE yn peryglu llawer o fesurau diogelu amgylcheddol, sy'n gofyn am gydweithrediad rhyngwladol er mwyn bod yn effeithiol.

Wrth gwrs, bydd lefel yr effaith gyffredinol yn dibynnu ar y trefniadau a roddir ar waith ar gyfer ein perthynas â'r UE yn y dyfodol. Fodd bynnag, ym mhob sefyllfa mae'n glir y bydd y DU, Cymru ac Abertawe'n dlotach y tu allan i'r UE.

Mae'r cyngor hwn, felly, yn galw ar Lywodraeth y DU i sicrhau bod y penderfyniad pwysicaf y mae'r wlad hon wedi'i wynebu ers cenedlaethau'n destun pleidlais ystyrlon.

Dylai'r bleidlais hon fod ar ffurf pleidlais rydd yn y Senedd ar y cytundeb wedi Brexit sydd wedi'i gyd-drafod.

Rydym yn galw ar yr Arweinydd i ysgrifennu, ar ran y cyngor, i Lywodraeth y DU a Llywodraeth Cymru i gyfleu ein barn am y mater hwn.



Huw Evans
Pennaeth Gwasanaethau Democraidd
Neuadd y Ddinas,
Abertawe.

Dydd Mawrth, 17 Ebrill 2018

I: Bob Aelod o'r Cyngor

Agenda Item 3.



City and County of Swansea

Minutes of the Council

Council Chamber, Guildhall, Swansea

Thursday, 22 March 2018 at 5.00 pm

Present: Councillor D W W Thomas (Chair) Presided

Councillor(s)

C Anderson
M C Child
M Durke
E W Fitzgerald
L S Gibbard
D W Helliwell
P R Hood-Williams
L James
P K Jones
M A Langstone
W G Lewis
P Lloyd
P N May
C L Philpott
J A Raynor
M Sherwood
R C Stewart
L G Thomas
L J Tyler-Lloyd
T M White

Councillor(s)

P M Black
J P Curtice
V M Evans
R Francis-Davies
K M Griffiths
T J Hennegan
B Hopkins
Y V Jardine
L R Jones
M B Lewis
A S Lewis
I E Mann
H M Morris
S Pritchard
C Richards
R V Smith
D G Sullivan
W G Thomas
G D Walker

Councillor(s)

J E Burtonshaw
C R Doyle
W Evans
S J Gallagher
J A Hale
C A Holley
D H Hopkins
M H Jones
J W Jones
R D Lewis
C E Lloyd
P M Matthews
D Phillips
A Pugh
B J Rowlands
A H Stevens
M Sykes
M Thomas
L V Walton

Apologies for Absence

Councillor(s): S E Crouch, N J Davies, A M Day, P Downing, C R Evans, F M Gordon, O G James, S M Jones, E J King, E T Kirchner, K M Roberts, P B Smith and G J Tanner

172. Disclosures of Personal and Prejudicial Interests.

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

The Head of Legal, Democratic Services and Business Intelligence 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) Councillors M Durke, R Francis-Davies, K M Griffiths, T J Hennegan, L James, J W Jones, M H Jones, W G Lewis, R D Lewis, D G Sullivan, W G Thomas and T M White declared a Personal Interest in Minute 179 "Admissions Arrangements 2019/2020";
- (2) Councillors J P Curtice, C R Doyle, M Durke, D H Helliwell, C A Holley, S J Gallagher, J A Hale, R D Lewis, H M Morris, A Pugh and T M White declared a Personal Interest in Minute 180 "Pay Policy 2018/2019";
- (3) S Caulkin, T Meredith, M Nichols, P Roberts and S Woon declared a Personal & Prejudicial Personal in Minute 180 "Pay Policy 2018/2019" and left prior to discussion.
- (4) G Borsden and D Yeates declared a Personal & Prejudicial Personal in Minute 180 "Pay Policy 2018/2019" but remained to record the decision/present the report.

173. Minutes.

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

- 1) Ordinary Meeting of Council held on 1 March 2018.
- 2) Ordinary Meeting of Council held on 6 March 2018.

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

The Head of Legal, Democratic Services and Business Intelligence indicated that there were no questions requiring responses from the last Ordinary Meeting of Council.

175. Announcements of the Presiding Member.

- 1) **Condolences**
 - a) **Ieuan Jones, Husband of Councillor Susan M Jones**

The Presiding Member referred with sadness to the recent death of Ieuan Jones, husband of Councillor Susan M Jones.

He stated that Councillor Susan Jones had thanked all Councillors for their support, cards and flowers during this difficult period.

b) Former Councillor Nick J Tregoning

The Presiding Member referred with sadness to the recent death of former Councillor Nick Tregoning. Former Councillor Tregoning served the Dunvant Electoral Ward from 6 May 1999 to 3 May 2012. Former Councillor Tregoning was also a former Cabinet Member for Social Services and Presiding Member.

Councillors P M Black, C A Holley, M C Child and P R Hood-Williams all paid tribute to Nick's work and commitment to his role as a Councillor and advocate for the public.

c) Former Chief Executive and Director of Finance of Lliw Valley Borough Council - George Sambrook

The Presiding Member referred with sadness to the recent death of former Chief Executive and Director of Finance of Lliw Valley Borough Council, George Sambrook.

All present stood in silence as a mark of sympathy and respect.

2) Queen's Awards

The Presiding Member was delighted to announce that Swansea's City of Sanctuary had been awarded the Queen's Award for Voluntary Services. The award was presented by the Countess of Wessex on 19 March 2018.

3) High Sheriffs Award, Matthew McLaughlin (Dinky) from Cockett Ward

The Presiding Member stated that Matthew McLaughlin (Dinky) from Cockett Ward had been volunteering since the age of 9 and still is at age 21. He's volunteered at The Community Farm, Tŷ Fforestfach Community House and The Roots Foundation where he makes a massive contribution with his non-judgemental approach to the youngsters.

Councillor Wendy Lewis nominated Matthew McLaughlin for a High Sheriffs Award, and he was lucky enough to win this for his volunteering. On behalf of the Council, he thanked Matthew for his volunteering and congratulated him on his High Sheriffs Award.

4) Amendments / Corrections to the Council Summons

a) Item 9 "Admissions Arrangements 2019/2020"

Amendment to the final sentence on Page 23, Paragraph 5 to read:
"An Admissions Forum had been scheduled but did not go ahead as the meeting was not quorate and therefore no recommendations on the Admission Arrangements 2019-2020 were made."

b) Item 10 "Pay Policy 2018/2019"

An amended version of the report and updated paragraph 4.6.3 had been circulated.

With a view to presenting the report and recording the decision, Deb Yeates, Human Resources and Gareth Borsden, Democratic Services Officer will remain during the debate.

176. Announcements of the Leader of the Council.

1) Webcasting & e-voting

The Leader referred to the Welsh Government proposals relating to the above and indicated Officers are already progressing the issue internally with a view to trialing the new system at Committee meetings and Cabinet in the coming months before rolling out to Council meetings.

2) City Deal

The Leader referred to the first anniversary of the signing of the City Deal.

177. Public Questions.

A question was asked by a member of the public. The Leader responded accordingly. The question did not require a written response.

178. Public Presentation - None.

No Public Presentations were received.

179. Admissions Arrangements 2019/2020.

The Cabinet Member for Children, Education & Lifelong Learning presented a report which sought to determine the admission arrangements for maintained schools for the academic year 2019-2020.

The amendment to page 23, paragraph 5 was outlined.

Resolved that:

- 1) the proposed admission arrangements for 2019-2020 for Nursery as set out in Appendix A are approved.
- 2) the proposed admission arrangements for 2019-2020 for Reception as set out in Appendix B are approved.
- 3) the proposed admission arrangements for 2019-2020 for Year 7 as set out in Appendix C are approved.
- 4) the proposed admission arrangements for 2019-2020 for in-year transfers as set out in Appendix D are approved.
- 5) the proposed admission arrangements/criteria for entry for 2019-2020 for

- sixth forms set in Appendix E are approved.
- 6) the Schedule of Events at Appendix F is approved.
 - 7) the admission numbers for primary and secondary schools are noted, as set out in Appendix G.
 - 8) that delegated authority is given to the Chief Education Officer to make the changes required by the Additional Learning Needs and Education Tribunal (Wales) Act 2018 to the Admissions Arrangements listed above when the Act is implemented.

180. Pay Policy 2018/2019.

The Team Leader, HR Operations presented a report which sought approval of the Pay Policy 2018-2019.

An amended version of the Policy and an updated Paragraph 4.6.3 "Living Wage" had been distributed.

Resolved that:

- 1) The Pay Policy 2018-2019 be approved and adopted.

181. Councillors' Questions.

1) Part A 'Supplementary Questions'

Seven (7) Part A 'Supplementary Questions' were submitted. The relevant Cabinet Member(s) responded by way of written answers contained in the Council Summons.

Those supplementary questions requiring a written response are shown below:

Question 4 – Councillor C A Holley asked:

1. In the commissioning review which went to cabinet on 15th Feb 2018 there were the following items; Premises £1,090,718, Supplies and services £1,042,846 and overheads of £291,416 could you please explain what these items cover;
2. The surplus for the year 2014/2015 was £830,367 could you explain how only £68,000 was reinvested into the service where did the rest go;
3. The staff numbers for parking services and enforcement were 51 is that still the number;
4. In the current budget there are two items which need to be cleared up, you put in £100,000 for car parking increases yet in the place directorate revenue budget 2018/2019 there is figure for a surplus for the year of just under £700,000 could you explain this figure;
5. The reduction in ticket sale for the foreshore car parks are for the following years, 14/15 169,201; 15/16 148,115; 16/17 125,423 yet the income has gone up from £221,627 14/15 ; £222,546 15/16 ; £275,721 16/17; so over the three years the income has gone up £54,094 and the tickets have gone down by 43,778 could you please tell me what actions are you going

to take to ensure that the ticket sales are increased so that we can prove value for money to residents and visitors;
(Note: I understand that the figures for questions 1,2 and 3 are for the year 2014/2015)

The Cabinet Member for Environment Services stated that a written response would be provided.

Question 5 – Councillor C A Holley asked:
Can Members be made aware of where the 41 sites mentioned in the response are.

The Cabinet Member for Service Transformation & Business Operations stated that subject to legal clearance a written response would be provided.

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

The meeting ended at 5.46 pm

Chair

Agenda Item 4.



Report of the Head of Legal, Democratic Services & Business Intelligence

Council – 26 April 2018

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 Ordinary Meeting of Council on 22 March 2018.

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
22 March 2018**

1.	<p>Councillor C A Holley In relation to Councillor Question 4</p> <ol style="list-style-type: none"> 1. In the commissioning review which went to cabinet on 15th Feb 2018 there were the following items; Premises £1,090,718, Supplies and services £1,042,846 and overheads of £291,416 could you please explain what these items cover; 2. The surplus for the year 2014/2015 was £830,367 could you explain how only £68,000 was reinvested into the service where did the rest go; 3. The staff numbers for parking services and enforcement were 51 is that still the number; 4. In the current budget there are two items which need to be cleared up, you put in £100,000 for car parking increases yet in the place directorate revenue budget 2018/2019 there is figure for a surplus for the year of just under £700,000 could you explain this figure; 5. The reduction in ticket sale for the foreshore car parks are for the following years, 14/15 169,201; 15/16 148,115; 16/17 125,423 yet the income has gone up from £221,627 14/15 ; £222,546 15/16 ; £275,721 16/17; so over the three years the income has gone up £54,094 and the tickets have <i>gone down by 43,778 could you please</i> tell me what actions are you going to take to ensure that the ticket sales are increased so that we can prove value for money to residents and visitors; (Note: I understand that the figures for questions 1,2 and 3 are for the year 2014/2015) <p>Response of the Cabinet Member for Environment:</p> <ol style="list-style-type: none"> 1. Premises costs reflect all premises activities including day to day maintenance, cleaning, security, utility bills, National Non Domestic Rates, insurance. Supplies & Services would account for IT hardware and consumables, telephone charges, parking equipment leasing / purchase and Repair, stationary and printing costs. Overheads would account for all inter service payments for Service Level Agreements and charges. 2. The figure of £830,367 is a combined total for Car parks, Park and Ride and Civil Parking Enforcement (CPE). Under legislation, surplus from CPE is required to be reinvested into designated services and this has been done. The figures quoted represent actual surplus over expenditure, however, there are additional charges to the service such as central service costs and asset depreciation costs that must also be met. 3. There are currently 48 staff in post with an additional three vacant posts currently being recruited. 4. The £100k refers to a review of tariffs and opportunities to increase income within car parks. The additional allocation within the car park budget is to reflect the transfer of vote associated with car parks from Leisure and Regeneration divisions being centralised under one
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	<p>operating budget, therefore there is an increased operating budget and increased income target, which reflect this increase.</p> <p>5. The foreshore car parks are valuable assets with which to support our local tourism industry, however, maintaining these assets comes at a cost which must be met through tariff income. Officers are currently working to develop tariffs that both ensure that car parking operational and maintenance costs are met, whilst supporting local businesses and visitors. One example is that consideration is being given to amending tariffs through the winter periods.</p>
<p>2.</p>	<p>Councillor C A Holley In relation to Councillor Question 4</p> <p>Can Members be made aware of where the 41 sites mentioned in the response are.</p> <p>Response of the Cabinet Member for Transformation & Future Council</p> <p>The following sites are the subject of various stages of discussion.</p> <p>Underhill Park, Parts of Ynystawe Park Football & Cricket Pitch, Green Space at Y-Llwyni, Llangyfelach, Tir Canol Playing Fields, Part of Graig Y Coed Playing Fields, Penclawdd All Outdoor Bowling Greens Mumbles Bowling Green Gwent Amateur Boxing Club, Townhill Swansea Boys & Girls Club, Mayhill Trallwn Sports Pitch & Pavilion Halfway Park Pitch & Pavilion Dunvant Park Pavilion Langland Tennis Courts Mumbles Tennis Courts St Helens Sports Ground Open Space for Community Growing, Newton Tir Canol Pavilion Norton Woodland Waunarlwdd Park Port Eynon W.C's Killay Scout Hall Penclawdd Brass Band Hall Swansea Community Farm All 16 Allotment Sites in the County</p>

Agenda Item 9.



Report of the Cabinet Members for Commercial Opportunities & Innovation and Service Transformation & Business Operations

Council – 26 April 2018

Code of Practice – Ethical Employment in Supply Chains

Purpose:	To seek Council endorsement to sign up to the code of practice
Policy Framework:	Adoption of new Code of Practice – Ethical Employment in Supply Chains.
Consultation:	Finance, Legal, Commercial Services, Access to Services
Recommendations	It is recommended that: 1) Council endorsement is sought to allow sign up to the Code of Practice; 2) The action plan is noted and delegated to the Director of Place to implement.
Report Author:	Martin Nicholls
Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Sherill Hopkins

1. Overview

- 1.1 The Ethical Employment in Supply Chains Code of Practice has been established by the Welsh Government to support the development of more ethical supply chains to deliver contracts for the Welsh public sector and third sector organisations.
- 1.2 The Code has 12 commitments and is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with UK, EU, and international laws. The Code covers the following employment issues:

- Modern Slavery and human rights abuses;
 - Blacklisting;
 - False self-employment;
 - Unfair use of umbrella schemes and zero hours contracts; and
 - Paying the Living Wage.
- 1.3 The Welsh Government intends that all Welsh public sector organisations should sign up to the Code of Practice, however there is no legal obligation to do so. Third sector organisations in receipt of public funds, businesses based in Wales and businesses involved in Welsh public sector supply chains will also be encouraged to adopt the Code.
- 1.4 The Council has already been undertaking or planning to undertake actions to address the majority of the 12 commitments within the Code of Practice (**Appendix A**). In light of this, the Council has been invited to be an early signatory to the Code.
- 1.5 The Welsh Government has developed a range of toolkits to support the delivery of the 12 commitments contained within the Code of Practice, the toolkits provide guidance and support to organisations.
- 1.6 The Council has established a working group to address the 12 commitments. The working group has a membership of Members, Officers and Trade Unions and involves working together to progress on the development of the Code. The Trade Unions are supportive of the approach.
- 1.7 The Council is already undertaking or planning to undertake actions to address the majority of the 12 commitments within the Code. The action plan (**Appendix B**) includes having a written whistle-blowing policy, written policy on ethical employment and amending the Councils standard terms and conditions and tender documents.
- 1.8 The introduction to the Code of Practice confirms that action taken in relation to the 12 commitments contained within the Code should be appropriate and proportionate, in line with the size and influence of each organisation and the level of risk of labour exploitation within its supply chain. This is designed to minimise the impact on SME's
- 1.9 The Code requires signatory organisations to appoint an Anti-Slavery and Ethical Employment Champion; this appointment has been confirmed as Cllr Clive Lloyd, Deputy Leader.
- 1.10 The implementation of the Code of Practice will be monitored in terms of the impact that it has on the Council resources. It is anticipated that if a risk-based approach to managing contractors and suppliers is undertaken then management of the Code could potentially be met from within existing resources coupled to some additional staff training but this will require ongoing review.

- 1.11 If Council agree to the signing up to the Code of Practice, then the Council's standard tender documentation will be reviewed and the relevant new clauses inserted. The Code would be implemented for new tenders from April 2018 to allow for all tender documentation to be amended and associated training to be provided to Procurement Officers.
- 1.12 In signing up to the Code, the Council would be expected to produce an annual written statement outlining the steps taken during the financial year to ensure that slavery and human trafficking are not taking place in any part of the Council and its supply chains.
- 1.13 The commitment to sign up to the Code of Practice is contained within the Council's Commercial Strategy and fully aligned to the ongoing work of the Transformation PDDC in relation to eliminating the barriers in the procurement process, particularly for SME's.

2. Recommendations

- 2.1 It is recommended that Council endorse the Code of Practice allowing the Council to notify Welsh Government that it wishes to sign up to the Code.

3. Equality and Engagement Implications

An initial EIA screening (**Appendix C**) has been carried out indicating that a full assessment is not required. Any changes to council policy arising out of the adoption of the code will be dealt with on their own merits and separately assessed as part of the programme.

4. Financial Implications

- 4.1 There are no specific financial implications arising from the decision to sign up to the code. Any specific aspects, which would affect Council budgets, would be subject to separate decisions as and when they arise.

5. Legal Implications

- 5.1 There are no specific legal implications arising from the decision to sign up to the code. Any specific aspects with implications that require changes will be dealt with, including any amendments to the Council's Constitution and Contract Procedure Rules.

Background Papers: None

Appendices:

Appendix A: Code of Practice

Appendix B: Action Plan

Appendix C: EIA Screening Form



Code of Practice

Ethical Employment in Supply Chains



Ministerial Foreword

“The Welsh public sector spends around £6bn every year on goods, services and works involving international supply chains. A huge range of goods, works and services are purchased by every part of the public sector but the uniting factor is that people are involved in each stage of these supply chains.

It is therefore vital that, at every stage, there are good employment practices for the millions of employees. Good employment practices, which empower and reward workers, help to improve the quality of life of people here in Wales and further afield and, in turn, result in better quality goods and services. Poor – and even unethical – practices, such as the unfair use of zero hours contracts, can lead to poor morale, high staff turnover and, in some cases, can be dangerous and exploitative.



Although slavery was outlawed many years ago, and is illegal throughout the world, it is an endemic problem in some industries and in some parts of the world. Indeed, cases of people being held in conditions of modern slavery are discovered within the UK. We must do more to ensure these practices cannot take place in Wales and in our public sector supply chains around the world.

We have produced this *Code of Practice on Ethical Employment in Supply Chains* to ensure all public sector organisations are taking action to eradicate unlawful and unethical employment practices and to ensure all workers at every stage of the supply chain are treated fairly. The 12 commitments in this code of practice are aimed at public, private and third sector organisations and the accompanying guides include advice and tools for putting each commitment into practice.

I hope as many organisations as possible sign up to the code of practice, which will ensure we contribute to the wellbeing of our people living and working in Wales and those involved in our supply chains across the world.”

Mark Drakeford

Mark Drakeford AM
Cabinet Secretary for Finance
and Local Government

Introduction

This Code of Practice has been established by the Welsh Government to support the development of more ethical supply chains to deliver contracts for the Welsh public sector and third sector organisations in receipt of public funds.

Evidence illustrates that unethical employment practices are taking place in supply chains throughout Wales and beyond.

This Code is designed to ensure that workers in public sector supply chains are employed ethically and in compliance with both the letter and spirit of UK, EU, and international laws. The Code covers the following employment issues:

- Modern Slavery and human rights abuses
- Blacklisting
- False self-employment
- Unfair use of umbrella schemes and zero hours contracts

and

- Paying the Living Wage

Further information on each of these issues can be found in the Code of Practice Toolkit www.gov.wales/code-of-practice

In signing up to the Code, organisations will agree to comply with 12 commitments designed to eliminate modern slavery and support ethical employment practices.

The Welsh Government expects all public sector organisations, businesses and third sector organisations in receipt of public sector funding to sign up to this Code of Practice. Other organisations operating in Wales from any sector are encouraged to adopt the Code.

Action taken in relation to the 12 commitments contained within the Code should be appropriate and proportionate, in line with the size and influence of each organisation and the level of risk of labour exploitation within its supply chain.

