



Dinas a Sir Abertawe

Hysbysiad o Gyfarfod

Fe'ch gwahoddir i gyfarfod

Y Cabinet

Lleoliad: O bell drwy Microsoft Teams

Dyddiad: Dydd Iau, 17 Medi 2020

Amser: 10.30 am

Cadeirydd: Cyngorydd Rob Stewart

Aelodaeth:

Cyngorwyr: R Francis-Davies, D H Hopkins, A S Lewis, C E Lloyd, S Pritchard, A Pugh, J A Raynor, A H Stevens a/ac M Thomas

Hefyd gwahoddwyd: E J King

Geylio ar-lein: <https://bit.ly/2Q4OijM>

Gweddarlledu: Gellir ffilmio'r cyfarfod hwn i'w ddarlledu'n fyw neu'n ddiweddarach drwy wefan y cyngor. Drwy gymryd rhan, rydych yn cytuno i gael eich ffilmio ac i'r delweddau a'r recordiadau sain hynny gael eu defnyddio at ddibenion gweddarlledu a/neu hyfforddiant o bosib.

Mae croeso i chi siarad Cymraeg yn y cyfarfod.

Dywedwch wrthym erbyn canol dydd, ddeuddydd cyn y cyfarfod.

Agenda

Rhif y Dudalen.

1. Ymddiheuriadau am absenoldeb.

2. Datgeliadau o fuddiannau personol a rhagfarnol.

www.abertawe.gov.uk/DatgeluCysylltiadau

3. Cofnodion.

Cymeradwyo a llofnodi, fel cofnod cywir, gofnodion y cyfarfod blaenorol.

1 - 4

4. Cyhoeddiadau Arweinydd y Cyngor.

5. Cwestiynau gan y cyhoedd.

Rhaid cyflwyno cwestiynau'n ysgrifenedig, cyn hanner dydd ar y diwrnod gwaith cyn y cyfarfod fan bellaf. Rhaid i gwestiynau ymwneud ag eitemau ar yr agenda. Ymdrinnir â chwestiynau o fewn cyfnod 10 munud.

6. **Hawl i holi cynghorwyr.**
Rhaid cyflwyno cwestiynau'n ysgrifenedig, cyn hanner dydd ar y diwrnod gwaith cyn y cyfarfod fan bellaf. Rhaid i gwestiynau ymwneud ag eitemau ar yr agenda.
7. **Goblygiadau a pharatoadau ar gyfer y cwricwlwm newydd yn ysgolion Abertawe** 5 - 20
8. **Monitro Adroddiad Perfformiad Blynyddol 2019/20.** 21 - 115
9. **Adolygiad Cydraddoldeb Blynyddol 2019/20.** 116 - 199
10. **Tirweddau Cynaliadwy, Lleoedd Cynaliadwy 2020-2021.** 200 - 203
11. **Cronfa Gyfalaf Economi Gylchol Llywodraeth Cymru ar gyfer y flwyddyn 2020-21 - Cynnig ar gyfer Cefnogaeth Cyfalaf i sefydlu Canolfan Ailddefnyddio ac Ailgylchu Pren.** 204 - 223
12. **Cyllideb Gymunedol Cynghorwyr - Chwarae.** 224 - 227
13. **FPR7 - Cyfle i Ddatblygu Fferm Ffotofoltäig Solar.** 228 - 238
14. **Gwahardd y cyhoedd: -** 239 - 242
15. **FPR7 - Cyfle i Ddatblygu Fferm Ffotofoltäig Solar.** 243 - 257

Cyfarfod Nesaf: Dydd Iau, 15 Hydref 2020 ar 10.30 am

Huw Evans

Huw Evans
Pennaeth Gwasanaethau Democraidd
Dydd Mawrth, 8 Medi 2020

Cyswllt: Gwasanaethau Democraidd - Ffon: (01792) 636923

Agenda Item 3.



City and County of Swansea

Minutes of the **Cabinet**

Remotely via Microsoft Teams

Thursday, 30 July 2020 at 9.00 am

Present: Councillor R C Stewart (Chair) Presided

Councillor(s)
R Francis-Davies
A S Lewis
A H Stevens

Councillor(s)
D H Hopkins
C E Lloyd
M Thomas

Councillor(s)
E J King
J A Raynor

Officer(s)

Jeffrey Dong
Huw Evans
Tracey Meredith
Phil Roberts

Deputy Chief Finance Officer / Deputy Section 151 Officer.
Head of Democratic Services
Chief Legal Officer / Monitoring Officer
Chief Executive

Also present

Councillor(s): S Pritchard

Apologies for Absence

Councillor(s): A Pugh

225. Disclosures of Personal and Prejudicial Interests.

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

- 1) Councillors D H Hopkins, C E Lloyd & J A Raynor declared a Personal & Prejudicial Interest in Minute 230 "Local Authority Governor Appointments" and withdrew from the meeting prior to its consideration.

226. Minutes.

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

- 1) Cabinet held on 16 July 2020.

227. Announcements of the Leader of the Council.

The Leader of Council congratulated the Deputy Chief Executive and his wife for the recent birth of their son, Dewi.

228. Public Question Time.

Three questions were submitted in relation to Minute 231 “Financial Procedure Rule 7 – Active Travel Fund Capital Grant 2020/21”.

The Environment Enhancement & Infrastructure Management Cabinet Member responded to each question.

229. Councillors' Question Time.

No questions were asked.

230. Local Authority Governor Appointments.

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

Resolved that:

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

1)	Casllwchwr Primary School	Jeff Bowen
2)	Casllwchwr Primary School	Cllr Christine Richards
3)	Cwm Glas Primary School	Cllr Paul Lloyd
4)	Danygraig Primary School	Cllr Clive Lloyd
5)	Hafod Primary School	Cllr Beverley Hopkins
6)	Hafod Primary School	Hayley Purcell
7)	Knelston Primary School	Cllr Richard Lewis
8)	Penllergaer Primary School	Cllr Wendy Fitzgerald
9)	Plasmarl Primary School	Cllr Beverley Hopkins
10)	Plasmarl Primary School	Colin Goulding
11)	St Helens Primary School	Perry Morgan
12)	Terrace Road Primary School	Jo Walter
13)	Waun Wen Primary School	Jennifer Berndt
14)	Wanarwydd Primary School	Adrian Rees
15)	Ynystawe Primary School	Nigel Thomas
16)	YGG Lôn Las	Patricia Evans
17)	YGG Pontybrenin	Cllr Robert Smith
18)	Bishop Gore Comprehensive School	Margaret George
19)	Cefn Hengoed Community School	Cllr Mandy Evans
20)	Gowerton Comprehensive School	Cllr Susan Jones
21)	Pentrehafod Comprehensive School	Cllr Graham Thomas
22)	Pentrehafod Comprehensive School	Cllr Michael White
23)	Penyrheol Comprehensive School	Jeff Bowen
24)	Pontarddulais Comprehensive School	Jane Harris
25)	Pontarddulais Comprehensive School	Cllr Wendy Fitzgerald

26)	Olchfa Comprehensive School	Cllr Jeff Jones
27)	Olchfa Comprehensive School	Cllr Jennifer Raynor
28)	YG Gŵyr	Cllr Robert Smith

231. Financial Procedure Rule 7 – Active Travel Fund Capital Grant 2020/21.

The Cabinet Member for Environment Enhancement & Infrastructure Management submitted a report which confirmed the outcome of the bid for Active Travel Fund (ATF) monies and sought approval for expenditure on the associated projects in 2020/21. The report also sought to comply with Financial Procedure Rule 7 “Capital Programming and Appraisals” to commit and authorise scheme in the Capital Programme.

Resolved that:

- 1) The ATF Schemes, together with their financial implications be approved.