The Code of Practice should be read in conjunction with the Toolkit which contains practical guidance, example text and templates to help address each of the subjects covered, and policy advice for public sector organisations.



Code of Practice Commitments

Our organisation will:

1. Produce a written policy on ethical employment within our own organisation and our supply chains. Once produced we will communicate the policy throughout our organisation and we will review it annually and monitor its effectiveness. As part of this we will:
 - 1.1. Appoint an Anti-Slavery and Ethical Employment Champion.
2. Produce a written policy on whistle-blowing to empower staff to raise suspicions of unlawful and unethical employment practices, and which places a responsibility on staff to report criminal activity taking place within our own organisation and our supply chains. Once produced we will communicate the policy throughout our organisation. We will review the policy annually and monitor its effectiveness. We will also:
 - 2.1. Provide a mechanism for people outside our organisation to raise suspicions of unlawful and unethical employment practices.
3. Ensure that those involved in buying/ procurement and the recruitment and deployment of workers, receive training on modern slavery and ethical employment practices, and keep a record of those that have been trained.
4. Ensure that employment practices are considered as part of the procurement process. We will:
 - 4.1. Include a copy of our Policy on ethical employment (Commitment 1) in all procurement documentation.
 - 4.2. Include appropriate questions on ethical employment in tenders and assess the responses provided.
 - 4.3. Incorporate, where appropriate, elements of the Code as conditions of contract.
 - 4.4. Ask bidders to explain the impact that low costs may have on their workers each time an abnormally low quote or tender is received.
5. Ensure that the way in which we work with our suppliers does not contribute to the use of illegal or unethical employment practices within the supply chain. We will:
 - 5.1. Ensure that undue cost and time pressures are not applied to any of our suppliers if this is likely to result in unethical treatment of workers.
 - 5.2. Ensure that our suppliers are paid on time – within 30 days of receipt of a valid invoice.
6. Expect our suppliers to sign up to this Code of Practice to help ensure that ethical employment practices are carried out throughout the supply chain.
7. Assess our expenditure to identify and address issues of modern slavery, human rights abuses and unethical employment practice. We will:
 - 7.1. Carry out regular reviews of expenditure and undertake a risk assessment on the findings, to identify products and/or services where there is a risk of modern slavery and/or illegal or unethical employment practices within the UK and overseas.
 - 7.2. Investigate any supplier identified as high risk, by direct engagement with workers wherever possible.
 - 7.3. Work with our suppliers to rectify any issues of illegal or unethical employment practice.

- 7.4. Monitor the employment practices of our high risk suppliers, making this a standard agenda item for all contract management meetings/reviews.
8. Ensure that false self-employment is not undertaken and that umbrella schemes and zero hours contracts are not used unfairly or as a means to:
 - 8.1. Avoid, or facilitate avoidance of, the payment of tax and National Insurance contributions and the relevant minimum wages.
 - 8.2. Unduly disadvantage workers in terms of pay and employment rights, job security and career opportunities.
 - 8.3. Avoid Health and Safety responsibilities.
9. Ensure that workers are free to join a Trade Union or collective agreement and to undertake any related activity and raise worker concerns without risk of discrimination. We will:
 - 9.1. Not make use of blacklists/prohibited lists.
 - 9.2. Ensure that our suppliers do not make use of blacklists/prohibited lists.
 - 9.3. Not contract with any supplier that has made use of a blacklist/prohibited list and failed to take steps to put matters right.
 - 9.4. Expect our suppliers to ensure that Trade Union representatives can access members and contracted workers.
10. Consider paying all staff the Living Wage Foundation's Living Wage as a minimum and encourage our suppliers to do the same. We will:
 - 10.1. Consider paying at least the Living Wage Foundation's Living Wage to all our staff in the UK.
 - 10.2. Consider becoming an accredited Living Wage Employer.
 - 10.3. Encourage our suppliers based overseas to pay a fair wage to all staff, and to ensure that staff working in the UK are paid at least the minimum wage.

11. Produce an annual written statement outlining the steps taken during the financial year, and plans for future actions, to ensure that slavery and human trafficking are not taking place in any part of our organisation and its supply chains. We will:
 - 11.1. Ensure that the statement is signed off at senior management/board level.
 - 11.2. Publish the statement on our website. If this is not possible, we will provide a copy to anyone within 30 days of a request being made.

All organisations signing up to this Code are expected to produce and publish this annual written statement – for commercial organisations with a turnover of £36m or more, this also fulfils the requirements of Section 54 of the Modern Slavery Act 2015.

We encourage all organisations to publish their statements on the Transparency in Supply Chains (TISC) register www.tiscreport.org free of charge for all public and small organisations. In exchange, they can make use of the Wales Anti-Slavery Logo.

For Public sector to whom the Code of Practice on Workforce Matters (2014) applies:

12. Ensure all those undertaking work on an outsourced contract are treated fairly and equally. We will:
 - 12.1. Ensure that public sector staff who are transferred as part of a public service which is outsourced to a third party retain their terms and conditions of employment.
 - 12.2. Ensure that other staff working on an outsourced public service are employed on terms and conditions that are comparable to the transferred public sector staff.

Implementing the Code of Practice

The 'Code of Practice – Ethical Employment in Supply Chains' has been established to help ensure workers in public sector supply chains in Wales are employed in a fair and ethical way.

The scope of the Code of Practice covers procurement, supplier selection, tendering, contract management and supplier management.

Who can sign up to the Code?

Organisation type	
Welsh public bodies whose functions are wholly or mainly Welsh devolved: <ul style="list-style-type: none"> • Welsh Government • National Procurement Service • Welsh Government Sponsored Bodies • NHS Wales • Local Government • Emergency Services (excluding Police) 	Are expected to sign up to the Code
Higher and Further Education Institutions	Are expected to sign up to the Code
Third sector organisations in receipt of Welsh public funds through grants, contracts or any other means	Are expected to sign up to the Code
Businesses involved in Welsh public sector supply chains	Are expected to sign up to the Code
Other public bodies based in Wales	Are encouraged to sign up to the Code
Other businesses based in Wales	Are encouraged to sign up to the Code



How to sign up

To notify us that you are signing up to the Code, simply send an email to vwpolicy@wales.gsi.gov.uk using the subject line 'Code of Practice' and include the following information:

- Your name
- Your role
- Your email address
- Your organisation's name
- Your organisation's contact details – address & telephone number

Code of Practice Toolkit

This Code is accompanied by a Toolkit made up of a series of Guides and Procurement Advice Notes along with document templates, example tender questions, and example contract conditions. These provide practical advice and guidance to help you when implementing the Code.

The following Guides are available to download at www.gov.wales/code-of-practice

- Guide to tackling modern slavery and human rights abuses
- Guide to tackling unethical employment practices
- Guide to tackling Blacklisting
- Guide to implementing the Living Wage through procurement
- Example Questions, Conditions and Policies

The following Procurement Advice Notes (PANs), aimed at public sector procurers, also form part of the Toolkit:

- Employment Practices on Publicly Funded Projects
- Blacklisting in the Construction Industry
- Revised Code of Practice on Workforce Matters.

Other policy commitments, particularly for the public sector, such as those produced by Workforce Partnership Council, should be applied. Where relevant these are referenced in the Guides.

How to implement the Code

In your own organisation:

The Welsh Government appreciates that the commitments within the Code are wide-ranging. You should be able to take action on the majority of the commitments quickly, particularly those that relate to your contracting activity, but some will take time to implement in full. Once you have signed up to the Code, we recommend you take the following steps:

- Carry out an assessment to identify the commitments with which you already comply.

For the remaining commitments:

- Prioritise the commitments according to your own organisation's impacts and situation.
- Develop an Action Plan, detailing the activities you will be undertaking to implement each commitment.
- Assign timescales to each of the actions within your Action Plan.

If you are a small organisation you may need longer to implement the Code fully. We suggest you begin with those commitments which you feel have most relevance to your organisation and work on others over time. Alternatively you may also wish to take more focussed action against each of the commitments. For example, for Commitment 7 'Assess our expenditure to identify and address issues of modern slavery and unethical employment practice' – you could begin by only assessing suppliers who supply a particular type of commodity, or only those suppliers involved in supplying your core product or service.

In your Supply Chain(s):

A number of the commitments within the Code relate to ethical practices within your supply chains. An effective way to achieve this is to expect your suppliers to sign up to the Code.



Reporting requirements

For Welsh public sector bodies only:

Welsh public sector organisations will be asked to report on their status in relation to sign-up and implementation of the Code providing information on:

- The number of staff involved in procurement who have undertaken training on modern slavery and ethical employment practices (as both a number & percentage); and
- The number of suppliers who have signed up to the Code of Practice as a result of action taken by the organisation.

We will also ask for copies of your Code of Practice Action Plan (which should form part of your annual Written Statement).

Issues relating to ethical employment practices on publicly funded projects which are raised through the Supplier Feedback Service will be reported.

For all organisations:

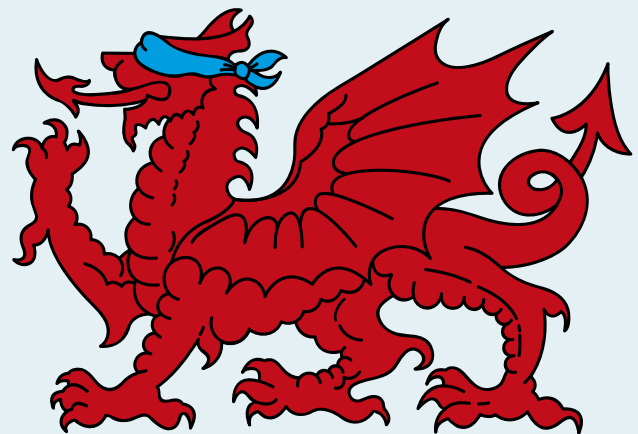
Through Commitment 11 of the Code each organisation agrees to produce and publish an annual written statement outlining the steps taken in relation to modern slavery. You will only be able to continue to use the Wales anti-slavery logo if you continue to produce your annual statement and commit to carrying out the actions contained in it.

Supporting information

Practical advice and guidance on implementing the Code are contained within the Code of Practice Toolkit:

www.gov.wales/code-of-practice

Say **NO**
to Slavery



Modern Slavery Helpline: **0800 0121700**

Appendix B

CODE OF PRACTICE ETHICAL EMPLOYMENT IN SUPPLY CHAINS ACTION PLAN

CODE OF PRACTICE COMMITMENTS

NO.	COMMITMENT	AUTHORITY'S ACTION
1.	<p>Produce a written policy on ethical employment within our own organisation and our supply chains. Once produced we will communicate the policy throughout our organisation and we will review it annually and monitor its effectiveness.</p> <p>As part of this we will:</p> <p>1.1 Appoint an Anti-Slavery and Ethical Employment Champion.</p>	<p>Agreed.</p> <p>Deputy Leader Cllr Clive Lloyd</p>
Page 24	<p>Produce a written policy on whistle-blowing to empower staff to raise suspicions of unlawful and unethical employment practices, and which places a responsibility on staff to report criminal activity taking place within our own organisation and our supply chains. Once produced we will communicate the policy throughout our organisation. We will review the policy annually and monitor its effectiveness. We will:</p> <p>2.1 Provide a mechanism for people outside our organisation to raise suspicions of unlawful and unethical employment practices.</p>	<p>The Council already have a Whistleblowing Policy which will be amended to include appropriate references.</p> <p>To review a process flow and to link in with existing systems/procedures.</p>
3.	<p>Ensure that those involved in buying/ procurement and the recruitment and deployment of workers, receive training on modern slavery and ethical employment practices, and keep a record of those that have been trained.</p>	<p>Welsh Government are developing an e-learning module, this will be rolled out to all procurement and buying staff.</p>

NO.	COMMITMENT	AUTHORITY'S ACTION
4.	<p>Ensure that employment practices are considered as part of the procurement process. We will also:</p> <p>4.1 Include a copy of our Policy on ethical employment (Commitment 1) in all procurement documentation.</p> <p>4.2 Include appropriate questions on ethical employment in tenders and assess the responses provided.</p> <p>4.3 Incorporate, where appropriate, elements of the Code as conditions of contract.</p> <p>4.4 Ask bidders to explain the impact that low costs may have on their workers each time an abnormally low quote or tender is received.</p>	<p>Agreed.</p> <p>Agreed</p> <p>Agreed</p> <p>Agreed</p> <p>Procurement, Social Services and Place directorate to address this.</p>
5.	<p>Ensure that the way in which we work with our suppliers does not contribute to the use of illegal or unethical employment practices within the supply chain. We will:</p> <p>5.1 Ensure that undue cost and time pressures are not applied to any of our suppliers if this is likely to result in unethical treatment of workers.</p> <p>5.2 Ensure suppliers are paid on time – within 30 days of receipt of a valid invoice.</p>	<p>Procurement – will look to enhance our current clauses in ITT on the basis of what's reasonable.</p> <p>Procurement - will look to enhance our current clauses in ITT.</p> <p>Agreed.</p>
6.	<p>Expect our suppliers to sign up to this Code of Practice to help ensure that ethical employment practices are carried out throughout the supply chain.</p>	<p>This will be reviewed with our current supply base and to potentially work with our top 20 suppliers in the first instance.</p>

NO.	COMMITMENT	AUTHORITY'S ACTION
7.	<p>Assess our expenditure to identify and address issues of modern slavery, human rights abuses and unethical employment practice. We will:</p> <p>7.1 Carry out regular reviews of expenditure and undertake a risk assessment on the findings, to identify products and/or services where there is a risk of modern slavery and/or illegal or unethical employment practices within the UK and overseas.</p> <p>7.2 Investigate any suppliers identified as high risk, by direct engagement with workers wherever possible.</p> <p>7.3 Work with our suppliers to rectify any issues of illegal or unethical employment practice.</p> <p>7.4 Monitor the employment practices of our high risk suppliers, making this a standard agenda item for all contract management meetings/reviews.</p>	<p>We need to seek further guidance from Welsh Government on this. Procurement – linked to 4.4.</p> <p>As above.</p> <p>As above.</p> <p>As above.</p> <p>As above.</p>
8.	<p>Ensure that false self-employment is not undertaken and that umbrella schemes and zero hours contracts are not used unfairly or as a means to:</p> <p>8.1 Avoid, or facilitate avoidance of, the payment of Tax and National Insurance contributions and the relevant minimum wages.</p> <p>8.2 Unduly disadvantage workers in terms of pay and employment rights, job security and career opportunities.</p> <p>8.3 Avoid Health and Safety responsibilities.</p>	<p>Agreed but processes need to determine how we will do this and check with our current suppliers as to any adverse effect this would have on their workforce.</p> <p>As above.</p> <p>As above.</p> <p>As above.</p>

NO.	COMMITMENT	AUTHORITY'S ACTION
9.	<p>Ensure that workers are free to join a Trade Union or collective agreement and to undertake any related activity and raise worker concerns without risk of discrimination. We will:</p> <p>9.1 Not make use of blacklists/prohibited lists.</p> <p>9.2 Ensure that our suppliers do not make use of blacklists/prohibited lists.</p> <p>9.3 Not contract with any supplier that has made use of a blacklist/prohibited list and failed to take steps to put matters right.</p> <p>9.4 Expect our suppliers to ensure that Trade Union Representatives can access members and contracted workers.</p>	<p>Agreed.</p> <p>Agreed.</p> <p>Agreed. Already within standard documents.</p> <p>Agreed. Already within standard documents.</p> <p>Agreed. Seek legal advice on how we can include this within our terms and conditions.</p>
10.	<p>Consider paying all staff the Living Wage Foundation's Living Wage as a minimum and encourage our suppliers to do the same. We will also:</p> <p>10.1 Consider paying at least the Living Wage Foundations Living Wage to all our staff in the UK.</p> <p>10.2 Consider becoming an accredited Living Wage Employer</p> <p>10.3 Encourage our suppliers based overseas to pay a fair wage to all staff, and to ensure that staff working in the UK are paid at least the minimum wage.</p>	<p>Agree to explore options. This ties in with the Poverty Strategy & Unison's Ethical Care Charter to which there is a political commitment to sign up to within the life of the current administration. We need to look at the financial/budgetary implications of paying the Living Wage Foundation rate of pay.</p> <p>As above.</p> <p>As above.</p> <p>As above.</p>

NO.	COMMITMENT	AUTHORITY'S RESPONSE	
11.	<p>Produce an annual written statement outlining the steps taken during the financial year, and plans for future actions, to ensure that slavery and human trafficking are not taking place in any part of our organisation and its supply chains. We will:</p> <p>11.1 Ensure that the statement is signed off at Senior Management/Board level.</p> <p>11.2 Publish the statement on our website. If this is not possible, we will provide a copy to anyone within 30 days of a request being made.</p>	<p>Agreed. Check the implication of this on our suppliers.</p> <p>Agreed</p> <p>Agreed</p>	
Page 28	For Public sector to whom the Code of Practice on Workforce Matters (2014) applies		
	12.	<p>Ensure all those undertaking work on an outsourced contract are treated fairly and equally.</p> <p>12.1 Ensure that public sector staff who are transferred as part of a public service which is outsourced to a third party retain their terms and conditions of employment.</p> <p>12.2 Ensure that other staff working on an outsourced public service are employed on terms and conditions that are comparable to the transferred public sector staff.</p>	<p>TUPE issues – bidders to demonstrate. Eg Culture commissioning review. Conjunction with Cabinet and Trade Unions. As part of the Tender Process on case by case basis. See reverse IT TUPE.</p> <p>Complete</p> <p>As above and TUPE plus. Complete</p> <p>As above and TUPE plus. Complete</p>

Equality Impact Assessment Screening Form Appendix C

Please ensure that you refer to the Screening Form Guidance while completing this form. If you would like further guidance please contact your directorate support officer or the Access to Services team (see guidance for details).

Section 1

Which service area and directorate are you from?

Service Area:

Directorate: Place

Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below

Ethical Employment in Supply Chains Code of Practice

Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line service delivery	Indirect front line service delivery	Indirect back room service delivery
<input type="checkbox"/> (H)	<input type="checkbox"/> (M)	<input checked="" type="checkbox"/> (L)

(b) DO YOUR CUSTOMERS/CLIENTS ACCESS THIS...?

Because they need to	Because they want to	Because it is automatically provided to everyone in Swansea	On an internal basis i.e. Staff
<input type="checkbox"/> (H)	<input checked="" type="checkbox"/> (M)	<input type="checkbox"/> (M)	<input type="checkbox"/> (L)

Q3 WHAT IS THE POTENTIAL IMPACT ON THE FOLLOWING...

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Children/young people (0-18) →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group (18+) →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion →	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers) →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community cohesion →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Q4 HAVE YOU / WILL YOU UNDERTAKE ANY PUBLIC CONSULTATION AND ENGAGEMENT RELATING TO THE INITIATIVE?

YES NO (If NO, you need to consider whether you should be undertaking consultation and engagement – please see the guidance)

If yes, please provide details below

Equality Impact Assessment Screening Form Appendix C

Q5(a) HOW VISIBLE IS THIS INITIATIVE TO THE GENERAL PUBLIC?

High visibility <input type="checkbox"/> (H)	Medium visibility <input type="checkbox"/> (M)	Low visibility <input checked="" type="checkbox"/> (L)
---	---	---

(b) WHAT IS THE POTENTIAL RISK TO THE COUNCIL'S REPUTATION?
(Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk <input type="checkbox"/> (H)	Medium risk <input type="checkbox"/> (M)	Low risk <input checked="" type="checkbox"/> (L)
---	---	---

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

Yes No **If yes, please provide details below**
 It would affect all council services to a degree.

Q7 HOW DID YOU SCORE?
Please tick the relevant box

MOSTLY H and/or M → **HIGH PRIORITY** → EIA to be completed
 Please go to Section 2

MOSTLY L → **LOW PRIORITY / NOT RELEVANT** → Do not complete EIA
 Please go to Q8 followed by Section 2

Q8 If you determine that this initiative is not relevant for a full EIA report, you must provide adequate explanation below. In relation to the Council's commitment to the UNCRC, your explanation must demonstrate that the initiative is designed / planned in the best interests of children (0-18 years). For Welsh language, we must maximise positive and minimise adverse effects on the language and its use. Your explanation must also show this where appropriate.

There is currently no need for a full EIA report as Council is being asked to sign up to a code of practice, which has been developed by Welsh Government and has clear links to equality and human rights. However, any changes to council policy arising out of the adoption of the code will be dealt with on their own merits and separately assessed as part of the programme.

Section 2

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email – no electronic signatures or paper copies are needed.

Screening completed by:	
Name: Martin Nicholls	
Job title: Director of Place	
Date: 20/02/18	
Approval by Head of Service:	
Name:	
Position:	Page 30
Date: as above	

Equality Impact Assessment Screening Form Appendix C

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

Agenda Item 11.