232. Exclusion of the Public.

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

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

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

(Closed Session)

233. Installation of Solar Photovoltaic (PV) on Council Assets.

The Cabinet Member for Homes, Energy & Service Transformation submitted a report which sought to confirm approval of EGNi Solar Photovoltaic Business Model which will provide financial savings for individual schools. The scheme will also help to deliver carbon reduction savings for the authority which will underpin corporate energy objectives in line with the recent Climate Emergency commitment.

Resolved that the recommendations as detailed in the report be approved.

The meeting ended at 9.47 am

Chair

Minutes of the Cabinet (30.07.2020)
Cont'd

Call In Procedure – Relevant Dates	
Minutes Published:	30 July 2020
Call In Period Expires (3 Clear Working Days after Publication):	23.59 on 4 August 2020
Decision Comes into force:	5 August 2020

Agenda Item 7.



Report of the Education and Skills Policy Development Committee

Cabinet – 17 September 2020

Implications and Preparation for the New Curriculum in Swansea Schools

Purpose:	To consider implications and preparation undertaken for the introduction of the new curriculum in Wales.
Policy Framework:	Welsh Government Curriculum and Assessment Reform Education in Wales: Our National Mission 2017-2021 Regional Strategy ERW 2019-2022
Consultation:	Access to Services, Finance and Legal.
Recommendation(s):	<p>It is recommended that Cabinet approve the following recommendations:</p> <ol style="list-style-type: none">1. Swansea identifies and continually reviews its school support needs as the new curriculum evolves. It will deliver information, assistance and influence via various methods, including regional partnerships, where appropriate.2. A Swansea-wide Professional Learning Community (PLC) is further developed to share effective practice, ideas and learning. The PLC will continue to harness opportunities to work with external partners, as appropriate, including both Universities.3. Swansea schools and officers maintain mechanisms to systematically share good practice on-line by sustaining and building on existing platforms.4. Meaningful pupil progress and achievement indicators are developed locally and in collaboration with Welsh Government.5. Robust systems of moderation, based on the cluster model, to ensure consistency of assessment practice across Swansea to support rigorous and reliable teacher assessment are sustained.6. School leadership capacity, at all levels, to deliver curriculum reform is supported, including partnership with the National Academy, where appropriate.7. Ensure the workforce skills needed to deliver the new curriculum by maintaining systems to identify and meet continual professional development needs for all school practitioners.

8. Ensure skills learning for current and future occupations, including digital learning, is embedded into the curriculum in all Swansea schools in collaboration with Swansea's Skills Partnership / Partneriaeth Sgiliau Abertawe (PSA).
9. Swansea's curriculum implementation guidance moves into planning phases 3 and 4 following the successful milestones reached in phases 1 and 2 (Appendix A).

Report Author: Helen Morgan-Rees

Finance Officer: Chris Davies

Legal Officer: Stephanie Williams

Access to Services Officer: Rhian Millar

1. Introduction

- 1.1 Curriculum reform is a significant part of the Welsh Government's strategy to improve education in Wales. The overall strategy is articulated in the Welsh Government's action plan for 2017-2021, *Education in Wales: Our national mission*¹
- 1.2 The curriculum reform journey began back in March 2014 when the Minister for Education at that time, Huw Lewis, invited Professor Graham Donaldson, one of the architects of Scotland's Curriculum for Excellence, to review the Welsh National Curriculum. Prior to this work, the last significant change to the curriculum took place in 2008, when all the subject orders were revised. After poor PISA outcomes in 2009, the Literacy and Numeracy Framework (LNF) was added, along with national literacy and numeracy tests. In 2014, the English, Welsh and mathematics orders were amended to align more closely with the LNF. In the following years, changes to common GCSE qualifications were made.
- 1.3 In February 2015, after less than a year, which included the *Great Debate*², Donaldson published the findings and recommendations of his review in the report: *Successful Futures, Independent Review of Curriculum and Assessment Arrangements in Wales*³.
- 1.4 The report was wide-ranging in scope covering curriculum, teaching, assessment, and system evaluation. It contained 68 recommendations in total. The four purposes provided the overarching design of the curriculum, which were, and remain:
 - ambitious, capable learners, ready to learn throughout their lives
 - healthy, confident individuals ready to lead fulfilling lives as valued members of society
 - ethical, informed citizens ready to be citizens of Wales and the world

- enterprising, creative contributors ready to play a full part in life and work

In addition to the four purposes, six areas of learning and experience would replace subject disciplines. Literacy, numeracy and digital skills would be cross-cutting themes. The report also outlined twelve pedagogical principles. Notably, Donaldson's principle of subsidiarity would mean teachers and schools would have the freedom and responsibility to design their own local curricula.