Report of the Leader

Council – 26 April 2018

Swansea Public Services Board Local Well-being Plan – Working Together for a Better Future

Purpose:	To approve Swansea Public Service Board's Local Well-being Plan, this includes Local Well-Being Objectives and the steps the Partnership will take to achieve them as set out within the Well-Being of Future Generations (Wales) Act 2015 and statutory guidance.
Policy Framework:	The Well-being of Future Generations Act (Wales) 2015.
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) The Swansea Public Services Board Local Well-being Plan is approved.
Report Author:	Suzy Richards
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officers:	Rhian Millar / Sherill Hopkins

1. Introduction

- 1.1 This report requests approval for the Public Services Board's Local Well-being Plan. As a statutory member of the Swansea Public Service Board the Council needs to approve the Swansea Local Well-Being Plan before the Public Services Board can give final agreement to publish the Plan.
- 1.2 This report sets out the legal requirements met by the Plan, the methodology used, the consultation and engagement process employed and key elements of the Plan including next steps and how it informs and

is informed by the well-being Plans of individual public bodies including the Council.

2. Legal Context

- 2.1 The Well-being of Future Generations (Wales) 2015 Act (WFG Act) and the statutory guidance Shared Purpose: Shared Future sets out a well-being duty to be met by individual public bodies such as Swansea Council (how this is discharged is set out in Swansea Council's Corporate (well-being) Plan). The WFG Act also sets out a collective well-being duty to be discharged via Public Services Boards. These are distinct but complementary duties.
- 2.2 The Local Well-being Plan identifies Local Well-being Objectives which set priorities for collective action to be taken forward by one or more of the Public Services Board's partners. It also sets out steps to achieve these objectives and how they maximise contribution to the national well-being goals in line with the WFG Act's five ways of working. The actions underpinning these steps and who will deliver them will be set out in an Action following the Plan's publication.
- 2.3 Swansea Council is one of four statutory members of the Public Services Board. The Local Well-being Plan has been approved by representatives of all statutory members collectively at Core Group. It now has to be approved by each statutory member's decision making body before publication on 3rd May 2018.
- 2.4 Statutory Guidance also reminds public bodies that when reviewing their own Well-being objectives as part of annual reporting that 'there is an opportunity to align their well-being objectives with those of the Public Service Board, if a public body so wishes'.

3. The Methodology

- 3.1 The development of the Well-being plan took into account both the National Principles of Public Engagement in Wales and Children and Young People's Participation Standards. This placed an emphasis on involvement with citizens, staff and leaders throughout the development of the Plan.
- 3.2 The Plan took into account matters raised in the Assessment of Local Well-being 2017, Welsh Government's Future Trends Report, Western Bay Population Assessment and Area Plan. In addition, experts and the lived experience of citizens and service users were considered as part of the involvement process.
- 3.3 The involvement process was delivered in three distinct phases. The first began with a blank sheet in 2017 and engaged citizens, leaders, managers etc. in foresighting workshops to identify the Swansea we want for the future and the priorities to address in order to achieve this vision. The next

phase distilled ten themes identified in Phase 1 into 4 objectives through further discussion and technical consultation. The final Phase of formal consultation used the extensive networks of all PSB Partners to consult with stakeholders in the way most suited to them.

- 3.4 Activities led by Swansea Council included an online survey, public and staff workshops, PR, social media, engagement via Councillors and engagement with the public including schools, community groups etc. via services.

4. Report Structure and Contents

- 4.1 The Plan is structured around four Well-being Objectives and a cross cutting theme. It starts by setting out the background of the Public Service Board, challenges and opportunities facing Swansea and WFG Act. It later also sets out how the Plan was developed, future trends impacting the Plan, key themes from the Assessment of Well-being and how people and organisations were involved.

- 4.2 The Plan then addresses each of the Well-being Objectives in turn. It sets out the background context, what is needed to drive change in the form of driver diagrams, the well-being objective and Steps necessary to deliver it in the short, medium and long term. The Plan then sets out how each objective maximises contribution and aligns with the WFG Act's five ways of working.

- 4.3 Finally the Plan looks at how connections are made between objectives. It also identifies the next step being the agreement of a detailed Action Plan.

5. Equality and Engagement Implications

- 5.1 A full EIA report has been completed and is attached as an appendix.

- 5.2 The Local Well-being Plan exists to improve the well-being of all Swansea's population in its diversity. The Plan was written by and consultation undertaken by the Public Service Board partners which represent the public, private and third sector. This means that the reach of the consultation process was extensive with each partner using the most appropriate means to reach out to their service users and stakeholders. This resulted in many equality groups being engaged. Prior to formal consultation, citizens, staff and leaders were all engaged in initially determining the focus of the Plan and later how the plan developed. This involvement process was iterative and involved numerous workshops as the Plan evolved in addition to a formal consultation period.

- 5.3 The Plan is based on evidence identified by an Assessment of Local Well-being. This and other sources provided a detailed understanding of people and how they are impacted by the Plan. Some gaps have been identified and will be actively addressed in future research. The Plan explicitly

contains actions designed to tackle poverty, address inequalities and promote a co-productive approach across agencies in Swansea.

5.4 The plan addresses the promotion of Welsh culture and language within the objective aimed at building Strong Communities. We will ensure the development and delivery of the action plan aligns with the Welsh Language Measure's requirements.

5.5 The Local Well-being Plan was developed taking into account the National Standards for Public Engagement and the United Nation Convention on the Rights of the Child (UNCRC). Swansea Public service Board has committed to the adoption of both approaches.

5.6 The EIA resulted in the identification of the following key outcomes:

- The development of an Action Plan to implement the Local Well-being Plan will be actively informed by the consultation feedback specifically those comments relating to ideas for action. Further EIA's may be required on activities within the action plan.
- In the future development of the Plan and the production of future Assessments of Local Well-being we will widen our understanding of Service uses to include the breadth listed in Section 2 of the EIA.
- All future actions will ensure that children's specific well-being needs continue to be considered in the development and production of Action Plans, and that children's rights are recognised and visible across the process.
- The PSB will continue to ensure the delivery of the plan aligns with the Welsh Language measure.

6. Financial Implications

6.1 Any implications arising from the plan will need to recognise the respective roles and responsibilities of partners whilst seeking to share constrained resources wherever practical, legitimate and efficient to do so.

6.2 The specific financial implications that may arise from the Council's contributions in cash or in kind will need to accord with the existing budget agreed for 2018-19, the approved medium term financial plan and, having due regard to the well-being of future generations, longer term aspirations and funding projections.

7. Legal Implications

7.1 The Public Service Board is required to prepare and publish a Local Well-Being Plan. The first plan must be published by 3 May 2018.

7.2 Section 43(5) of the Well-Being of Future Generations (Wales) Act 2015 provides that the function of approving the Local Well-Being Plan rests with full Council.

Background Papers:

Equality Impact Assessment.

Appendices:

Appendix A - Swansea Public Services Board Local Well-being Plan.

Appendix B - EIA Form.

Working Together to Build a Better Future



Swansea Public Services Board
Local Well-being Plan

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Message from the Swansea Public Services Board

In Swansea, we believe in the rights of every person. Through this plan, our vision is to work together to make Swansea a place which is prosperous, where our natural environment is appreciated and maintained and where every person can have the best start in life, get a good job, live well, age well and have every opportunity to be healthy, happy, safe and the best they can be.

In 2016, the Public Services Board (PSB) started a conversation about well-being in Swansea. We carried out an Assessment of Local Well-being to understand what matters most to communities. The Assessment told us that for many reasons Swansea is a great place to live but that we need to work harder together to make sure everyone can live well, benefit from and be proud of Swansea.

Using information from the Assessment and by listening to people, we have identified four objectives and a cross-cutting action where working together will make the biggest difference to improve Swansea’s well-being.

Page 39



Early Years:
To ensure that children have the best start in life to be the best they can be

Live Well, Age Well:
To make Swansea a great place to live and age well

Working with Nature:
To improve health, enhance biodiversity and reduce our carbon footprint

Strong Communities:
To build stronger communities with a sense of pride and belonging

Cross Cutting Action - To work towards integrated public services in Swansea by sharing resources, assets and expertise

This Plan sets out what needs to happen to reach each of our objectives. It then details the steps we will take together to make our objectives a reality.

Wales is doing things differently

The Well-being of Future Generations Act (Wales) 2015 asks the Public Services Boards and 44 Public Bodies to work together toward seven common well-being goals using five ways of working when making decisions.

Five ways of working



The Long term: The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.



Prevention: How to act to prevent problems occurring or getting worse may help public bodies meet their objectives.



Integration: Considering how public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.



Collaboration: Acting in collaboration with any other person (or different parts of that body itself) that could help the body meet its well-being objectives.



Involvement: The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body services.

Seven well-being goals	
Goal	Description of the Goal
A prosperous Wales	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including action on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
A resilient Wales	A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
A healthier Wales	A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
A Wales of cohesive communities	Attractive, viable, safe and well-connected communities.
A Wales of vibrant culture and thriving Welsh language	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
A globally responsible Wales	A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.

Swansea will also be doing things differently

Swansea is the second largest city in Wales, with a population (city and county) of 244,500. It is a population that is growing, and people are living longer. However, people's life experiences are very different between our poorest and wealthiest communities. Membership of the European Healthy City movement brings a wider international perspective on ideas and possibilities to add to the Wellbeing outcomes of our citizens.

Swansea is an attractive place to work in and visit, with many people travelling to do both. It is one of the most ecologically rich counties in Wales, but there are threats to this resource and areas of poor environmental quality which need improving. Swansea has a high number of well-qualified people and is home to high numbers of students. Whilst the overall number of people who can speak Welsh is reducing, the number of young people under 16 years who can speak Welsh is increasing.

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Looking to the future, Wales is a country that is changing and Swansea is changing too and will increasingly be made up of people from different backgrounds, as people choose to move into Swansea to live. The average number of people in a household is falling with more people living on their own than before. The sort of jobs people have are changing, with technology advances; increasing automation and changes in healthcare. In Swansea, we need to understand the challenges and opportunities these changes bring.

Swansea Bay City Region City Deal

The Swansea Bay City Region City Deal is £1.3 billion of public and private sector investment into the region creating around 10,000 jobs and will help deliver the Swansea Bay City Region Economic Regeneration Strategy. It will improve economic well-being by creating good jobs and opportunities for the people and businesses of Swansea Bay.

The City Deal and activities of the Swansea Economic Regeneration Partnership (SERP) will drive economic growth and contribute to the well-being goals by focusing on building a more prosperous, resilient and equal Swansea. The PSB sees the City Deal as playing an important role in helping achieve the well-being objectives.

How did we get to the four objectives?

In 2016, the Public Services Board carried out an Assessment of Local Well-being for Swansea. The Assessment was based on six outcomes which represented the kind of place we would like Swansea to be. A place where:

- children have a good start in life
- people learn successfully
- young people and adults have good jobs
- people have a decent standard of living
- people are healthy, safe and independent
- people have good places to live, work and visit.

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During Summer 2017, the PSB Partners, local voluntary and community organisations, and citizens discussed what is important for a future Swansea. These conversations were informed by the Assessment of Local Well-being, the Welsh Government Future Trends Report, people's experience and expert participants. Ten themes for action were identified, the areas where there was the biggest opportunity to work together became our objectives.

Well-being Objective One

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

Parents and families are well prepared for birth and early childhood

Support services are high quality and well integrated



All children develop to their full potential

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

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Themes identified via involvement

- Early Years
- Ageing Well
- Climate Change/Carbon Reduction
- Biodiversity
- Pride
- Community Cohesion
- Social Capital/ Behaviour Change
- Joint working
- Housing
- City Deal & Infrastructure



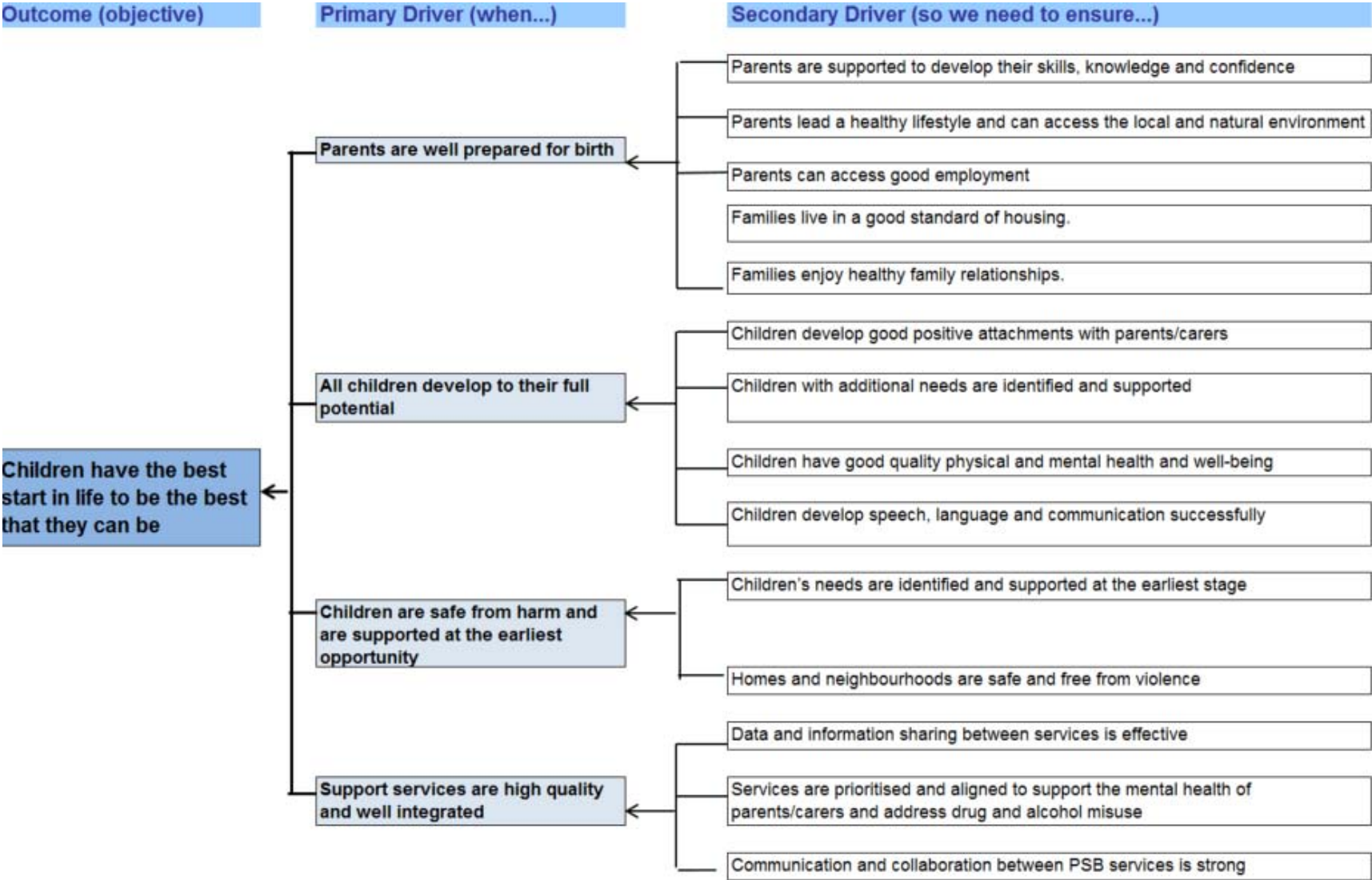
- Objective: Early Years** - To ensure that children have the best start in life to be the best they can be.
- Objective: Live Well, Age Well** - To make Swansea a great place to live and age well.
- Objective: Working with Nature** - To improve health, enhance biodiversity and reduce our carbon footprint.
- Objective: Strong Communities** - To empower communities promoting pride and belonging.
- Cross cutting action** – Sharing for Swansea
- Housing is a key theme integrated within the objectives*
- The economy is a key theme within Strong Communities and via the City Deal and Swansea Bay City Region Economic Regeneration Strategy.*

If children have the best start in life they are likely to be healthier, more likely to be better learners and less likely to experience deprivation as adults. Positive Early Years experiences lead to a greater likelihood of having a good job and a better standard of living, and of being more able to look after the environment and contribute to safe and prosperous communities (for more information, please see the Marmot Review).

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

1. Promoting important messages and information to all.
2. Enhancing universal Early Years services through the availability of additional early intervention provision for expectant parents and young children to ensure strong foundations are in place for their future development.
3. Adding value to universal and early intervention services through the engagement and involvement of wider services and organisations to promote, signpost, co-plan and deliver community based support and activities.

Using evidence from the Assessment of Local Well-being this diagram identifies what is needed to ensure children have the best start in life to be the best they can be:



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

<i>The Steps to be taken</i>	<i>Short term (< 3 years)</i>	<i>Medium term (4-9 years)</i>	<i>Long term (10-25 years)</i>
<i>To promote Swansea's First 1000 Days Programme</i>	To support and join the Public Health Wales First 1000 days collaborative and develop an action plan to deliver the short term actions.	To review and implement medium term actions.	To use savings drawn from cost avoidance of the implementation of short and medium term steps to invest in the remaining actions.
<i>To ensure that parents are supported for birth and during early childhood</i>	To engage PSB workforces to make every contact count through promoting key messages and knowledge to families and adopting social prescribing at all levels.	To build on involvement elements of developing and embracing the messages by working together	To maintain the momentum into the long term.
<i>To more effectively integrate Early Years Services</i>	To explore opportunities to integrate Early Years services and learn from existing good practice in Swansea and beyond. To develop and test a Swansea model through pilots.	To evaluate and further embed a Swansea model to enhance closer multi-agency collaboration.	To fully implement the new Swansea Early Years model.
<i>To ensure that interventions are made earlier in life (and appropriately at later stages).</i>	To explore and pilot cross agency opportunities to deliver preventative services at an earlier stage.	To build on what works.	To maintain the momentum to ensure that the Adverse Childhood Experience (ACEs) cycle is reduced across the population.
<i>The Early Years Steering Group will be responsible for delivering the Steps. Specific leads will be identified as appropriate.</i>			

How we will maximise our contribution to well-being



Ensuring children have the best start in life will improve Swansea's social and economic well-being. This objective will contribute to the well-being goals by focusing on building a healthier, more prosperous, equal and cohesive Swansea.

We will use the five ways of working to enable the steps to be achieved

Prevention: Collective working to create conditions for children to flourish

Long term: Early interventions to maximise longer-term health and well-being

Collaboration: Share data, information, understanding and collaborate



Integration: Integrate resources and plan together

Involvement: Taking a co-productive approach working with children, parents, carers and practitioners

Well-being Objective Two

People live and age well when...

They are as independent as possible and enjoy a good quality of life



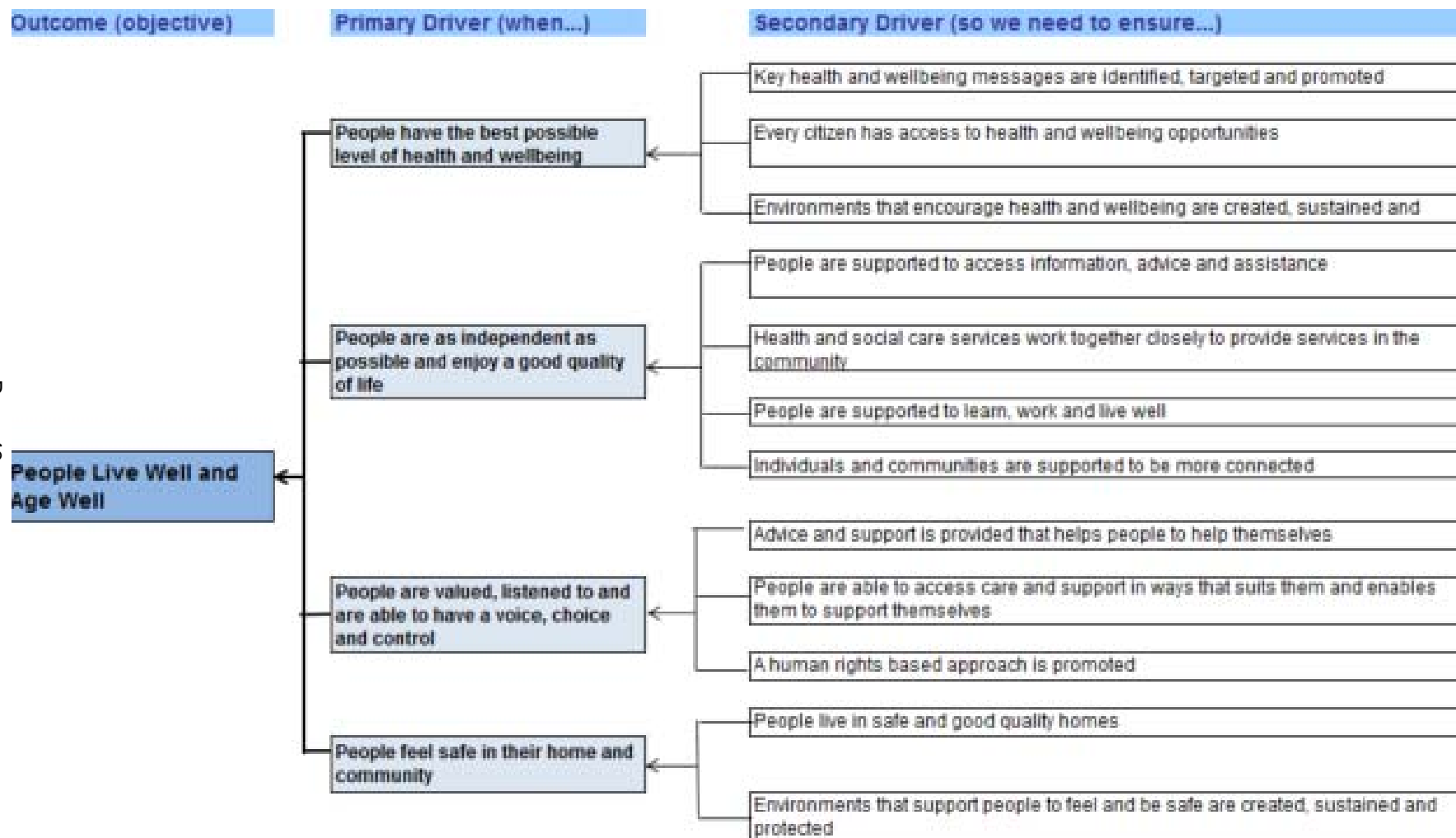
They have the best possible level of health and well-being

They feel safe in their homes and community

They are valued, listened to and are able to take control of their lives

Many people in Swansea are living longer. We know that there are big differences between our poorest and wealthiest communities. We want to support all people to age well, to be safe, healthy, independent and resilient in order to be able to reach their full potential. To achieve this we need to support people throughout their lives to access good quality jobs, have enough money to live on, have safe, good quality homes, and the ability to make decisions that enable them to flourish.

Using evidence from the Assessment of Local Well-being this diagram identifies what is needed to ensure people live well and age well: The Steps we will take towards this will be:



Our Objective by 2040: To make Swansea a great place to live well and age well .The Steps we will take towards this will be:

Steps to be taken	Short term (< 3 years)	Medium term (4 - 9 years)	Long term (10 – 25 years)
<i>Innovative approaches to health and social care</i>	Maximise existing approaches and explore evidenced based approaches to health and social care, including new approaches to supporting end of life care. Co-produce an integrated and holistic Dementia Friendly Swansea action plan.	Embed innovative approaches alongside a highly skilled workforce that enables the delivery of quality care and family support in the community and better supports families to plan for end of life. Explore the value of emerging assistive technology in the home.	Ensure approaches are fully embedded across PSB enabling individuals and families with chronic or terminal health problems to have choice and access to quality and appropriate care and support in the community that meets their health and wellbeing needs.
<i>Making every contact count</i>	Support people to remain independent, safe and well in their own homes through the development of a 'Making Every Contact Count' model for Live Well Age Well to share key health, safety and wellbeing messages and signpost effectively. Roll out the Making Every Contact Count training and resources across PSB organisations.	Ensure Making Every Contact Count is embedded across the workforce as normal practise and continues to be developed to provide up to date and effective advice and signposting.	

<i>Community based approaches</i>	Explore a range of initiatives to tackle social isolation and build personal resilience across PSB and voluntary sector and develop an integrated plan on how we can tackle this as a partnership.	Deliver on short and medium term actions within the plan to ensure we have a range of initiatives to support people who are lonely or at risk of becoming lonely or isolated.	Ensure we have a range of preventative initiatives and support services available to all citizens in Swansea.
<i>Innovative housing and technology</i>	Explore innovative housing and assistive technology options for people with additional care needs to help people to remain independent at home	Develop technology responses through a wide range of public, private and third sector partners, offering personal choice and driving quality	Develop a range of housing options that suit individuals needs and enable people to remain independent in their own homes for as long as possible.
<i>Culture change</i>	Commence an intergenerational debate about what it means to live well and age well and develop a campaign based on the feedback that can be promoted across the life stages.	Respond to the campaign, developing approaches and services, which support continued independence and resilience. Continue to promote a live well age well campaign across the life stages.	Continue to drive a cultural change across partners and the community
	<i>To be Led by the Ageing Well Steering Group with appropriate links to Western Bay</i>	<i>To be delivered by an extended partnership and include the wider community, third, private and public sectors to ensure full coverage of the actions in this objective</i>	

How we will maximise our contribution to well-being



Supporting people to Live Well and Age Well will contribute to the well-being goals by focusing on building a healthier, more prosperous, more equal, more cohesive Swansea.

We will use the five ways of working to enable the steps to be achieved.

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Prevention: Support people to build strength, independence and resilience throughout the life-course

Long term: Early interventions to maximise longer term health and well-being

Collaboration: Sharing best practice, skills and experience and having collective strength in tackling key issues



Integration: More integrated front-line workforce giving people the right support at the right time

Involvement: Developing robust and integrated involvement mechanisms

Well-being Objective Three

Working with nature to...

Improve health and well-being

Maintain and enhance biodiversity



Improve our knowledge and understanding of our natural environment

Reduce our carbon footprint

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A thriving natural environment provides many benefits to society, improving well-being and sustainable economic prosperity throughout the county. Swansea's network of varied and attractive landscapes and wildlife habitats, including its coastline, uplands, woodlands, rivers and wetlands, and its urban parks and gardens, make it one of the greenest counties in the UK. We recognise, however, that some aspects of our natural environment are in decline and aren't as resilient to change as we'd like them to be to deliver well-being. We need to stop exploiting nature and move to a situation where we're working with nature for the benefit of all.

Working with nature can mean many things, from enhancing our green infrastructure in the city, to improving both mental and physical health, and our air and water quality, and increasing our renewable energy generation. In Swansea our aim is to work with nature to – improve health, maintain and enhance biodiversity, reduce our carbon footprint and improve our knowledge and understanding of our natural environment and implement nature-based solutions which have a meaningful impact on well-being.

Using evidence from the Assessment of Local Well-being this diagram identifies what is needed to improve health, enhance biodiversity and reduce our carbon footprint:

Outcome (objective)

Primary Driver (when...)

Secondary Driver (so we need to ensure...)

improving well-being by working with nature

The natural environment is managed to support health and well-being

Biodiversity is maintained and enhanced

Our carbon footprint is reduced

Knowledge and understanding of our natural environment is improved

Air quality is improved

Everyone has good access to greenspace

The water environment is managed and improved and flood risk reduced

The health benefits of our green infrastructure are maximised

Habitats are better connected and ecosystems more resilient

Valuable sites and vulnerable species are protected and enhanced

Pollinating animals such as bees are supported

The negative impact of plants and animals not originally from the UK (Invasive Non Native Species) are tackled

Waste is reduced and a resource efficient economy which reuses and recycles products rather than disposing of them is promoted (i.e. a circular economy).

Environmentally sustainable public sector procurement is promoted

Carbon storage and balancing carbon emissions produced by one activity by funding carbon savings elsewhere are increased.

The energy use of our buildings is reduced and sustainable energy generation promoted

A more sustainable and equitable transport system is developed

Environmental training and education is provided and information publicly available

Environmental data is collected, understood and shared

Data is better used to make informed decisions

Tackle environmental crime

Our Objective by 2040: To improve health, enhance biodiversity and reduce our carbon footprint. The Steps we will take towards this will be:

Steps to be taken	Short term (< 3 years)	Medium term (4 - 9 years)	Long term (10 – 25 years)
Green Infrastructure	<i>Develop and implement a Green Infrastructure strategy for Swansea and work with communities to understand and engage with the opportunities for implementation. *</i>	<i>PSB partners to engage with communities to implement the Green Infrastructure strategy for Swansea and act upon opportunities to implement interventions, maximising the health benefits these provide</i>	<i>Nature to be at the heart of Swansea (such as by working towards a recognised status) by ensuring that Green Infrastructure is a key aspect of service delivery and communities are enabled to shape their place.</i>
Ecosystem Services (Natural benefits)	<i>Understand, and raise awareness of, the ecosystem services provided throughout the county. Reduce the risks and enhance opportunities around these</i>	<i>Deliver nature-based solutions to enhance provision of ecosystem services throughout Swansea</i>	
Carbon reduction and offsetting	<i>Understand the risks posed by climate change to Swansea and the size of our carbon footprint. Identify and implement opportunities to reduce this.</i>	<i>Explore opportunities for the use of PSB partners estate for local energy generation, community projects and supporting low carbon transport</i>	<i>Partners collaboratively act to reduce carbon emissions through sharing assets and knowledge, in addition to joint working through local initiatives</i>
Improving knowledge and understanding	<i>Undertake initiatives to increase awareness around environmental challenges (such as the decline in biodiversity) and opportunities (such as the availability of greenspace)</i>	<i>Joint development and roll-out of wider environmental education and training packages across Swansea and within partner organisations</i>	
	To be led by the working with Nature Task Group	To be led by an expanded Working with Nature operational group including the wider community, all organisations and regional partners	

* This includes the opportunities for urban green infrastructure as well as accessing open greenspaces and the public sector estate.

+ The opportunities to reduce our carbon footprint will includes transport and waste (circular economy).

How we will maximise our contribution to well-being



Working with nature will improve Swansea’s social, economic and environmental well-being. This objective will contribute to the well-being goals by focusing on building a healthier, more prosperous, resilient, more equal and globally responsible Swansea.

The five ways of working are the 'golden thread' which will enable the steps to be achieved.

Prevention: Understand the causes of problems and work together with nature to prevent them

Long term: Understanding the long-term trends and working with nature to build a more resilient Swansea



Integration: Ensuring we maximise the benefits of working with nature

Involvement: Working with communities to shape our green spaces

Collaboration: Working together to maximise the benefits derived from nature

Well-being Objective Four

Build stronger communities that...

Have a sense of pride
and belonging

Are more cohesive

Are prosperous



Enable individuals to trust
each other

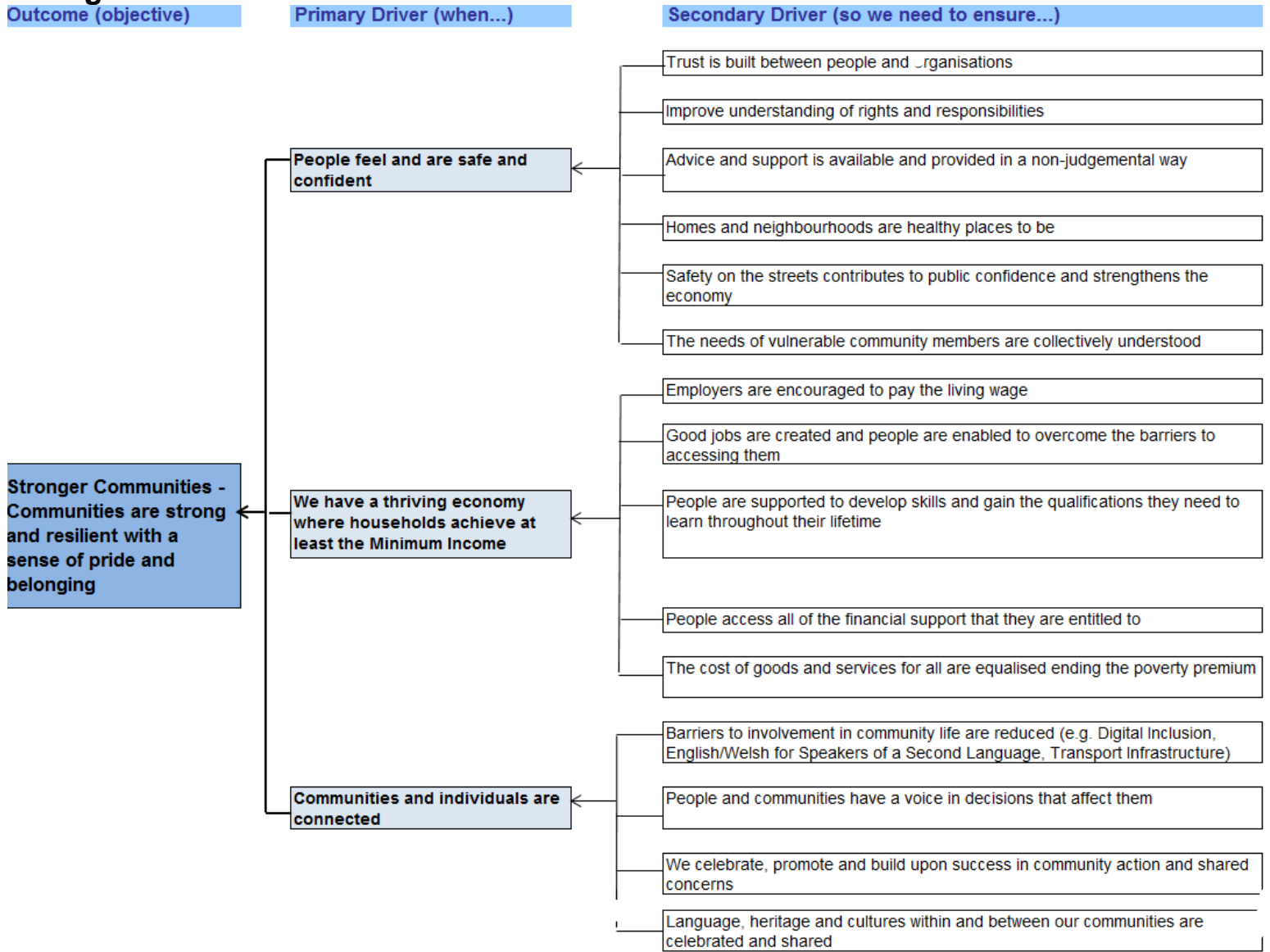
Support people to feel safe
and be safe, confident

We want to make Swansea a vibrant, tolerant and welcoming place where everyone has equal access to opportunities and feels truly proud to live, work and play in Swansea. To achieve this we need to develop a place where people belong, feel safe, and where people's backgrounds and circumstances are appreciate and valued.

Our communities are changing, we want to learn from each other and work together to build a better Swansea. We know that good relationships are an essential component of well-being. As communities change we will celebrate what they have in common and face challenges together; including tackling barriers to employment, training, educational attainment and inclusion.

To do this we know we need to work together to understand individual and community issues. We need to build trust between communities and local organisations, giving people a voice in decisions affecting their lives. It is important to support and work with vulnerable people and socially marginalised groups to foster inclusion.

This diagram (based on evidence in the Assessment of Local Well-being) identifies what is needed to build strong communities:



Our Objective by 2040: To build strong communities with a sense of pride and belonging

Steps to be taken	Short term (< 3 years)	Medium term (4 – 9 years)	Long term (10 - 25 years)
People feel safe and confident in their communities	We will work across PSB organisations to develop common understandings of asset-based approaches to developing community resilience, building on existing practice, leading to an action plan.	We will embed amongst all PSB partners, approaches that support individual, family and community resilience, leading to a whole organisation and whole public sector approach.	Actions to promote safe and confident communities are driven by the community (co-production). Trust will have increased between organisations and citizens taking a co-productive approach.
Individuals and communities are connected and feel a sense of belonging	We will develop a collective approach to promoting positive messages and opportunities and removing barriers to participation across Swansea. We will adopt the principles of an Intercultural City approach to promote the diversity of cultures and languages within Swansea, making use of the resources of one another to do so.	We will deliver collective action to remove barriers to participation including fear of difference, sharing resources regularly to do so. We will further embed our Intercultural City approach to promote Welsh language whilst also recognising and celebrating the other cultures, languages and communities in Swansea.	We will have fully embedded amongst all partners the principles of an Intercultural City approach, to enhance tolerance.
Work towards a thriving economy in which households achieve at least the minimum income standard	We will deliver a single public service approach to developing a thriving economy through the Swansea Bay City Region Economic Regeneration Strategy with alignment to the Council's Tackling Poverty strategy, to ensure a thriving economy where the most disadvantaged people also can benefit.	We will fully embed the economic regeneration plans within all PSB partners and actions will be taken to enhance a social benefits approach. We will jointly design and implement local projects that support achievement of Minimum Income Standard.	We will deliver a single public service approach to developing a thriving economy and will change organisational processes and approaches to do this.

On completion of the Swansea Local Well-being Plan, we will review governance arrangements to ensure effective delivery and oversight, identifying lead partners to be accountable for delivery. We will work on similar issues across wider geographical areas, to ensure the best use of resources.

How we will maximise our contribution to well-being



By building strong communities we want to improve Swansea’s social, environmental, economic and cultural well-being. This objective will contribute to the well-being goals by focusing on building a more prosperous, equal, globally responsible, healthier, resilient and cohesive Swansea which celebrates our diverse and vibrant culture.

We will use the five ways of working to enable the steps to be achieved

Prevention: Work actively to celebrate difference and to ensure all residents feel they belong

Long term: Work to understand the impacts of future trends on communities to help us prepare for a future Swansea we are all proud of

Collaboration: Listen to and trust each other



Integration: Work to understand the impact we all have on each other

Involvement: Work together to ensure we build trust and maximise positive change in Swansea

Sharing for Swansea – Cross Cutting Action for Change

‘Sharing for Swansea’ is an approach which focuses on how Public Services Board Partners can work better together to achieve our objectives.

This means understanding how we can use our land, buildings, people skills, communications and knowledge more effectively together and making every contact count. This will enable us to best implement the Well-being of Future Generations (Wales) Act’s five ways of working.



Our Objective by 2040: To work towards integrated public services in Swansea by sharing resources, assets and expertise, in order to develop a common language and make every contact count to maximise the contributions to Swansea's well-being goals

<i>Steps to be taken</i>	<i>Short term (< 3 years)</i>	<i>Medium term (4 – 9 years)</i>	<i>Long term (10 - 25 years)</i>
<i>Understanding one another's priorities and context</i>	Complete programme of 'walking in our shoes' for all PSB core group partners Explore joint approaches to responsible procurement	Strong understanding of one another's business and seamless approach to service delivery, with increasing amounts of regional working	Organisations fully understand one another's business and are able to act collectively on a regular basis
<i>Physical estates (and/or assets)</i>	Take part in formal review of assets and/or services in pilot community hub areas and other initiatives.	Shared disposal of and investment in assets and consideration of impact of regional working realising maximum value of assets.	Shared use of physical assets as matter of course
<i>Coproduction and engagement</i>	Develop joint learning and standardise and improve existing processes	Single agreed process for coproduction and engagement	Citizens regularly engaging in policy and strategic discussions to influence delivery and enhance resilience
<i>Developing people and ways of working</i>	Coordinate a plan for areas of initial joint delivery Develop a simple common language.	Identify roles and teams to increasingly work on a joint cross-organisational or cross-disciplinary basis Single, multi-disciplinary teams for increasing elements of service delivery	Multi-disciplinary team are the Swansea way of working
<i>Developing Swansea as a Human Rights City</i>	Define what this means for Swansea and take initial action, building in existing partnership work around children's rights	Development of a maturity model and an annual self-assessment process to evidence progress and benefits	Local citizens recognise and value the Human Rights City approach and outcomes from its adoption are visible and recognised
<i>On completion of the Swansea Well-being Plan, we will review governance arrangements to ensure effective delivery and oversight, identifying lead partners to be accountable for delivery.</i>			

Appendix I - Making the Connections

Although each objective focuses on a specific priority as our diagrams show there are many areas of overlap. We believe it is critical that everyone contributes to all of the objectives not just the ones where our work makes the biggest impact. Even where the scope for action is relatively small, when we all address each objective collectively the impact can be game changing. The chart below maps the role of each objective in carrying out the steps.

Steps we will take	Early Years	Live Well, Age Well	Working with Nature	Stronger Communities
<i>To promote Swansea's First 1000 days Programme</i>	Lead	Support	Support	Support
<i>Parents are supported for birth and early childhood</i>	Lead	Support	Support	Support
<i>To more effectively integrate Early Years Services</i>	Lead	Consider	Consider	Consider
<i>To ensure that interventions are made earlier in life.</i>	Lead	Support	Consider	Support
<i>Innovative approaches to health and social care</i>	Lead	Lead	Support	Consider
<i>Making every contact count</i>	Lead	Lead	Consider	Support
<i>Local Area Co-ordination and social prescribing</i>	Lead	Lead	Consider	Support
<i>Innovative housing and technology</i>	Support	Lead	Consider	Support
<i>Green infrastructure</i>	Consider	Lead	Lead	Consider
<i>Ecosystem services</i>	Consider	Consider	Lead	Consider
<i>Climate change and carbon reduction</i>	Consider	Support	Lead	Support
<i>Improving knowledge and understanding</i>	Support	Consider	Lead	Support
<i>People feel safe and confident in their communities</i>	Support	Lead	Support	Lead
<i>Individuals and communities are connected and belong</i>	Support	Lead	Support	Lead
<i>A thriving economy - with the minimum income standard</i>	Support	Support	Support	Lead
<i>Physical estates</i>	Lead	Lead	Lead	Lead
<i>Coproduction and engagement</i>	Lead	Lead	Lead	Lead
<i>Staff training and development</i>	Lead	Lead	Lead	Lead
<i>Understanding one another's priorities and context</i>	Lead	Lead	Lead	Lead
<i>Developing Swansea as a Human Rights City</i>	Lead	Lead	Support	Lead

A detailed Action Plan will set out how we will implement the steps to achieve our objectives.