- 1.5 Although the *Great Debate* only lasted 10 weeks, and commentators expressed concerns over the haste at which it had taken place, the Successful Futures report and its recommendations were broadly welcomed by stakeholders. There was a sense of excitement at the prospect of curriculum reform as noted by Dr Phillip Dixon, director of the Association of Teachers and Lecturers Cymru, at that time⁴.
- 1.6 In July 2015, Huw Lewis and the Welsh Government formally accepted Donaldson's proposals in full and began planning for the implementation in their education strategy, *A Curriculum for Wales, A Curriculum for Life*⁵, which was published in October 2015. Later that year, in May 2016, Huw Lewis stood down as an Assembly Member and was replaced by Kirsty Williams as Minister for Education.
- 1.7 In December 2016, Wales' PISA outcomes were disappointing. After a rapid review⁶ undertaken by the Organisation for Economic Cooperation and Development (OECD) during the following year, Kirsty Williams and the Welsh Government, supported by OECD's report, maintained the ambitious curriculum reform programme. Furthermore, the Welsh Government adopted OECD's *Schools as Learning Organisations*⁷ model that is based on seven action-oriented dimensions, which the OECD believes help schools to transform into learning organisations.
- 1.8 As part of the curriculum reform preparation, Welsh Government's Children and Young People's Committee heard concerns⁸ from pioneer schools stating they had not received clear guidance on what they needed to do, and further concerns⁹ from the Welsh Local Government Association (WLGA), the Association of Directors of Education in Wales (ADEW) and the teaching unions on the vague nature of the initial curriculum reform work. Additionally, commentators pointed to issues in Scotland, where the Curriculum for Excellence, which is based on four capacities that are virtually identical to the four purposes outlined in Successful Futures, has encountered challenges. A recent review by the Scottish Parliament Education Committee published a damning report¹⁰ on the narrowing of subjects being taken by pupils in secondary schools. As a result of the review, and wider concerns in general, the OECD has been asked to conduct a review¹¹ of the Curriculum for Excellence during 2020-2021; this is the second review in six years on the difficulties of implementing the Curriculum for Excellence.

- 1.9 In spring 2019, the Welsh Government consulted on its White Paper; *Our National Mission: A Transformational Curriculum*¹². The consultation received 1780 responses, in total. To the first question, “*Do you agree with our approach to legislating for the new curriculum structure*”, over sixty-four per cent responded “*No*”. The feedback highlighted that while there was broadly consistent support for the underpinning principles, notwithstanding the response to the first question, respondents had significant concerns over a lack of detail and clarity on the proposed content, and impact on teachers’ workload in designing, resourcing and implementing the new curriculum.
- 1.10 In March 2019, the Welsh Government published a draft version of the Curriculum for Wales, which had been co-constructed by working groups of experts and teachers from pioneer schools. Alongside the contributions received through workshops and focus groups, the Welsh Government received 1,680 contributions online and via email for feedback¹³ on the draft curriculum. Most respondents said the guidance needed to be improved to help “*understand and implement the curriculum in practice*”.
- 1.11 In response to the weight of the feedback on the draft curriculum, the Welsh Government instigated a Response to Feedback Phase¹⁴, which included selecting Quality Improvement and Innovation schools from the existing pioneer-school network. These schools, along with experts from Glasgow University, University of Wales Trinity St David, the Welsh Government and regional consortia leads, were tasked with refining the draft curriculum documentation by responding to the key questions raised in the feedback, such as manageability, accessibility, learner progression and the curriculum framework to support teachers’ planning.
- 1.12 At the end of January 2020, the Welsh Government published the final version of the Curriculum for Wales¹⁵ along with a summary of the proposed legislation that is intended to lay the foundations for the start of the new curriculum in September 2022.
- 1.13 The Welsh Parliament’s Children, Young People and Education Committee has announced a consultation on the Welsh Government’s Curriculum and Assessment Bill¹⁶. The consultation will consider:
- the general principles of the Curriculum and Assessment (Wales) Bill and whether there is a need for legislation to deliver the Bill’s stated policy objectives
 - any potential barriers to the implementation of the provision and whether the Bill takes account of them
 - any potential implications of implementing the Bill’s provisions while relevant sectors deal with the consequences of the COVID-19 pandemic
 - whether there are any unintended consequences arising from the Bill
 - the financial implications of the Bill (as set out in Part 2 of the Explanatory Memorandum)