Appendix II Swansea Public Services Board

The Swansea Public Services Board is a partnership of organisations who work together to improve local services and includes:

Abertawe Bro Morgannwg University Health Board
 Gower College Swansea
 HM Prison and Probation Service
 Job Centre Plus
 Mid and West Wales Fire and Rescue Service
 Natural Resources Wales
 Public Health Wales
 Regional Business Forum
 Safer Swansea Partnership
 Chief Constable of South Wales Police

South Wales Police and Crime Commissioner
 Swansea Council
 Swansea Economic Regeneration Partnership
 Swansea Environmental Forum
 Swansea Council for Voluntary Service
 Swansea University
 Wales Community Rehabilitation Company
 Welsh Government
 University of Wales Trinity St David
 Community and Town Council representation

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Every local council area in Wales is legally required to have a Public Services Board. This requirement is set out in the Well-being of Future Generations (Wales) Act 2015.

The Act asks Public Service Boards and 44 Public Bodies to work together toward seven common well-being goals and five ways of working to make sure that when making decisions they take into account:

- the impact they could have on people living their lives in Wales in the future
- how to work better with people and communities and each other
- how to prevent problems and take a more joined-up approach locally and regionally.

The Local Well-being Plan is designed to be about the collective action of the PSB Partnership. The PSB and Scrutiny will ensure that steps are in place to monitor that the Plan is achieving its objectives for Swansea and Wales.

Appendix III: How the plan has developed

Our involvement process started by asking citizens, children, staff, managers, leaders, service users and experts to imagine the Swansea they wanted to see in 2040 and identified key future trends that would impact this future. This long term approach underpins the development of our Local Well-being Plan.

Population	Climate change	Economy & Infrastructure	Society & Culture	Health	Land Use & Natural Resources
<ul style="list-style-type: none"> • Aging population • Housing • Migration • Immigration • Older work force • Household make up • Student population • Increased child population 	<ul style="list-style-type: none"> • Weather patterns • Extreme weather events • Bio-diversity • Water quality and availability • Flooding • Air quality • Sea level rise • Geopolitical instability 	<ul style="list-style-type: none"> • Price rises • Skills gap • Austerity • Globalisation • De-industrialisation • Increased adoption of IT • Smart technologies • Transport • Supply chains 	<ul style="list-style-type: none"> • Poverty • Apathy • Lack of trust / empowerment • Erosion of community cohesion • BREXIT • Increased inequalities • Community safety • Welsh language 	<ul style="list-style-type: none"> • Heat related deaths • ACES • Demand • Life styles • E Health • Welsh Language • Mental health • Elderly care • Drug resistance • Social media 	<ul style="list-style-type: none"> • Energy • Food security • Farming and land use • Finite resources • Waste • Emissions / Pollutants • Ecosystem resilience • Soil quality • Bio-diversity

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Our approach to involvement and engagement was based on the National Principles for Public Engagement and was designed to begin with a blank sheet and engage, re-engage and then formally consult with our stakeholders filtering down the collective priorities for action into objectives. This meant ideas could be refined into objectives with everybody's buy in and voice being heard at every stage of the process.

Through its Assessment of Local Well-being the PSB has looked at what is working well to make Swansea a better place for people and where we can work together to make things better:

What is going well	What can be improved
Many people are working together to improve children's opportunity to have the best start in life.	We know that children's start in life is not all the same and that the lifestyle choices a parent makes can impact on this, but these can be hard to change. We need to work together to change this.
School attendance and results at Year 10 and Year 11 are good and improving, and the local Higher and Further Education sector is strong with lots of good quality places to learn.	Evidence shows that there are links between where people live and how well they do in education. Generally, lower attendance rates are seen in areas of higher deprivation, and how well people do in post-16 education can vary.
The number of people in employment has risen over the long term. The productivity gap has narrowed between Swansea and the UK. The City Deal and university expansion should generate economic activity and good jobs for people	Economic inactivity remains high. Swansea has a large public sector and therefore has fewer businesses than in similar-sized cities. More needs to be done to address barriers to employment and training.
Most people in Swansea have enough money to afford the essential things they need. Many people are working together to reduce how much people spend on essential items e.g. fuel, credit, that people who experience poverty often have to pay extra for.	There are large inequalities between our most and least deprived neighbourhoods in Swansea. For those in poverty well-being is low, with households – especially digitally excluded or without access to information – subject to the 'poverty premium'.
Through the World Health Organisation <i>Healthy Cities Programme</i> , lots of partnership work is taking place around health with a particular focus on ageing well, Early Years and children, healthy urban environments and substance misuse.	Health and well-being improvement relies on changing our behaviours. This requires all of us to work together using our social capital.
Some aspects of the urban and natural environment, community resilience and sustainability are positive and improving; there is a high regard for Swansea's cultural offer.	There is a continuing loss of biodiversity, natural green space, pockets of poor air and water quality, and significant deficiencies in housing and infrastructure – all of which have an impact on people's well-being.

To view the Assessment of Local Well-being, click here: www.swansea.gov.uk/psbassessment

As well as using information from the Assessment of Local Well-being, Swansea has taken the following things into consideration to make sure our Well-being Plan is the best it can be:

Future Trends Report 2017	Western Bay	What we have to do by law (statutory duties)	The rights of all people
<p>This is a report written by the Welsh Government</p> <p>It is a report that looks at trends in Wales and shows that:</p> <ul style="list-style-type: none"> Life expectancy is increasing so the population is ageing. Illnesses and conditions such as obesity, mental illness, dementia and diabetes are increasing. Advances in technology will change the way we grow and prosper in Wales. Political changes such as Brexit may affect what Wales looks like in the future. Climate change will affect Wales. We will see pressures in terms of land use, what resources are available and the variety of plant and animals we see. 	<p>Swansea PSB works closely with Western Bay health and social care programme.</p> <p>This regional partnership delivers across Neath Port Talbot, Bridgend and Swansea.</p> <p>The development of both the Population Assessment and draft Area Plan have been informed and been informed by the work of Swansea PSB.</p> <p>The Population Assessment can be found at found at www.westernbaypopulationassessment.org</p> <p>The Area Plan can be seen at www.westernbay.org.uk/areaplan</p>	<p>The Act gives PSBs the choice to bring together a range of plans that set out what we have to do in specific areas. These plans are:</p> <ul style="list-style-type: none"> The Crime and Disorder, Reduction of Offending and Substance Misuse Partnership Plan Children and Young People’s Partnership Plan The Western Bay Area Plan The Part 1 Scheme ‘Local Primary Mental Health Support Services’ jointly agreed by the LHB and 3 local authorities under section 2 of the Mental Health Measure 2010 measure. The Violence Against Women, Domestic Abuse and Sexual Violence Plan <p>The PSB agreed that to best work on these specific areas, there should be separate plans.</p> <p>The Well-being Plan will support and add value to them.</p>	<p>All people have rights. These rights are set out in the United Nations Declaration of Human Rights.</p> <p>We want to respect people’s rights and involve them in decisions that affect their lives and their well-being.</p> <p>The PSB has developed an Involvement Plan to ensure that people are involved in decisions that affect their well-being.</p> <p>Children have specific rights that are set out in the United Nations Convention on the Rights of the Child. In Wales, we have to show what we do to listen to children and young people. In Swansea, there is a clear and agreed commitment to supporting children to enjoy their rights.</p>

Glossary

biodiversity: The variety of plants and animals on earth. It includes all species of plants and animals and the natural systems that support them.

personal and community resilience: how well an individual or community can respond positively to, withstand and recover from a difficult or negative situation.

deprivation: the lack of access to opportunities and resources which we might expect in our society to meet basic needs.

deprived neighbourhoods: a geographic area where there is a concentration of people experiencing deprivation.

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digitally excluded: unequal access or skills to use information and communication technologies (ICTs).

ecologically rich: a geographical area that supports a wide range of plants and/or animals.

ecosystems Services: The benefits people get from ecosystems. These include food and water; regulating services such as flood and disease control; cultural services such as spiritual, recreational, and cultural benefits; and supporting natural processes that maintain the conditions for life on Earth.

environmental quality: the condition of the natural environment (land, air and water) and how it is affected by human activity i.e. pollution.

green infrastructure: good quality natural and manmade greenspace, including woodlands, wetlands, open and running water, river banks, parks and gardens, allotments, churchyards, recreational space, green roofs.

Healthy Cities: International learning network run by the World Health Organisation ‘requiring local political buy in to deliver change’ to improve health for all. Swansea is the only designated ‘Healthy City’ in Wales at present.

Intercultural Cities: The Council of Europe’s Intercultural Cities programme supports cities in reviewing their policies through an intercultural lens and developing strategies to help them manage diversity positively and realise the diversity advantage.

Making Every Contact Count: An approach where employees of public services use every opportunity to deliver brief advice to improve health and wellbeing.

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

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

Minimum Income Standard: This identifies what the public think is an acceptable minimum standard of living each year. It includes, but is more than just, food, clothes and shelter. It is about having what you need in order to have the opportunities and choices necessary to participate in society.

multi-disciplinary: a number of experts, or people from different professions, working together.

natural environment: the natural (not man-made) surroundings in which a plant or animal lives.

population: the people who live in the City and County of Swansea.

poverty premium: the additional amount which households on low incomes have to pay for the same essential goods and services; credit, fuel, food and transport. For example, fuel costs more per unit from a pre-payment meter

than with an online Direct Debit discount. Also more fuel is used in households with poor insulation and inefficient appliances. Food costs more from small, local shops than larger ones which you can't get to without a car.

objectives: or aims, are the goals the PSB are looking to achieve to improve people's well-being in Swansea.

social prescribing: enables doctors and nurses to refer patients with social, emotional or practical needs to a range of local, non-clinical services, often provided by the voluntary and community sector

urban environment: man-made areas i.e. towns, urban environments.

vulnerability: A person is vulnerable if, as a result of a situation or circumstances, they are unable to take care of or protect themselves from harm or exploitation.

References

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- First 1000 Days programme - <http://www.wales.nhs.uk/sitesplus/888/page/88523>
- Swansea Bay City Deal - www.swanseabaycitydeal.wales
- Swansea Economic Regeneration Strategy - www.swansea.gov.uk/swanseabaycityregioneconomicregenerationstrategy
- Swansea Economic Regeneration Partnership - www.swansea.gov.uk/swanseaeconomicregenerationpartnership
- Assessment of Local Well-being - www.swansea.gov.uk/psbassessment
- Population Assessment - www.westernbaypopulationassessment.org
- Local Area Plan - www.westernbay.org.uk/areaplan
- The Marmot Review - www.ucl.ac.uk/marmotreview
- Police and Crime Plan - <http://commissioner.south-wales.police.uk/en/us/police-crime-reduction-plan-2018-2021-and-executive-summary/>

Equality Impact Assessment (EIA) Report – 2017/8

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.

Please refer to the ‘EIA Report Form Guidance’ while completing this form. If you need further support please contact acesstoservices@swansea.gov.uk.

Where do you work?
Service Area: Service Area: Corporate Services – Strategic Delivery Unit
Directorate: Resources

(a) This EIA is being completed for a:

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>	Proposal <input type="checkbox"/>
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(b) Please name and describe here:

Public Service Board Local Well-being Plan

Swansea Public Service Board (PSB) is required by the Well-being of Future Generations Act (Wales) 2015 to: “*improve the economic, social, environmental and cultural well-being of its area by contributing to the achievement of the well-being goals*”. In contributing to the achievement of the goals the Public Service Board must assess the state of economic, social environmental and cultural well-being, and set local objectives designed to maximise contribution to achieving the goals.

Assessment of Local Well-being - The duty to assess the state of wellbeing is discharged via the Assessment of Local Well-being. The PSB published their first Assessment of Local Wellbeing in May 2017.

Local Well-being Plan - The duty to set local well-being objectives and steps to achieve the objectives is discharged through the production of a Local Well-being Plan, to improve the well-being all the individuals and communities in city and county of Swansea. The PSB needs to agree a set of well-being objectives, and the steps to implement them. Swansea PSB started developing the Plan and May 2017, using the evidence gathered from the Assessment and a number of stakeholder workshops a draft plan with 4 draft objectives was prepared. The draft went out to consultation between the 21st Nov 2017 and 13th Feb 2018. The final plan is due to be published on the 3rd May 2018, and a detailed Action Plan developed shortly after wards.

The action plan will also be subject to the EIA process, either as an extension to this report or in its own right.

(c) It was initially screened for relevance to Equality and Diversity on: 26/02/2018

(d) It was found to be relevant to...

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment	<input checked="" type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input checked="" type="checkbox"/>
Race (including refugees).....	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input checked="" type="checkbox"/>

Asylum seekers
Gypsies & Travellers.....
Religion or (non-)belief
Sex.....

Community cohesion
Marriage & civil partnership
Pregnancy and maternity

(e) Lead Officer

Name: Suzy Richards
Job title: Sustainable Policy Officer
Date: 20th March 2018

(f) Approved by Head of Service

Name Ben Smith
Date: 21 March 2018

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

The purpose of the Public Service Board (PSB) is to improve the economic, social, environmental, health and wellbeing and cultural well-being of the City and County of Swansea. This is done through the preparation and publication of Local Well-being Plan which sets local objectives and the steps it proposes to take to meet them to improve well-being.

The Local Well-being Plan is due to be published on the 3^h May 2018.

Who has responsibility?

Swansea PSB is a partnership of public service agencies who work together to improve local services. The four statutory members of the Board are Abertawe Bro Morgannwg University Health Board, Natural Resources Wales, the Fire and Rescue Service and the Council.

The Board also involves other organisations that have an interest in the wellbeing of the area for example the South Wales Police and Swansea Council for Voluntary Services (SCVS).

Who are the stakeholders?

Individual member of the public and Swansea Communities, staff, elected Members, PSB statutory and invited participants, Wales Audit Office, Office of the Future Generations Commissioner.

Section 2 - Information about Service Users (See guidance):

Please tick which areas you have information on, in terms of service users:

- | | | | |
|------------------------------------|-------------------------------------|--------------------------------------|-------------------------------------|
| Children/young people (0-18) | <input checked="" type="checkbox"/> | Sexual orientation | <input type="checkbox"/> |
| Older people (50+)..... | <input checked="" type="checkbox"/> | Gender reassignment | <input type="checkbox"/> |
| Any other age group | <input checked="" type="checkbox"/> | Welsh language | <input checked="" type="checkbox"/> |
| Disability | <input checked="" type="checkbox"/> | Poverty/social exclusion..... | <input checked="" type="checkbox"/> |
| Race (including refugees)..... | <input checked="" type="checkbox"/> | Carers (including young carers)..... | <input type="checkbox"/> |
| Asylum seekers | <input type="checkbox"/> | Community cohesion | <input checked="" type="checkbox"/> |
| Gypsies & Travellers..... | <input type="checkbox"/> | Marriage & civil partnership | <input type="checkbox"/> |
| Religion or (non-)belief | <input checked="" type="checkbox"/> | Pregnancy and maternity..... | <input type="checkbox"/> |
| Sex..... | <input type="checkbox"/> | | |

Please provide a snapshot of the information you hold in relation to the protected groups above:

The Objectives set in the plan and steps to meet them will have, to a greater or lesser extent, a direct or indirect impact on all citizens. All information regarding service users has been derived from the Swansea Profile (Dec 2017), Community Area Profiles, Assessment of Local Well-Being, stakeholder engagement, the collective knowledge and expertise of the PSB's statutory and invited participants.

Relevant information from Swansea Profile:

The latest official estimate of the City and County of Swansea's population (as at June 2016) is 244,500. Swansea has the second largest local authority population in Wales and accounts for almost 8% of its total population (3,113,200).

The proportion of Swansea's population of working age (i.e. all aged 16-64), at 63.5%, is higher than Wales (61.7%) and the UK (63.1%). However, Swansea has a lower proportion of children (aged 0-15), at 17.2%, than both Wales (17.9%) and the UK (18.9%).

The long-term published mid-year population estimates (ONS) suggest that Swansea's population has steadily grown between 2001 and 2016, reversing the recorded trend of the 1990s. In terms of the key 'life stage' groups, the broad trends are as follows:

- **All people:** an increase of 13,700 (+5.9%), from 230,800 (in 2006) to 244,500.
- **Children** (aged 0-15): small net change (+700 / 1.7%) to 42,000 (in 2016).
- **Working age** (16-64): an increase of 6,800 (+4.6%) to 155,300, below the equivalent overall rate of population increase in Swansea.
- **Older people** (aged 65 and over): an increase of 6,200 (+15.0%) to 47,200; indicative of an increasingly ageing population, in line with wider trends.

The Welsh Government's latest trend-based population projections suggest that Swansea's population will grow by 9.0% (21,600 people) between 2014 and 2039.

The projections suggest that the number of people of pension age (65 and over) will increase by 18,400 (+39.8%) to 64,700 over the 2014-2039 period – an average annual increase of 740 (+1.6%). The main reason for this is long-term improvements in mortality rates (reflected in people living longer) and the ageing on of some population cohorts. However, the projections suggest smaller rates of growth in the working age (16-64) population over the 25-year period, by 3,400 (+2.2%) overall, an average of 140 people or 0.1% per year. Projected change in the 0-15 age group, suggests a very small decrease of 100 (0.3%) over the full 25 years.

Household composition - In 2016, single-adult households (37,100 / 34.5% of total) and 2-person 0-children households (31,600 / 29.4%) were the most common household types in Swansea. Between 2006 and 2016, the number of single-person households increased by 5,500 (+17.4%), with other significant change occurring in 2-adult 0-child households (an increase of 2,200 or 7.4%) and 4+adult 0-children households (an increase of 700 or 19.3%); partly reflecting in part an increase in student households. By contrast, the number of 2-adult, 1 (or more) child households in Swansea has fallen by 300 (-1.4%) over the ten-year period.

Ethnicity - 2011 Census estimates (the most recent available) suggest that 14,326 people in Swansea were from a non-white ethnic group, 6.0% of the total population; higher than the equivalent figure for Wales (4.4%) and the third highest percentage of the 22 local authorities in Wales, although lower than the equivalent UK figures.

Amongst children, ONS estimates suggest that the numbers aged 5-15 from non-white ethnic groups increased from around 1,000 in 2001 to 4,500 in 2011 (Census). More

recent Schools' Census data suggests that the proportion of the school population who are not 'White-British' increased from 9.9% in 2011 to 14.6% in 2017.

Religion - The 2011 Census is also the latest definitive source of information on religion. Christianity remains the predominant religion in Swansea (55%); although 34% held no religious beliefs and 7% did not answer (the Census question on religion is voluntary). Of the groups listed, 5,415 people (2%) stated their religion as Muslim, making this the most common religion in Swansea after Christianity.

Welsh language - The proportion of people aged 3 and over able to speak Welsh in Swansea decreased from 13.4% (28,938) in 2001 to 11.4% in 2011 (26,332 people); a fall of 9.0% despite an overall increase in the population. Changes in Welsh language skills between Censuses vary by age. In Swansea, the proportion of children aged 3-4 who can speak Welsh increased from 10.5% in 2001 to 14.6% in 2011, with a slight increase also in the 5-15 age group, rising from 25.2% in 2001 to 26.0% in 2011.

Health - A very broad assessment of the health of Swansea residents is possible via analysis of a number of 2011 Census indicators (based on self-assessment). The general health question indicates general well-being and health-related quality of life. In 2011, 77.9% of Swansea residents assessed their health as good or very good, close to the Wales average (77.8%). However, 23.3% of Swansea residents had their day-to-day activities limited a lot or a little by a long-term health problem or disability, slightly higher than the Wales average (22.7%).

Deprivation - The latest information on relative deprivation for local areas in Swansea is available from the Welsh Index of Multiple Deprivation (WIMD) 2014. The Index brings together data for the 1,909 Lower Super Output Areas (LSOAs) in Wales on:

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

Swansea has an above average share of its LSOAs (18 out of 148, or 12%) featuring in the most deprived 10 per cent in Wales. Eight of Wales' 22 local authorities have a higher proportion of deprived LSOAs. In terms of the overall index the most deprived LSOAs in Swansea (i.e. those featuring in the most deprived 10% in Wales) are found in the following wards:

- Penderry (5 of the 7 LSOAs in the ward - 'Penderry 1' is ranked 21 of 1909 in Wales)
- Townhill (5 of 6 LSOAs)
- Morriston (3 of 11 LSOAs)
- Castle (2 of 10 LSOAs)
- Mynyddbach (1 of 6 LSOAs - Clase area)
- St. Thomas (1 of 4 LSOAs - east of ward)
- Bonymaen (1 of 4 LSOAs - east of ward).

Carers - The Western Bay Population Assessment identifies 30,349 Carers in Swansea. This includes children, young people and adults. However many Carers do not identify themselves as such. They are supported by Swansea Carers Centre and Young Carers by the YMCA.

Community Area Profiles - The Well-being of Future Generations (Wales) Act 2015 requires each Public Services Board in Wales to prepare an *assessment of local well-being*; an analysis of the economic, social, cultural and environmental well-being of its area. The assessment must also

set out and analyse 'community areas' within the area (the City and County of Swansea); which should be locality areas with a sense of identity but large enough to show differences between them. Six Community Areas in Swansea have been identified to analyse local area differences in well-being. The Community Area Profiles are based on initial statistical profiles of each area (including the characteristics of the population) were developed, in both summary (assessment Annex 2) and longer form.

The Assessment of Well-being

In addition the Assessment of Local Well-being expands on the themes above and provides detailed information on the diversity of our population. The evidence compiled in the assessment considered the assets and needs of protected groups. For each of the assessment's 19 primary drivers, the differences in aspects of well-being within Swansea were analysed and highlighted, including the effects on the population groups specified in the WFG Act.

Any actions required, e.g. to fill information gaps?

In the development and roll-out of the Plan and the production of future Local Well-being Assessments we need to widen our understanding of service users to include the breadth listed in Section 2. The consultation on the draft assessment in early 2017 identified a range of recommendations for further consideration by the PSB Research Group as part of the on-going development and review of the assessment. These are set out in Annex 6 ('Areas for development, 2017-18'), available at www.swansea.gov.uk/psbassessment

Section 3 - Impact on Protected Characteristics (See guidance):
Please consider the possible impact on the different protected characteristics.

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

Thinking about your answers above, please explain in detail why this is the case.

The purpose of the Local Well-Being Plan is to improve the economic, social, environmental, health and wellbeing and cultural well-being of *all* people living within the City and County of Swansea. Meeting the Equality duty has been discharged through the vision, aims, structure and content of this plan with reference to *explicitly* meeting the needs of some groups with protected characteristics. *Page 40* children and young people by identifying

specific challenges such as - children to have the best start in life - and *implicitly* meeting the needs of groups with protected characteristic by the identification of steps such as ensuring that 'the needs of vulnerable community members' are collectively understood. The 4 well-being objectives in the draft local well-being plan collectively support and are also supported by the Council's equality objectives. The Equality Objectives were cross-referenced against other evidence when determining our well-being objectives.

The objective – *Children to have the best start in life to be the best they can be* – is based on the PSB Assessment of Local Well-being which demonstrates that if children have the best start in life they are likely to be healthier, more likely to be better learners and less likely to experience deprivation as adults. Evidence shows that positive early year's experiences can lead to a greater likelihood of having a good job and a better standard of living, being more equipped to look after the environment and contribute to safe and prosperous communities.

In order to children to have the best start in life, the plan seeks to ensure that;

- Parents are well prepared for birth and early childhood
- All children develop to their full potential
- Children are safe from harm
- Support services are high quality and well integrated

This objective seeks to ensure that parents are well prepared for birth and early childhood by being supported to develop their skills, knowledge and confidence, supported to lead a healthy lifestyle and access the local and natural environment, access to good employment, live in good quality housing and enjoy healthy family relationships. This objective also seeks to ensure that all children develop to their full potential, by supporting children to develop good positive attachments with parents/carers, to identify and support additional needs at an early stage, to support children to have good levels of general health and well-being and to enable children to develop speech and language successfully.

The objective – *People live well and age well* – is based on the PSB Assessment of Local Well-being which demonstrates that in order for people to live and age well (i.e. are safe, healthy and independent) they need access to good quality jobs, have a sufficient and/or a minimum income, access to good quality housing and the ability to make decisions which enable them to reach their potential and flourish. In order to ensure that people are able to live well and age well, the plan seeks to ensure that;

- People have the best possible level of health and wellbeing
- People are as independent as possible and enjoy a good quality of life
- People are valued, listened to and are able to have a voice, choice and control
- People feel safe in their home and community

This objective seeks to ensure that people have the best possible level of health and well-being, by ensuring that key health and wellbeing messages are identified, targeted and promoted, that every citizen has access to health and wellbeing opportunities and environments that encourage health and wellbeing are created, sustained and protected. This objective also seeks to ensure that people are as independent as possible and enjoy a good quality of life by supporting people to access information, advice and assistance, ensuring Health and Social Care services work closely together, people are supported to learn, work and live well and to enable individuals and communities to be more connected to social networks.

The objective – *Working with nature* – is based on the PSB Assessment of Local Well-being which demonstrates that a thriving natural environment can provide many benefits to society, contributing to economic prosperity throughout the local area and having a positive effect on physical and mental health by providing a wide variety of opportunities for exercise, enjoyment and leisure, as well as meeting our basic needs of food, water and clean air. In order to ensure that people’s well-being is improved by working with nature, our plan seeks to ensure that;

- The natural environment is managed to support health and wellbeing
- Biodiversity is maintained and enhanced
- Our carbon footprint is reduced
- Knowledge and understanding of our natural environment is improved

The objective – *Building stronger communities* - is based on the PSB Assessment of Local Well-being which demonstrates that strong, resilient and inclusive communities i.e. places where people feel safe, diversity is valued and celebrated and where there is equal access to services and resources, has a significant impact upon health and well-being. In order to ensure that we can build stronger communities which are resilient and have a sense of pride and belonging, our plan seeks to ensure that;

- People feel and are safe and confident
- Households achieve at least the Minimum Income Standard
- Communities and individuals are connected

The Plan’s cross cutting action ‘*Sharing for Swansea*’ includes a step to develop Swansea as a Human Rights City.

Section 4 - Engagement:

Please consider all of your engagement activities here, e.g. participation, consultation, involvement, co-productive approaches, etc.

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

The Consultation on the draft Local Well-being Plan ran from the 21st Nov 2017 to the 13th Feb 2017.

The PSB applied to National Principals of Public Engagement in Wales to the development of the Plan. A wide range of stakeholders were consulted, including children and young people, older people, disabled people, equality forums and other vulnerable groups within Swansea communities.

Members of Swansea PSB agreed to consult on the Plan both within their own organisations and with their existing groups and forums. Tools for consultation included on-line questionnaires, focus groups, one-line participatory community action (Vocal Eyes), briefing sessions, policy sessions, posters and the use of social media to raise awareness about the Draft Local Well Being Plan and the consultation process.

In addition, Swansea Council facilitated a training session for partnership members and community group leaders to carry out their own consultation and supported partners to do this through the development of partnership resources for the consultation such as a generic presentation on the plan, examples of consultation methods, focus group questions and exercises, an 'easy read' version of the plan and a version for children and young people.

Statutory Members of the Partnership consulted in the following ways;

Mid and West Wales Fire Service:

- emailed Swansea Stakeholders asking if they could consider the Draft Well-being Plan and respond to the consultation. Stakeholders list included; Local Schools and Colleges, Police Stations, Local Businesses, AM's and MP's, Fire Authority Members, Town and Community Councils, Third Sector organisations, Equality and Diversity contacts, Fire Stations, Heads of Departments and Heads of Response, Trade Unions, Libraries, Health Boards and Hospitals, Communities First, Public Service Boards, Chaplains and Dignitaries. They have also asked their Third Sector Partner Officer, Volunteer Co-ordinator Officer and our Equality and Diversity Officer to email their contacts and stakeholders directly.
- placed the Draft Well-being Plan on their external website
- Social media - re-tweet and post information on the Service's Social Media pages, placed information on the @Connect and @Work (internal communications) websites. In addition.
- Internal consultation - via Heads of Response and Heads of Departments, Community Safety team promoted the consultation at community events, visits in the community and other engagement with members of the public.

ABMU:

- regional presentation to; Stakeholder Reference Group, Disability Reference Group, ABMU Youth Forum, ABMU Community Health Council, a Third Sector Network, a Partnership Forum, Swansea Carers Centre, the HHAUGAP Steering group and the 5 Cluster Networks.
- Draft Plan was shared electronically with all members of the groups and forums prior to the meeting and stakeholders were encouraged to use the PSB's on-line questionnaire

or email Swansea PSB directly if wanted to make any comments on Swansea's Draft Well-Being Plan.

Natural Resources Wales (NRW):

NRW commissioned Vocal Eyes (an online participatory forum) to engage stakeholders across Swansea in a conversation about the plan. The aim of this work was to enable a wide range of people to express their thoughts on the plan and also to collect their ideas about how wellbeing in Swansea could be enhanced.

The conversation involved both direct engagement with groups and individuals as well as the use of the VocalEyes digital platform and was used by both NRW's staff and external stakeholders.

Swansea Council:

The Council ran a wide variety of consultation events and activities to consult with both staff and the public. By using a varied range of consultation methods / medias the Council aimed to as wide and diverse a section of the population as possible. Engagement methods included:

- Face to face staff events
- Face to face public events
- Internet - internal (via Chief Executive's Blog and bulletins) and external website.
- Social Media - Twitter and Facebook
- Swansea Leader (Local Authority's newspaper)
- Information sessions for staff (main sites and some satellite sites) including 'speedy drop-in question and answer session' and more in-depth 'policy sessions' and presentations for senior management and departmental management teams and support to cascade to staff team
- Consultation sessions with Local Authority Ward Members
- Consultation session with Community and Town Councillors
- On-line survey
- Engaged children and young people in primary and secondary schools through established consultation mechanisms such as 'The Big Conversation' and 'Pupil Voice'.
- Forums / Stakeholder groups including: Ageing Well steering Group and network and through its equalities work and Swansea Lesbian, Gay, Bisexual and Transgender Forum.

Invited participants of Swansea Public Service's Board:

Swansea Council for Voluntary Service and South Wales Police have also made a significant contribution to the consultation process of the Draft Well-Being Plan, but

promoting and distributions the draft Plan and survey to their forums and members.

Swansea Council for Voluntary service have also played a key role in ensuring that the Plan is accessible, by producing the plan and consultation materials in different formats and/or providing advice.

The Partnership (through the Local Authority) discharged its statutory duties in relation to consulting with the stakeholders identified in the guidance. The Local Authority publicised the Draft Local Well Being Plan and consultation process with the following groups and individuals;

- The Future Generations Commissioner;
- The Children's Commissioner, the Welsh Language Commissioner, the Equalities Commissioner;
- the Board's invited participants (The City and County of Swansea, Abertawe Bro Morgannwg University Health Board , Mid and West Wales Fire and Rescue Service, Natural Resources Wales, Welsh Government, The Chief Constable of South Wales Police, The South Wales Police and Crime Commissioner, Probation Service Representative, Swansea Council of Voluntary Services, DVLA , Gower College, the University of Wales Trinity St David Swansea, Swansea University, Arts Council of Wales and Public Health Wales);
- the Regional Business Forum, Swansea Economic Regeneration Partnership, Swansea CYP Executive Board, Swansea Environmental Forum, the Healthy City/ Health Social Care and Well Being Partnership the Safer Swansea Partnership and Swansea Learning Partnership;
- the Local Authority's Overview and Scrutiny Committee;
- Swansea BIDs (City Centre), Swansea Bay Futures, South Wales Chamber of Commerce, Swansea Bay Business Club, Wales CBI, Federation of Small Businesses (Wales);
- Trade Unions: Unison, Unite and GMB;
- the general public,
- Voluntary and community groups and special interest/issue forums and networks (though members of the PSB partnership and their existing mechanisms for consulting with hard to reach groups).

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

Of the 1000's of comments collected around 500 key themes and actions were identified. These broadly confirmed that the Objectives were the right ones for Swansea.

The consultation also resulted in the development of a cross cutting theme 'Sharing for Swansea' which was developed in response to concerns over how we would deliver the objectives.

The consultation process also gave us a lot of specific evidence about actions and activities which will inform the development of the Action Plan.

How have you changed your initiative as a result?

The key themes and actions were reviewed and considered by the Planning and Research Groups and were categorised as:

1. Immediate action for the plan,
2. Escalation to the PSB for consideration for future Plans,
3. Inform the development of the Action Plan and
4. No action required – as either already in the Plan or outside the scope of the plan etc.

The consultation resulted in the development of a cross cutting theme ‘Sharing for Swansea’ which was developed in response to concerns over how we would deliver the objectives.

In addition, the consultation resulted in a lot of specific information and evidence about actions and activities which will inform the development of the Action Plan.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):

The Action Plan development will be actively informed by the consultation feedback specifically those comments relating to ideas for action.

Section 5 – Other impacts:

Please consider how the initiative might address the following issues - see the specific Section 5 Guidance

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

Please explain any possible impact on each of the above.

Swansea’s Local Well-Being Plan will have a positive impact upon fostering good relationships between different groups. For example, the objective – people live and well and age well – contains an explicit commitment to work towards ensuring people are as independent as possible and enjoy a good quality of life by ensuring that communities and individuals are supported to be more connected. In addition, the objective – stronger communities – also contains a specific commitment to develop action which strengthen connections between communities and individuals by working to reduce barriers to involvement in community life, giving people a voice over decisions which affect them, celebrating and building upon the success of community action and sharing / celebrating language, heritage and culture.

Swansea’s Local Well-Being Plan will seek to ensure that all people are treated fairly. The objective – Children having the Best Start in Life – expresses the PSB’s intention to ensure that all children develop to their full potential and that children with additional needs are identified and supported at the very earliest stage possible. In terms of – building Stronger Communities, the Local Well Being Plan outlines the intention to collectively understand the needs of vulnerable members of the community and to remove the barriers to the involvement in community life.

Swansea PSB will through its well-being objectives seeks to reduce or eradicate unfairness and discrimination. For example, the objective – building stronger communities – includes a commitment to supporting communities and individuals by promoting and building upon success in community actions and shared concerns and sharing language, culture and heritage between and within communities. In addition, in terms of building stronger communities – by enabling all people to feel safe and confident, our plan outlines a commitment to build trust between people and organisations.

Swansea’s Local Well Being Plan contains a commitment to reduce social exclusion and poverty by explicitly addressing the barriers created by poverty and social exclusion.

The objective – building stronger communities – aims to enable people to achieve at least the minimum household standards for the UK, for their particular household type, based on what members of the public think people need to achieve a socially acceptable living standard. This will be achieved by encouraging employers to pay the living wage, supporting the development of high quality and well paid jobs, supporting people to develop the skills and qualifications they require across their life time, providing access to good quality financial support and ensuring that the cost of goods and services are equalised so that people are not subject to the poverty premium where people on low incomes pay more for equivalent goods and services.

The Plan also recognises the fact that poverty is not just about income, that there are different aspects of poverty and outcomes like health, education employment skills and opportunity all contribute to achieving better life outcomes. The aims of the other 3 objectives all contribute to tackling poverty along-side those of the Stronger Communities objective.

Social exclusion is addressed in the objective - Stronger Communities – by recognising the need to address barriers to involvement in community life, to build trust between communities and organisations and to ensure communities and individuals are connected and their voices heard. The objective – people live well and age well also aims to ensure individuals and communities are supported to be more connected a human rights base approach is promoted.

What work have you already done to improve any of the above?

The PSB, and its forerunner the LSB, explored these issues in the Assessment of Local wellbeing and previously in the Single Integrated Plan and Needs Assessment processes via Outcome D – People Have a Good Standard of Living and Outcome E – People are healthy, Safe and independent. The Stronger Communities Objective builds on the work already done through these Outcomes and that of PSB Partner organisations.

Is the initiative likely to impact on Community Cohesion? Please provide details.

The Council is delivering the Community Cohesion National Delivery Plan. This Plan has a specific action to deliver against the Wellbeing of Future Generations Act which requires the Council to provide a 'critical friend' role to the PSB in delivering the Plan to support the goal of cohesive communities.

The Council is working in partnership with a number of equalities and inclusion organisations funded by the Welsh Government to support the delivery of the local cohesive communities priorities a part of the Community Cohesion National Delivery Plan and the Strategic Local Framework on Migrant Integration including actions on:

- human trafficking / antislavery,
- hate crime awareness,
- gypsies and travellers,
- asylum seekers and refugee training,
- far-right extremists awareness workshops and training.

The partnership delivering the Plan includes members of the PSB partnership.

The delivery of the plan is overseen by the Community Cohesion Leadership Group, which in turn links into the Safer Swansea Partnership who is a PSB partnership member.

In addition to the linking with the above, all of the objectives in the Local Well-being Plan contribute to building cohesive communities, in particular the Stronger Communities objective, which focusing on building connections between communities and individuals by collectively adopting the principles of an Intercultural City approach to promoting the diversity of cultures and languages within Swansea with an long term aim of having this approach fully embedded to enhance tolerance.

This objective seeks to ensure that people feel and are safe and confident by building trust between people and organisations, understanding rights and responsibilities, ensuring that advice and support is available and provided in a non-judgemental way, working to ensure that homes and neighbourhoods are healthy places to be, and the needs of vulnerable community members are collectively understood. This objective also seeks to support connections between individuals and communities, by reducing barriers to involvement in community life, enabling people and communities to have a voice in decisions that affect them and to celebrate, promote and build upon success in community action and shared concerns.

How does the initiative support Welsh speakers and encourage use of Welsh?

Evidence in the Assessment of Local Well-being demonstrates that the overall number of people who can speak Welsh is reducing, but the number of young people under 16 years who can speak Welsh is increasing.

The Stronger Communities objective, in addressing language, heritage and cultures reflects the well-being goal of 'a thriving welsh language' and the commitment to Cymraeg 2050: Welsh Language Strategy and the Welsh Language Measure.

The Step **Individuals and communities are connected and feel a sense of belonging** includes an action to *'further embed our Intercultural City approach to promote Welsh language whilst also recognising and celebrating the other cultures, languages and communities in Swansea'*.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

Continue to ensure the delivery of the plan aligns with the Welsh Language Measure.

Section 6 - United Nations Convention on the Rights of the Child (UNCRC):

Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests. Please read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)? If not, please briefly explain your answer here and proceed to Section 7.

Yes.

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

During the development of the Local Well Being Plan we ensured that the Plan took into consideration children's specific well-being needs.

The Local Well-being Plan makes commitment to realising peoples human rights, so for children this means treating them as equals within the population, making sure children have every opportunity to thrive and have good well-being, that the PSB are making decisions within children's best interests and that children, young people and their families are included in the development and delivery of the Plan.

We consulted with children through the 'Big Conversation' consultation event in February on the draft Plan, they felt that the plan is within their best interests.

Specific Actions in the Plan:

The Plan's Objective 1: '*Children have the best start in life to be the best they can be*', supports children's rights from conception, and Objective 2: '*Live well age well*' addresses people's rights through the life courses, the plan therefore supports a children rights to a human rights approach. The Plan's cross cutting action '*Sharing for Swansea*' includes a step to develop Swansea as a Human rights City , the short term action of which is about building across the Partnership on existing work around children's rights.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

Need to ensure that children's specific well-being needs continue to be considered in the development and production of Action Plans, and that children's rights are recognised and visible across the process.

Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

Monitoring arrangements:

The Local Well-being Plan and resulting Action Plans will be monitored by the multiagency PBS Board Core group.

An Annual Report will report on progress and impact on the diversity of our population. Regular monitoring takes place through the year view the PSB meetings.

PSB Scrutiny Panel will also challenge and assess progress to ensure the well-being of all groups is being addressed, including hard to reach, seldom heard from and people with protected characteristics.

External review from Welsh Government and the Commissioner for Future Generations as per the Act.

Actions: No

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern	<input checked="" type="checkbox"/>
Outcome 2: Adjust the initiative – low level of concern	<input type="checkbox"/>
Outcome 3: Justify the initiative – moderate level of concern	<input type="checkbox"/>
Outcome 4: Stop and refer the initiative – high level of concern.	<input type="checkbox"/>

For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 9 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this EIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council's website - this is a legal requirement.

EIA Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Continue to ensure the delivery of the plan aligns with the Welsh Language measure.	PSB Co-ordinator	On-going reviewed as part of the Annual Reporting process	Future Assessments of Local Well-being and the Local Well-being Plan will reflect progress in the promotion and adoption of the welsh language.	
Need to ensure that children's specific well-being needs continue to be considered in the development and production of Action Plans, and that children's rights are recognised and visible across the process.	Objective leads	Reviewed as part of the Annual Report of the Plan	The consideration of children's rights is visible in the Action Plans.	
In the development and roll-out of the Plan and the production of future Assessment of Local Well-being we need to widen our understanding of Service users to include the breadth listed in Section 2.	Research Group	As part of the annual review of the Assessment of Local Well-being	Annual Review of the Assessment and Annual Review of the Plan	

The Action Plan development will be actively informed by the consultation feedback specifically those comments relating to ideas for action.	Objective Leads	The Action Plan will be published within 6 months	The Action Plan will be influenced by contributions made via consultation feedback	
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*** Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).**

Agenda Item 12.



Report of the Cabinet Member for Service Transformation and Business Operations

Council – 26 April 2018

Membership of Committees

Purpose:	Council approves the nominations/amendments to the Council Bodies.
Policy Framework:	None.
Consultation:	Political Groups.
Recommendation:	It is recommended that: 1) The amendments to the Council Bodies listed in paragraph 2 be approved
Report Author:	Gareth Borsden
Legal Officer:	Tracey Meredith
Finance Officer:	Paul Cridland
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 The political groups have indicated that they have changes to the following Council Bodies:

Economy and Infrastructure Policy Development & Delivery Committee

Remove Councillor L S Gibbard
Add Councillor P B Smith

Poverty Reduction Policy Development & Delivery Committee

Remove Councillor P K Jones
Add Councillor G J Tanner

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

Agenda Item 13.



Report of the Chair of the Scrutiny Programme Committee

Council – 26 April 2018

Scrutiny Dispatches – Quarterly Impact Report

Purpose:	To present the quarterly report from the Scrutiny Programme Committee to Council on the impact of scrutiny.
Report Author:	Brij Madahar
Finance Officer:	Paul Cridland
Legal Officer:	Stephanie Williams
Access to Services Officer:	Catherine Window
For Discussion	

1.0 Introduction

- 1.1 The Scrutiny Programme Committee is responsible for the overall work programme, including the various informal scrutiny activities, and monitoring progress to ensure that the work is effective.
- 1.2 The Committee is also concerned about improving communication and public engagement, and getting more coverage in the media so that the public are more aware of the work of scrutiny.
- 1.3 In order to provide ‘headlines’ from scrutiny activity and give the work of scrutiny greater visibility, both for Council and public audience, a quarterly ‘Scrutiny Dispatches’ report is published.