- the appropriateness of the powers in the Bill for Welsh Ministers to make subordinate legislation (as set out in Part 1: Chapter 5 of the Explanatory Memorandum)

2. Evidence considered by the committee

- 2.1 For the academic year 2019-2020, the Education and Skills Policy Development Committee focussed its attention on curriculum reform. As outlined above, curriculum reform in Wales will be ten years in the making. Currently, schools are expected to adhere to the current statutory national curriculum as well as make preparation for the implementation of the new curriculum from September 2022. It is timely that the committee considers policy to inform, assist and influence schools in preparing for considerable national policy change.
- 2.2 Over the programme of work, the committee has listened to and discussed challenges, issues and opportunities with four secondary schools and four primary schools, including curriculum pioneer schools. Officers presented on and informed the discussion on the implications and preparation undertaken for the new curriculum. Officers, including ERW chief officers, ERW's curriculum reform and innovation officer, primary/ secondary officers, digital and skills officers provided a breadth of information about support available to help schools with curriculum change.
- 2.3 Over the sessions, committee members heard wide-ranging views about the successes and challenges that curriculum reform presents to schools and their staff. A few schools outlined that as they are now three years into the pioneer school project, and having visited other pioneer schools they and their staff feel confident going forward that the new curriculum will benefit young people in the long term. More than one school referred to the serious issue of teacher recruitment facing schools, particularly Welsh medium schools, especially in subjects like science and information technology. Links and relationship with the cluster schools were highlighted as vitally important to schools' success in planning the new curriculum together. A few schools indicated a more cautious approach to change, while staying in line with the current statutory national curriculum. Schools indicated they are working well with ERW to upskill the staff in readiness for the new curriculum. A 'leader of learning' was also appointed who also works across the cluster schools, and this has proved beneficial. Pioneer primary schools demonstrated a strong enthusiasm for the curriculum work they had undertaken and shared with other schools within their cluster and beyond. A few schools mentioned the effect of working as a pioneer school in improving the quality of a range of aspects in their schools including assessment of pupil progress, staff development, Welsh language development and pupil focussed planning. Impact on pupil engagement, enthusiasm and attitudes to learning was evident in pioneer schools.