2.0 Scrutiny Dispatches

- 2.1 ‘Scrutiny Dispatches’ is intended to demonstrate scrutiny achievements and outcomes. It is effectively a regular report about impact and how scrutiny is making a difference, rather than a descriptive account of scrutiny activities. The aim is to focus on and promote a small number of ‘significant stories’. A chair’s roundup is also featured to highlight other work.

2.2 The quarterly report is attached for Council discussion – see **Appendix 1**.

2.3 As well as being a report to Council the content will be shared more widely, with advice and support from the Council’s Communications Team and utilising social media. This should help raise awareness of the work and impact of scrutiny, and hopefully encourage more public engagement and participation in scrutiny. It is anticipated that some of the impact stories within Scrutiny Dispatches will generate press releases.

2.4 In order to ensure that people are informed more generally about the work of scrutiny a monthly newsletter is also being produced. This list is shared via an email subscription (www.swansea.gov.uk/scrutinyemail), and includes details of:

- Forthcoming panel and working group meetings
- Topics being looked at by scrutiny
- Progress with current activities

3.0 Equality & Engagement Implications

3.1 There are no specific equality and engagement implications raised by this report.

4.0 Financial Implications

4.1 There are no specific financial implications raised by this report.

5.0 Legal Implications

5.1 There are no specific legal implications raised by this report.

For Discussion

Background papers: None

Appendices:

Appendix 1 – Scrutiny Dispatches

Scrutiny Dispatches

City & County of Swansea – 2017/2018 (No. 2)

‘How scrutiny councillors are making a difference’

Developing regional scrutiny

(Lead: Councillor Mary Jones)

Scrutiny Councillors in Swansea have helped blaze a trail for regional scrutiny by working with Councillors from five other Councils. Together they are looking at the work of the regional school improvement alliance, known as ERW (Education Through Regional Working).

The purpose of the ERW Scrutiny Councillor Group, which was set up in September 2015, is to help ensure the best educational outcomes for children in the region by supporting effective scrutiny to:

- support consistent scrutiny across the six councils
- share scrutiny good practice
- encourage shared scrutiny approaches and avoid the duplication of scrutiny work
- provide critical and objective challenge to ERW on topics of interest as required
- contribute to the good and effective governance of ERW

At present this involves two meetings per year and each Council in turn hosts and chairs the meeting. The Group last met on 9 March 2018, hosted by Carmarthenshire Council and discussed the educational outcomes across the region, the effects of poverty in rural wales and progress with the recently established ERW Review and Reform Programme Board. They also met with the Welsh Government Cabinet Secretary for Education, Kirsty Williams, about the future of regional working.

After each meeting the Councillor Group writes a letter to the ERW Joint Committee feeding back their views and recommendations. The ERW Joint Committee is made up of the six local authority Leaders and advised by ERW Board of Directors, external school improvement experts, Headteacher representatives and the Managing Director.

For example the Group has raised concern, and called for action, on:

- the current capacity of Challenge Advisors across the region and consistency of support
- progress being made with the ERW Review and Reform Programme to ensure more effective working for pupils across the region

Swansea is represented by the Chair of the Scrutiny Programme Committee, Councillor Mary Jones, and Convener of the Schools Performance Panel, Councillor Mo Sykes. Councillor Jones said: ‘The fact that more and more services are being delivered on a regional basis presents a challenge for future scrutiny. There is a need for those involved in carrying out scrutiny to match the regional working to ensure the accountability and transparency of regional bodies. The experience of ERW scrutiny has been positive and could provide a model for developing scrutiny of other bodies, such as the Western Bay Health & Social Care Programme.’

Swansea’s Scrutiny Team is providing the support for the Scrutiny Councillor Group as the Council’s contribution to ERW. Regional work will become an increasingly important feature of scrutiny over the next few years so it is good that Swansea’s provision of support for scrutiny of ERW has worked well and been well received. The ERW Managing Director, Betsan O’Connor, has praised the work of the Scrutiny Councillor Group stating that: “It is coordinated well and the feedback is good”

The next meeting will take place in September 2018 and will be hosted by Neath Port Talbot.

Improving the welfare of tethered horses

(Lead: Councillor Jeff Jones)

There has been a significant progress and improvement in the welfare of tethered horses since scrutiny councillors shone a spotlight on this issue in 2016.

Having arranged a follow up meeting in January with the Cabinet Member for Environment Services, Council officers, and representatives from the RSPCA and FOSH (Friends of Swansea Horses) councillors have found that the outcomes have been positive and constructive:

- hotspot areas have been identified and action taken to inform the public that horses are not permitted, and these locations are now monitored on a monthly basis. This resulted in a reduction in the number of horses being tethered across these areas by 60% since May 2016.
- there has been work on education and building closer relationships with horse owners
- the ideas and suggestions from the original Working Group in 2016 have resulted in a framework for dealing with tethered horses in a partnership approach with the RSPCA and the Hillside Animal Sanctuary.
- the relationship between the Council, RSPCA and Hillside remains strong and effective and there are clear procedures for dealing with tethered horses in Swansea.
- the Council and partners have established a 'Swansea Equine Forum' to maintain communication and improvement.
- Friends of Swansea Horses (FOSH) have now disbanded as they feel their aims have been achieved, which is excellent news.

This has been recognised as an example of successful partnership working. The Working Group received positive feedback and thanks from the RSPCA and FOSH for their support and raising awareness of the issue through scrutiny. The Convener of the Working Group, Councillor Jeff Jones also highlighted that the improvements seen were a team effort which could not have been achieved without all agencies involved. He said 'We are pleased there has been great progress but we need to keep this momentum going and continue to improve the conditions at which horses are kept in Swansea'

Challenging our schools

(Lead: Councillor Mo Sykes)

Scrutiny councillors have been talking directly to schools to assess and monitor performance.

The Schools Scrutiny Performance Panel provides ongoing challenge to schools performance in order to ensure that pupils in Swansea are receiving a high quality education and that they are meeting objectives to improve schools standards and pupil attainment. As well as discussing a range of education improvement issues that affect all schools, the Panel identifies a small number of schools each year to engage directly with, based on relevant performance data. The Panel has recently focused on Morrision Primary School. The Panel met the Headteacher and Chair of Governors, and Challenge Advisor, to look at their current performance and prospects for improvements. The Panel praised the work going on at Morrision Primary and commitment to driving improvement at the school following an Estyn rating of 'adequate' last year. The Panel concluded that there was now a much improved picture at the school. Overall, councillors were pleased to see a strong leadership team at the school emerging along with a supportive and challenging governing body.

Looking at different ways in which scrutiny can engage with schools the Panel also met with pupils, headteachers, Chair of Governors and the challenge advisors for Parklands Primary and Olchfa Comprehensive Schools. The Panel found out about the collaboration work they are doing, as pioneer schools, in relation to the New Curriculum for Wales. They were able to ask pupils how they feel the new curriculum is improving their learning. Councillors were impressed with both schools' commitment and drive in improving the outcomes of their pupils. They recognised that both schools have embraced this opportunity to shape new practice.

Reviewing car park charges

(Lead: Councillor Will Thomas)

Scrutiny councillors have raised debate about the management of car parks and charges.

The Working Group discussed a range of issues relating to car parks and charging, including: the effect of winter charges; effect of charges on tourism and city centre footfall; and, quality of provision. As well as speaking to the relevant Cabinet Member and officers, the Panel was able to hear views from a number of members of the public about matters relating to foreshore car parks. The convener of the Working Group, Councillor Will Thomas, said: 'Following our scrutiny meeting in November we wrote a letter to the Cabinet Member for Environment Services and we are pleased that his response confirms action will be taken against each of the scrutiny recommendations, including looking at options as to how winter charges in foreshore car parks could be reviewed. One of the options is to look at increasing summer charges to compensate for a reduction in winter charges'

The Working Group had also raised concerns about the problems associated with car parking ticket machines across our managed car parks. The Cabinet Member has confirmed that officers have been working with neighbouring authorities, through the British Parking Association, to develop a joint procurement opportunity, which will provide a number of benefits including greater purchasing power, better technical support from the chosen manufacturer, and greater emphasis for any contractor to perform as failure will affect future contracts from this region. It is expected that combined procurement and bargaining power will bring about an improvement in the service.

Chair's Roundup:

This is my second quarterly roundup of the work of scrutiny for 2017/18, as Chair of the Scrutiny Programme Committee.

Progressing our priorities for 2017/18

We have made good progress over the year so far. The work programme is dominated by our six Performance Panels, which meet on an ongoing and regular basis. This has ensured a continued focus on monitoring performance of Adult Services, Child & Family Services, Schools, and the Public Services Board. The Service Improvement & Finance Panel keeps an eye on performance & spending across the Council. Our sixth and new Panel focussing on Development & Regeneration Panel is meeting quarterly. We have two in-depth inquiries in progress - our examination of Regional Working is almost complete and a final report will be published soon. Work on Swansea's Natural Environment has just started, and the Panel will be shortly agreeing the key question and focus for this inquiry which may take up to six months. We arrange Working Groups for a 'quick look' at issues and I am pleased that scrutiny has been able to look at the following issues so far: Emergency Planning & Resilience, Community Cohesion & Hate Crime, Car Park Charges, Tethered Horses, Roads & Footway Maintenance, Local Flood Risk Management, and Renewable Energy. All of this work leads to the views and recommendations for improvement, of scrutiny councillors, being sent to Cabinet Members. We also have arrangements in place to check on implementation of previous inquiry recommendations and assess the impact of our work. Because of good progress Councillors were able to conclude monitoring of the inquiries on School Governance and Building Sustainable Communities.

Questioning Cabinet Members

The committee continues to focus on holding cabinet members to account. Each monthly meeting features a Q & A session with a Cabinet Member to discuss their work. As I write we are due to meet with the Cabinet Member for Commercial Opportunities & Innovation in May. Acting as a 'critical friend' we question and challenge them on their priorities, actions, achievements and impact. We invite the public and all scrutiny councillors to contribute ideas to ensure the Committee asks the right questions. A summary of each session and views of the Committee are published in a letter to relevant Cabinet Members. We have recently put questions to the Cabinet

Members for Future Generations, Culture, Tourism & Major Projects, and Environment Services.

Challenging proposed decisions

One of the ways in which scrutiny hold the Cabinet to account is to carry out pre-decision scrutiny. This means questioning Cabinet Members on proposals, taking into account strategic impact, public interest and financial implications, and presenting views and any concerns to Cabinet ahead of decisions. Amongst these are Commissioning Reviews where Cabinet is taking significant decisions about the future of services, given financial pressures and importance of sustainability. In the last quarter scrutiny has looked at the Commissioning Reviews on Family Support (Child Disability) and Highways & Transportation, as well as Cabinet reports on the Council Budget, and the Transfer of Allotments to Management Associations.

Appointing Education Scrutiny Statutory Co-optees

We have a seat for parent governor representatives and church representatives on the Scrutiny Programme Committee who will be able to participate in scrutiny of education services. We have invited interest to fill vacant positions, and await the outcome. We look forward to their contribution to scrutiny.

Raising Awareness of Scrutiny

Whether members of staff have just started working for the Council or have many years of service there's a good chance that no one has ever explained what scrutiny is all about. We've recognised that we need to raise awareness amongst council staff. We have tried to bridge the gap by putting together a staff news story to explain the 'why', the 'how', and the 'what' of scrutiny and spread the message, and the feedback has been good. This could also be a good starting point for anyone, not just council officers, to learn about scrutiny.

Getting feedback

One of the hallmarks of an effective scrutiny function is one that reflects on and learns from experience. For this reason we have been busy over the last month carrying out our Annual Councillor Scrutiny Survey. We will be closely looking at the results to help guide future practice. Also, we are currently inviting feedback from senior members of staff, and will shortly be issuing a public survey. The surveys also help us to collect views about the focus of future scrutiny. Any topic suggestions received will be fed into the upcoming Scrutiny Work Planning Conference.

Awaiting the results of the audit of scrutiny

As well as survey findings we await with interest the view of the Wales Audit Office (WAO), who recently carried out a review of our scrutiny arrangements. Their review focussed on assessing how 'fit for the future' the Council's scrutiny function is, looking at the environment scrutiny is operating in, our practice, and its effectiveness. As well as desktop research, the WAO held a number of focus groups with Councillors, interviewed key officers, and observed meetings. We understand that WAO will issue a report but also are planning a shared learning seminar informed by findings not just here but across Wales.

Making the work of scrutiny more transparent and accessible

All scrutiny agenda packs are available on the Council's ['agenda and minutes' webpage](#). There you can also find all scrutiny letters sent to cabinet members following meetings and responses. All scrutiny meetings are open to the public and anyone living or working in Swansea can [suggest a topic for scrutiny](#). There are also opportunities to suggest questions, and submit views. If you would just like to keep an eye on what's going on we have webpages, a blog and a newsletter - you could even follow us on Twitter – links below.

Councillor Mary Jones

Connect with Scrutiny:

Gloucester Room, Guildhall, Swansea. SA1 4PE (Tel. 01792 637732)

Web: www.swansea.gov.uk/scrutiny

Email: scrutiny@swansea.gov.uk

Twitter: [@swanseascrutiny](https://twitter.com/swanseascrutiny)

Blog: www.swanseascrutiny.co.uk

Agenda Item 14.

Council – 26 April 2018

Councillors' Questions

Part A – Supplementaries

1	<p>Cllrs Chris Holley, Graham Thomas, Peter Black</p> <p>Now that we have been given more money for road repairs by the Welsh Government and through our own budgets could the Cabinet Member explain how the roads are going to be put into areas of priorities.</p> <p>Response of the Cabinet Member for Environment Services</p> <p>As detailed in the 2018/19 Capital Programme Cabinet Report the additional funding will be allocated using the principles agreed at the all Wales Asset Management Project. This will ensure spending is targeted based on a whole life cost approach which will minimise financial and service demands. A mixture of preventative treatments and resurfacing schemes will be undertaken. Preventative treatments are the most cost effective method for maintenance, however, these require the roads to be in reasonable condition, it is simply not the best method to treat those roads in the worst condition.</p> <p>Therefore, schemes will be selected based on a review of factors such as network importance, traffic sensitivity/use (i.e. hospital route etc.), structural condition, on-going reactive repair costs, bus route importance, accident statistics, claims and likely deterioration. A score for each assessed road will be calculated and the highest scoring schemes will be programmed. This prioritisation will be balanced by the need to give cost effective packages of work of similar types (for instance surface dressing requires a minimum quantity of work to be cost effective when considering site set up costs).</p> <p>Major schemes in this programme over £100k include Fabian Way which is underway, Peniel Green Road, Carmarthen Road at Dyfatty, Gower Road Killay, Killan Road Dunvant, Mount Pleasant and Ynysforgan Roundabout. The full programme will be posted on line once it is finalised.</p> <p>The funding will also be spent on a number of footway repairs (selected on condition/network importance) and a large number of small flooding/drainage schemes (the worst locations for blocked gullies) and will support the ongoing programme to replace safety barriers.</p>
2	<p>Cllrs Mike Day, Jeff Jones & Mary Jones</p> <p>What plans does the Council have to make use of a proposed waste incinerator facility planned by Biffa at their Clarion Close facility.</p> <p>Response of the Cabinet Member for Environment Services</p> <p>The Council will not be able to make use of the proposed waste incinerator facility planned by Biffa at their Clarion Close facility as their proposal is to only receive and treat their own waste.</p>

3

Cllrs Mike Day, Cheryl Philpott, Gareth Sullivan

Can the relevant Cabinet Member tell council the number of cases of fly-tipping there have been in each of the last 4 years, the number of successful and unsuccessful prosecutions there have been in each of those years, the costs involved in each of those years and the number of enforcement staff employed in each of those years. Can the cabinet member also say how the recent budget announcement will affect the effectiveness of enforcement of fly tipping breaches.

Response of the Cabinet Member for Environment Services

Over the last four years there have been 5 Enforcement Officers in place cover all environmental enforcement, including fly tipping. The costs for enforcing against fly tipping cannot be isolated as they are encompassed within the workload of the 5 Enforcement Officers covering all environmental enforcement, however the costs recovered for the prosecution below are listed. These costs also include for removal of fly tipped material.

There have not been any unsuccessful prosecutions, however in 17/18 there was one simple 'formal' caution at the request of the court as the individual was prepared to pay costs rather than be prosecuted.

14/15 – 2 prosecutions, costs awarded £810
15/16 – 4 prosecutions, costs awarded £3175
16/17 – 3 prosecutions, costs awarded £1093
17/18 – 8 prosecutions, costs awarded £4035

As can be seen, the number of prosecutions for 17/18 was at least double previous years.

The recent budget announcement should not have any adverse impact on the effectiveness of enforcing against fly tipping.

4

Cllrs Will Thomas, Lyndon Jones & Miles Langstone

With the Welsh Government proposing authorities to merge, allowing early adopters to merge in 2022 and others doing so by 2026, which option does the leader think is most likely for CCS.

Response of the Leader

A response to the current green paper consultation will be prepared in due course for members to debate.

The position of Swansea Council has previously supported the principle of a merger on the old West Glamorgan boundary, however this is dependent on key questions being answered satisfactorily. Our view remains that with any change local government must ensure financial and structural sustainability for the future and deliver improved service delivery.

In order to make an informed choice Welsh Government must also answer key questions. These include the costs of reform, and who will be expected to

	<p>pick up the bill. I have publicly stated that the costs of council tax harmonisation must not fall on the people of Swansea. Just because Council tax is some £228 cheaper (band D) in Swansea than in NPT doesn't mean the people of Swansea should automatically be asked to pay more.</p> <p>The impact of austerity on all Councils has been severe and we must tackle this in the most appropriate way, which could include increased collaboration or potentially merger. Big boundaries do not necessarily mean better services and Welsh Government must be clear and define the expected benefits of any changes to the current structure of local government in Wales.</p> <p>We are in discussion with Neath & Port Talbot Council to understand their views on this subject, but they will require the same answers and assurances.</p> <p>As I said I expect us to debate this matter fully in due course so we can hopefully agree a council response to the green paper.</p>
5	<p>Cllrs Wendy Fitzgerald, Lynda James, Peter Black</p> <p>Councillors were told in January that, due to unexpected sickness in the Traffic Group and the need to finalise grant funded schemes, delays in the progressing of schemes funded from councillors' community budgets were inevitable.</p> <p>The indication at the time was that normal services would be restored by mid-February. However, this seems not to be the case. Could the Cabinet Member therefore inform councillors when this crisis will be over and suggest how such significant delays can be avoided in the future.</p> <p>Response of the Cabinet Member Environment Services</p> <p>The required resources have been put in place to deliver Community Budgets. A nominated officer within Corporate Property coordinates all applications for Community Budget schemes and monitors allocation and spend of budgets. To ensure efficient operation, and in line with the adopted policy, all applications to spend Community budgets should be registered with the nominated officer rather than members contacting technical officers. Members will be apprised of progress of schemes and likely completion dates.</p> <p>Underspends in Welsh Government projects resulted in Swansea Council being offered additional grant funding across a number of various services, grant funding that has been gradually declining over recent years. The decision was made in early January to accept the offer of additional grant funding to deliver schemes that had been unsuccessful in attracting Welsh Government funding the previous April.</p> <p>The one major issue was that the funding had to be spent by the end of the current financial year. This required a huge effort from officers, to design, consult and deliver schemes, within an extremely challenging timeframe. Whilst it has been possible to accommodate peaks in workload through temporary employment of agency staff or use of consultants, the subsequent loss of a key member of staff through sickness presented a significant</p>

	<p>challenge. The knowledge and experience of this member of staff could not be immediately replaced by external resources and given the tight timescales, the decision was made to prioritise the delivery of grant funded schemes, to maximize the benefit to local community, that such funding would bring.</p> <p>Members were advised of this issue and I can advise that officers have already returned to progressing the community budget schemes.</p>
6	<p>Cllrs Wendy Fitzgerald, Gareth Sullivan, Kevin Griffiths</p> <p>Tircoed Village is situated in the Llangyfelach ward and is within the boundaries of Pontlliw Community Council. However, Pontlliw Primary School is not the catchment school for Tircoed. If schools are considered to be at the heart of a community, why is Pontlliw Primary not the catchment school for Tircoed Village?</p> <p>Response of the Cabinet Member for Children, Education and Lifelong Learning</p> <p>When a new school is built an assessment is undertaken to determine the catchment area for the school. For the majority of Swansea schools the catchment area has been determined many years ago. Prior to 1997 there was an understanding that parents could be awarded a place for their child at the local catchment school.</p> <p>The statutory School Admission Code Issued by Welsh Government States*: 'there is nothing unlawful in the principle of admission authorities operating catchment areas as part of their over-subscription criteria and thereby giving priority to local children whose parents have expressed a preference for a school. However, admission authorities should not guarantee places to parents in a local catchment area, in case the number of in-catchment applications in any one year cannot be accommodated'.</p> <p>In order to address the balance for popular schools, when some new housing developments were in the planning stage the catchment area for some housing developments was determined to redress the balance and ensure resources were utilised effectively. Hence some Swansea school catchment areas are not entirely in keeping with the local housing areas that have developed.</p> <p>Admission Numbers for all schools are determined through applying a Welsh Government (WG) formula. The Admission Number for Pontlliw Primary School is 26 and the Admission Number for Penllergaer which is a larger school is 45. Thus Penllergaer Primary School can admit up to 45 pupils in each year group whereas Pontlliw Primary School can only admit up to 26 pupils in each year group.</p> <p>Pupils are awarded places at Swansea primary schools on the basis that they should not be required to travel more than 2 miles from their home address to their local school. Where a pupil lives more than 2 miles from their catchment primary school they are provided with free transport. This applies to Welsh medium schools and faith schools only in the Swansea Council area.</p>

All local authorities as the Admission Authority are required to draw up over-subscription criteria that comply with WG requirements. Swansea over-subscription criteria complies fully with WG requirements and uses catchment areas as the first criteria to determine admissions to all Swansea schools. However, as per the above nobody can be guaranteed a place at any school even if it is their local catchment school. In addition, local authorities as the Admission Authority are required to admit all pupils up to the school Admission Number and must refuse places if the number of applications is greater than the Admission Number. Places are allocated and refused on the basis of the published over-subscription criteria. The link to Swansea over-subscription criteria is as follows:

<https://www.swansea.gov.uk/article/2580/Admission-arrangements-to-primary-schools>

* <http://gov.wales/docs/dcells/publications/130715-admin-codes-en.pdf>

7 Cllrs Irene Mann & Peter May

On answering our written question to Council of 6th March, the cabinet member made the following statement about the issue of resident parking permits. He said: "The council no longer issues temporary permits"

This is untrue. On the section of the council website where permits can be applied for, there is a special section designed for tenants of HMOs. They are firstly asked: "Does your V5 log book show the Swansea address where you live?".

If they answer "No" they are then asked: "If your V5 log book shows a different address, do you intend to change the address on your V5 log book and driving licence with the DVLA to the address you have declared as your residence on this form?"

If they answer yes to this question then the following statement appears;

"If your log book does not show your current Swansea address then we will not be able to give you a full resident's parking permit at this time.

One, temporary 2 month permit will be issued in order to give you time to update the log book with the DVLA.

Only one temporary permit can be issued for a maximum period of 2 months.

Once your log book has been updated, you will need to re-apply for a full permit to be issued covering the rest of the 12 month period and supply all the required evidence."

This special facility is still available on the council website for HMO tenants at the time of writing this question today, the 28th March.

a. Can the cabinet member now confirm that the statement that: "The council no longer issues temporary permits", is in fact an incorrect statement?

b. Can the cabinet member now fully re-submit his answer to our question of the 6th March as his statement adversely affected the rest of the original answer he gave?

c. Could the cabinet member also clarify whether or not the current system is discriminating in favour of HMO tenants who cannot obtain a council tax reference by enabling them and not others to receive a temporary permit through guided steps on the council's website?

The continued issue of temporary permits is oversubscribing permit bays in the Uplands ward. We have documented instances where residents of over thirty years cannot renew their permits and have as a result been force out of the bay. When they apply the computer says that the maximum allocation for the bay has been met We have taken screenshots and showed these.

d. Can the cabinet member explain when he is in fact going to actually remove the temporary permit as he thought that was the case already?

Response of the Cabinet Member for Environment Services

The suggestion that tenants living in HMOs are given favourable treatment when applying for parking permits is simply not the case.

Clearly residents living in HMOs may not have in their possession the documentation that other residents may have - such as a council tax bill. Therefore they need to provide other documentation, such as a driving licence or a utility bill.

Everyone applying for a parking permit (and not just residents in HMOs) is given a two month fixed period to provide these details. If they are not provided in that time then the permit is revoked.

In terms of the online process and how the form is set out – we have consulted with our web team to update it and make the process clearer.

We are also in discussions with our IT partners in relation to limits on the number of permits issued per bay and share concerns of instances where residents have been unable to renew a permit. This matter will be looked at immediately.

8 Cllrs Irene Mann & Peter May

Last June, when many tenants vacated their HMOs they simply deposited all items that were not going with them on the street. This was simply left for the council to clear up. The situation was so bad, that the BBC highlighted it in their television news programme.

In July Uplands councillors highlighted condition 31 of Swansea Council's HMO licence conditions in the form of a council question to the cabinet member.

Here is a reminder of the condition.

"31. Any waste left by occupiers leaving the property shall be removed by the licence holder as soon as possible and prior to new occupiers occupying the property."

The reality was that the licence holders did not remove the waste, the council did at the expense of the council tax payer. The response to our question was that no licence holders had been recharged for removing the waste as the Housing Act didn't allow them to.

When asked about how much the clearing up of the licence holders' mess had cost the tax payer, the cabinet member surprisingly claimed there was no cost to the tax payer directly attributable to the licence holders and could not provide a figure either.

a. Were any licence holders prosecuted for breaching condition 31.

This June, it is likely that there will again be around 4000 tenants simultaneously vacating their HMOs and placing their unwanted items on the streets of the Uplands ward on a grand scale.

b. What is the council going to do differently to prevent HMO landlords breaching condition 31 this June, or will the council tax payer once again be unfairly paying for the collection and disposal of their rubbish without any consequence for the licence holder.

Response of the Cabinet Members for Housing, Energy and Building Services and Environment Services

- a. No licence holders have been prosecuted for breaching condition 31.
- b. As with all residential properties, the occupier is responsible for placing refuse and recycling on the highway for collection. This applies equally to tenants of any rented property, including licensed HMOs, when the tenant finishes their occupancy. There is no legal requirement on the landlord of the property to remove any refuse or recycling that has been placed on the highway for collection in the proper way.

Licence condition 31 relates to waste left by occupiers within the property itself at the end of a tenancy and prior to new occupiers moving in.

This is still considered as household waste and a landlord could subsequently remove it by using the Council's kerbside collection. There is no legal requirement that can be placed on landlords to either use a private licensed waste removal service or to take household waste to a Council recycling site, although they clearly remain options.

Each year, our Housing and Public Health and Waste teams co-ordinate an end of academic year programme to inform tenants and landlords of the correct arrangements and to collect the increased amount of waste that will inevitably be placed out for collection. This also includes liaison with the universities and students unions. This will take place again ready for the end of this academic year and options for enforcement will be considered and utilised where appropriate.

Part B – No Supplementaries

9

Cllr Peter Black, Mary Jones, Chris Holley

Please list the funding allocation to each Swansea school for 2017-18 and 2018-19.

Response of the Cabinet Member for Children, Education and Lifelong Learning

As requested, the funding allocation for each Swansea school for 2017-2018 and 2018-2019 is provided in the attached spreadsheet. The Pupil Deprivation Grant (PDG) allocations are different for primary and special schools only as Welsh Government have based the allocations on January 2016 PLASC data again this year, but have changed the formula used to calculate the early years allocation. Therefore primary and special schools have received a different allocation while secondary schools have received exactly the same.

The Regional Consortium Education Improvement Grant (EIG) estimates are to be confirmed along with the total funding allocation for 2018/2019.

10

Cllr Peter Black, Mary Jones, Chris Holley

How many single homeless, homeless couples and homeless individuals with children were placed in B&Bs as temporary accommodation in each year from 2015-16 to 2017-18.

Response of the Cabinet Member for Housing, Energy & Building Services

The following table shows the breakdown of those placed in B&B for 2015/16, 2016/17 and as at the end of the 3rd quarter 2017/18:

	Single Households	Couples	Families with dependent children	Other households*	Total
2015/16	214	10	9	2	235
2016/17	156	9	8	0	173
2017/18 (April – December)	114	2	2	2	120

*other households includes brothers, sisters, household plus carer, household plus adult daughter.

Overall use of temporary accommodation has reduced between 2015/16 and 2017/18. There has been a steady reduction in the use of B&B accommodation since 2014/15, especially since the introduction of the Housing (Wales) Act 2014, along with Welsh Government funding to help councils provide alternative approaches to prevention. This indicates that the

	<p>early prevention work that is being carried out is directly reducing the number of households requiring temporary accommodation at a later stage.</p> <p>The average number of days homeless families spend in bed and breakfast accommodation is one of the Council's corporate performance indicators with a target of 6 days maximum, and overall the Council performs well in this area and regularly meets this target as B&B remains the option of last resort and families are moved on to more suitable accommodation as soon as possible.</p>
11	<p>Cllrs Chris Holley, Mary Jones, Susan Jones</p> <p>What is the current length of lease that the contractors have in the Brangwyn Hall.</p> <p>Response of the Cabinet Member for Cabinet Member for Culture, Tourism and Major Projects</p> <p>The catering contract for the Brangwyn Hall is due for renewal on 1st June 2019. The current contract was awarded on a 3 year term plus an optional 2 year extension.</p>
12	<p>Cllrs Chris Holley, Mary Jones, Peter Black</p> <p>How many employees has the Council lost since 2013 and will the Cabinet Member give the reasons.</p> <p>Response of the Cabinet Member for Service Transformation & Business Operations</p> <p>6,613 staff have left the Council since 2013 for a wide variety of reasons, the three main reasons are:</p> <ul style="list-style-type: none"> ▪ Career move or retirement resignations ▪ Voluntary redundancy ▪ Contracts coming to an end

Funding Summary for 2017/18 and 2018/19

School	Final Credit/Debit Budget Share 2017/18	EIG Grant Allocation 2017/18	PDG Grant Allocation 2017/18	Total Funding 2017/18	Budget Share 2018/19	EIG Grant Allocation 2018/19	PDG Grant Allocation 2018/19	Total Funding 2018/19
Primary Total	£70,354,274	£7,935,007	£4,407,150	£82,696,431	£71,478,716	TBC	£4,511,850	TBC
Birchgrove Primary	£1,266,984	£159,683	£104,950	£1,531,617	£1,258,117		£99,350	
Bishopston Primary	£1,035,671	£97,864	£17,900	£1,151,435	£1,030,336		£0	
Blaenymaes Primary	£901,884	£106,271	£123,800	£1,131,955	£931,721		£127,700	
Brynhyfryd Primary	£1,436,402	£167,114	£120,050	£1,723,566	£1,382,005		£111,550	
Brynmill Primary	£981,682	£121,043	£30,050	£1,132,775	£940,699		£34,150	
Burlais Primary	£1,966,738	£204,993	£193,850	£2,365,581	£1,886,031		£195,950	
Cadle Primary	£1,246,303	£139,363	£124,200	£1,509,866	£1,287,308		£141,900	
Casllwchwr Primary	£677,163	£82,056	£23,050	£782,269	£695,543		£26,750	
Christchurch Primary	£498,564	£54,663	£21,400	£574,627	£521,541		£26,100	
Cila Primary	£550,312	£57,433	£19,150	£626,895	£498,616		£19,150	
Clase Primary	£1,423,226	£107,419	£145,400	£1,676,045	£1,469,919		£155,300	
Clwyd Community Primary	£1,456,664	£102,683	£159,250	£1,718,597	£1,520,183		£157,450	
Clydach Primary	£761,659	£82,457	£60,250	£904,366	£800,527		£57,150	
Craigcefnparc Primary	£294,989	£18,218	£14,450	£327,657	£256,470		£13,350	
Craigfelen Primary	£657,974	£70,397	£70,450	£798,821	£637,303		£77,250	
Crwys Primary	£600,439	£47,442	£10,950	£658,831	£582,999		£11,050	
Cwm Glas Primary	£983,111	£93,031	£83,250	£1,159,392	£1,012,256		£89,950	
Cwmrhydyceirw Primary	£1,394,951	£197,461	£88,450	£1,680,862	£1,379,523		£96,650	
Danygraig Primary	£1,012,070	£86,008	£91,000	£1,189,078	£1,025,387		£90,400	
Dunvant Primary	£991,668	£131,599	£30,150	£1,153,417	£1,167,524		£28,350	
Gendros Primary	£930,705	£118,924	£75,800	£1,125,429	£936,528		£77,700	
Glais Primary	£417,249	£44,350	£5,800	£467,399	£436,759		£5,300	
Glyncollen Primary	£722,445	£82,480	£18,450	£823,375	£748,982		£24,250	
Gors Community Primary	£1,022,079	£126,783	£98,050	£1,246,912	£968,709		£108,550	
Gorseinon Primary	£1,016,289	£104,477	£99,650	£1,220,416	£949,316		£98,450	
Goverton Primary	£1,179,588	£144,008	£60,600	£1,384,196	£1,128,630		£67,800	
Grange Primary	£753,924	£66,708	£32,850	£853,482	£748,267		£32,450	
Gwrosydd Primary	£1,589,980	£154,453	£172,300	£1,916,733	£1,617,814		£175,400	
Hafod Primary	£833,256	£90,201	£68,150	£991,607	£878,560		£71,450	
Hendrefoilan Primary	£656,537	£79,743	£4,600	£740,880	£640,167		£5,300	
Knelston Primary	£435,432	£43,289	£0	£478,721	£451,275		£0	
Llangyfelach Primary	£670,443	£86,424	£20,350	£777,217	£717,866		£20,550	
Llanrhidian Primary	£501,976	£57,110	£5,800	£564,886	£524,560		£5,300	
Mayals Primary	£730,851	£88,690	£31,250	£850,791	£749,598		£32,050	
Morrison Primary	£994,136	£77,131	£66,600	£1,137,867	£979,826		£79,700	
Newton Primary	£659,306	£71,396	£5,800	£736,502	£649,724		£5,300	
Oystermouth Primary	£691,778	£83,384	£8,100	£783,262	£724,169		£8,300	
Parkland Primary	£1,450,055	£181,773	£40,500	£1,672,328	£1,487,420		£45,700	
Pen-y-Fro Primary	£622,937	£66,460	£10,400	£699,797	£655,597		£29,100	
Penclawdd Primary	£559,339	£60,220	£21,900	£641,459	£568,076		£23,700	
Pengelli Primary	£385,483	£36,766	£28,400	£450,649	£402,817		£38,950	
Penllergaer Primary	£1,251,719	£143,907	£36,950	£1,432,576	£1,282,835		£11,050	
Pennard Primary	£627,347	£64,224	£10,350	£701,921	£626,096		£58,350	
Pentrechwyth Primary	£584,346	£56,430	£55,550	£696,326	£576,713		£91,700	
Pentre'r Graig Primary	£923,309	£93,161	£96,100	£1,112,570	£942,880		£13,400	
Penyrheol Primary	£840,998	£87,103	£56,450	£984,551	£867,389		£59,650	
Plasmarl Primary	£631,477	£62,795	£68,900	£763,172	£645,358		£71,500	
Pontarddulais Primary	£1,264,480	£161,832	£110,750	£1,537,062	£1,257,126		£99,750	
Pontlliw Primary	£726,292	£73,491	£19,600	£819,383	£734,660		£19,100	
Pontybrenin Primary	£1,012,062	£126,388	£26,550	£1,165,000	£986,879		£25,550	
Portmead Primary	£748,064	£75,571	£88,100	£911,735	£953,569		£93,700	
Seaview Community Primary	£798,955	£86,222	£100,350	£985,527	£859,169		£103,150	
Sketty Primary	£1,232,671	£165,320	£31,250	£1,429,241	£1,253,231		£30,650	
St. David's RC Primary	£623,932	£67,639	£10,450	£702,021	£607,026		£32,050	
St. Helen's Primary	£726,637	£93,048	£31,850	£851,535	£743,751		£65,700	
St. Illtyd's RC Primary	£673,748	£81,930	£62,400	£818,078	£691,814		£76,950	
St. Joseph's Cathedral Primary (Green)	£1,385,241	£172,922	£78,650	£1,636,813	£1,370,226		£5,300	
St. Joseph's RC Primary (Clydach)	£656,144	£81,746	£4,600	£742,490	£651,812		£90,150	
St. Thomas' Primary	£1,242,782	£152,702	£87,950	£1,483,434	£1,239,744		£9,450	
Talcopa Primary	£655,808	£71,848	£24,150	£751,806	£693,861		£28,350	
Terrace Road Primary	£970,673	£120,347	£105,400	£1,196,420	£1,036,922		£109,800	
Townhill Primary	£1,746,417	£194,034	£221,050	£2,161,501	£1,761,062		£210,050	
Trallwn Primary	£1,098,072	£99,751	£127,750	£1,325,573	£1,178,935		£130,450	
Tre Uchaf Primary	£952,612	£70,462	£40,000	£1,063,074	£940,667		£45,500	

School	Final Credit/Debit Budget Share 2017/18	EIG Grant Allocation 2017/18	PDG Grant Allocation 2017/18	Total Funding 2017/18	Budget Share 2018/19	EIG Grant Allocation 2018/19	PDG Grant Allocation 2018/19	Total Funding 2018/19
Waun Wen Primary	£698,356	£77,698	£98,550	£874,604	£741,834		£100,350	
Waunarwydd Primary	£808,265	£92,193	£39,400	£939,858	£799,184		£33,600	
Whitestone Primary	£756,620	£49,166	£32,400	£838,186	£778,564		£33,200	
Ynystawe Primary	£654,151	£85,823	£14,550	£754,524	£661,749		£11,050	
YGG Bryniago	£715,448	£89,630	£11,550	£816,628	£748,730		£31,400	
YGG Bryn-y-Mor	£782,065	£106,730	£28,400	£917,195	£802,594		£36,000	
YG y Cwm	£489,480	£72,848	£22,250	£584,578	£520,293		£7,600	
YGG Felindre	£254,025	£13,792	£4,600	£272,417	£190,982		£40,850	
YGG Gellionnen	£780,520	£100,138	£31,800	£912,458	£788,086		£96,400	
YGG Llwynderw	£943,295	£119,057	£6,900	£1,069,252	£968,773		£23,550	
YGG Lon-las	£1,343,902	£171,686	£41,050	£1,556,638	£1,335,718		£10,350	
YGG Pontybrenin	£1,311,428	£217,283	£35,850	£1,564,561	£1,472,565		£41,950	
YGG Tan-y-lan	£538,230	£74,197	£26,250	£638,677	£566,519		£19,650	
YGG Tirdeunaw	£1,213,494	£169,429	£92,000	£1,474,923	£1,237,499		£25,200	
YGG Y Llog Fach	£728,967	£100,497	£19,100	£848,564	£715,233		£4,600	

School	Final Credit/Debit Budget Share	EIG Grant Allocation 2017/18	PDG Grant Allocation 2017/18	Total Funding 2017/18	Budget Share 2018/19	EIG Grant Allocation 2018/19	PDG Grant Allocation 2018/19	Total Funding 2018/19
Secondary Total	£62,981,145	£830,968	£2,441,450	£66,253,563	£64,205,077	TBC	£2,441,450	TBC
Birchgrove Comprehensive	£2,870,697	£29,310	£157,550	£3,057,557	£3,036,196		£157,550	
Bishop Gore School	£5,626,370	£74,066	£310,500	£6,010,936	£5,807,817		£310,500	
Bishop Vaughan Catholic Comprehens	£5,945,569	£82,369	£254,150	£6,282,088	£5,601,230		£254,150	
Bishopston Comprehensive	£4,772,748	£63,404	£87,400	£4,923,552	£4,970,629		£87,400	
Cefn Hengoed Community School	£3,707,042	£41,479	£284,050	£4,032,571	£3,887,056		£284,050	
Dylan Thomas School	£3,204,666	£31,819	£267,950	£3,504,435	£3,235,158		£267,950	
Gowerton School	£4,961,309	£61,394	£120,750	£5,143,453	£5,224,756		£120,750	
Morrison Comprehensive	£4,630,261	£55,030	£186,300	£4,871,591	£4,684,877		£186,300	
Olchfa School	£7,052,617	£96,730	£93,150	£7,242,497	£7,084,494		£93,150	
Pentrehafod Comprehensive	£4,641,663	£57,061	£295,550	£4,994,274	£4,824,375		£295,550	
Penyrheol Comprehensive	£4,149,534	£52,002	£170,200	£4,371,736	£4,221,406		£170,200	
Pontarddulais Comprehensive	£3,652,820	£45,905	£110,400	£3,809,125	£3,656,272		£110,400	
Ysgol Gyfun Bryn Tawe	£3,772,013	£68,495	£64,400	£3,904,908	£3,821,974		£64,400	
Ysgol Gyfun Gwyr	£3,993,836	£71,905	£39,100	£4,104,841	£4,148,837		£39,100	

School	Final Credit/Debit Budget Share 2017/18	EIG Grant Allocation 2017/18	PDG Grant Allocation 2017/18	Total Funding 2017/18	Budget Share 2018/19	EIG Grant Allocation 2018/19	PDG Grant Allocation 2018/19	Total Funding 2018/19
Special Total	£3,626,105	£14,728	£51,300		£4,317,213	TBC	£50,400	TBC
Ysgol Pen-y-bryn	£2,227,649	£9,939	£39,750		£2,610,803		£38,650	
Ysgol Crug Glas	£1,398,456	£4,789	£11,550		£1,706,410		£11,750	