- 2.4 The Head of Curriculum Reform and Innovation in ERW stated that in her view the progress being made in preparedness for the new curriculum in Swansea was very well aligned with the views of Welsh Government and schools are already discussing the matters and sharing good practice and ideas during the lead in period to the new curriculum. She also indicated that the new curriculum should allow schools to move away from the inflexibility of the current prescribed curriculum and allow them to focus on the pedagogical principles and develop and build/expand on the areas that they are doing well. The committee heard that ERW Schools as Learning Organisation and Curriculum for Wales events during the summer and autumn term 2019 were organised so that information could be disseminated and ERW can ensure that schools keep abreast with the rapidly changing landscape of education in Wales. A few schools also outlined the excellent support received from the local authority and outlined a trial of a more thematic based cross subject learning initiative which aims to assist and encourage improvement. In addition to local curriculum plan, ERW's curriculum team has developed complementary curriculum-planning guidance, *Transform Your Curriculum*¹⁸, to support schools.
- 2.5 A few schools have amended both the management and departmental structures at the school to build on the knowledge and experience of the staff and aim to maintain subject integrity going forward, which is key for pupils wishing to study A levels and progress to University. A new timetable and provision for humanities has also been trailed in one school this year and this has worked well. Schools referred to the anticipated and understandable anxiety of some teachers towards the new curriculum. Nearly all schools spoke about the importance of literacy across the new curriculum areas. Nearly all schools made reference to the investment in time required to train staff for curriculum changes.
- 2.6 Swansea's Curriculum, Teaching and Assessment Group (including members from both primary and secondary schools and officers within the Education Directorate) has been pivotal in preparing for the new curriculum by:
- reviewing the work of pioneer and non-pioneer schools
 - promoting research-based approaches through school networks; the work of key organisations and people have been shared, such as Educational Endowment Fund (EEF), Sutton Trust, Deans for Impact and Evidence Based Education
 - arranging for keynote speakers for schools and forging links with the National Academy for Education Leadership (NAEL)
 - developing a local authority curriculum implementation plan to support a consistent approach to schools in planning a phased approach to curriculum reform:
 - Phase 1 – Evaluate the current curriculum
 - Phase 2 – Planning and designing new curriculum
 - Phase 3 – Trialling and refining
 - Phase 4 – Implementing, monitoring and reviewing
 - ensuring curriculum planning promotes:

- the principles of schools as learning organisations (SLOs)
- the four purposes of the new curriculum and the “what matters” statements within the new draft curriculum
- strong evidence-based approaches on how pupils learn using the findings from cognitive science to help shape curriculum design and evidenced-based pedagogy
- development and support for a well-informed school workforce
- promoting cultural capital through a connected curriculum in years 5/6 and years 7/8, and between secondary schools and post-16:
 - A connected curriculum promotes a degree of coherence between schools, for example, by building on previous knowledge and skills, and identifying aspects of cultural capital, while maintaining school-level flexibility
 - Cultural capital can be thought of as an entitlement to knowledge, skills and experiences that pupils, particularly those from disadvantaged backgrounds, might not otherwise acquire
 - The committee also heard that given the wide-ranging interpretation of the new curriculum framework, the Education Directorate has taken a strong research-informed, or evidenced-based, approach to supporting schools with curriculum reform. This approach complements the SLO model as well as the new teaching and leadership professional standards. These both expect teachers to take responsibility for their professional learning by keeping abreast of research findings to inform their practice. Following on from *The Science of Learning* cross-phase Headteachers meeting in February, Swansea Council was asked to provide feedback on Evidenced Based Education’s draft update to Sutton Trust’s, *What Makes Great Teaching, The Great Teaching Toolkit: Evidence Review*¹⁷. The evidence review was published in June 2020, and the Council’s contribution was recognised in the report alongside educational organisations and experts such as EEF, Harvard University, University of Cambridge, Dylan Wiliam, John Hattie, Tom Sherrington and David Didau.

2.7 Following presentations from officers and schools, Members outlined their concerns relating to issues including the complete change from the current system to the new curriculum, the capacity for change, capacity for assessment and monitoring in the system, literacy levels, city deal job opportunities and vocational training opportunities. In addition issues around the potential impact of several different feeder schools linking into one comprehensive, the issue of teacher engagement into the changes, lessons learned from the curriculum reform in Scotland, implications for children currently in the system and the need to maximise the opportunities for disadvantaged children were considered by the

committee. Overall, the committee was impressed with the steps taken to prepare for the new curriculum by the sample schools.

3. Equality and Engagement Implications

- 3.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not
- 3.2 Our Equality Impact Assessment process ensures that we have paid due regard to the above.
- 3.3 An Equality Impact Assessment Screening has been completed and is attached (Appendix B). As a result there it has been determined that there is no requirement for a full EIA report. The implementation of the new curriculum will be delivered at a school level and equality implications, in the main, will be assessed by individual schools to ensure that all learners will develop towards the four purposes of the curriculum – the starting point and aspiration for every child and young person in Wales.

4. Financial Implications

- 4.1 There are no financial implications associated with this report.

5. Legal Implications

- 5.1 The Curriculum and Assessment (Wales) Bill primarily replaces Part 7 of the Education Act 2002, which sets out the current curriculum arrangements in Wales. There are no particular legal implications associated with this report, however ongoing legal advice will be provided as the new curriculum progresses.

Background Papers:

- 1 [Education in Wales: Our national mission](#), Welsh Government, September 2017
- 2 [A report on responses to the Great Debate](#), Wavehill Ltd on behalf of the Welsh Government, June 2015
- 3 [Successful Futures; Independent Review of Curriculum and Assessment Arrangements in Wales](#), Professor Graham Donaldson CB, February 2015
- 4 [Curriculum changes in Wales must not be rushed, government is told](#), Dr Phillip Dixon, SecEd, May 2015

- 5 [*A Curriculum for Wales – A Curriculum for Life*](#), Welsh Government, October 2015
- 6 [*The Welsh Education Reform Journey; A Rapid Policy Assessment*](#), OECD, 2017
- 7 [*Developing Schools as Learning Organisations in Wales*](#), OECD, October 2018
- 8 [*Changes to the curriculum in Wales*](#), Letter from Lynne Neagle to Kirsty Williams, Chair of CYPEC, January 2017
- 9 [*Welsh Government's progress in developing the new Curriculum for Wales; Responses to the consultation*](#), CYPEC, Welsh Parliament, December 2018
- 10 [*Subject choices in schools*](#), Education and Skills Committee, Scottish Parliament, September 2019
- 11 [*Curriculum for Excellence Review 2020/21*](#), Scottish Government, February 2020
- 12 [*Welsh Government Consultation – summary of response Our National Mission: A Transformational Curriculum*](#), Welsh Government, July 2019
- 13 [*Curriculum for Wales 2022 Feedback Analysis*](#), Wavehill Ltd on behalf of the Welsh Government, October 2019
- 14 [*Response to feedback phase*](#), Welsh Government, January 2020
- 15 [*Curriculum for Wales*](#), Welsh Government, January 2020
- 16 [*Consultation on the Welsh Government's Curriculum and Assessment Bill*](#), Welsh Parliament, July-September 2020
- 17 [*The Great Teaching Toolkit: Evidence Review*](#), Evidence Based Education, June 2020
- 18 [*Transform Your Curriculum*](#), ERW, March 2020

Appendices:

- Appendix A - Swansea's Curriculum Implementation Guidance
- Appendix B – Equality Impact Assessment Screening



Curriculum Implementation Guidance

September 2019 – 2022

Introduction

This plan outlines how Swansea Council will support schools to secure the effective implementation of the new curriculum as described in Welsh Government's plan, Education in Wales: Our National Mission.

“Developing transformational curriculum and assessment arrangements will be crucial to realising our vision for children and young people in Wales. They will have higher standards of literacy and numeracy, become more digitally and bilingually competent, and evolve into enterprising, creative and critical thinkers. Our new curriculum will have equity and excellence at its core and help develop our young people as confident, capable and caring citizens”.

Education in Wales: Our National Mission, page 17

Swansea Council's plan compliments and assists the delivery of ERW's business plan, and considers Estyn's guidance, Journey towards Curriculum for Wales.

Swansea's curriculum implementation plan is mapped out over four key phases. The phases are not distinct, and will start and overlap at different times according to the individual needs of schools and needs of areas of learning and subject teams in schools.

The four phases are:

1. Evaluate current curriculum

- Schools review their current curriculum considering what is working well and what could be improved

2. Planning & designing new curriculum

- Schools plan and design a new curriculum in line with the needs of their pupils and the guidance provided by the new curriculum

3. Trialling & Refining

- Schools trial new aspects of their curriculum and refine as required

4. Implementing & Reviewing

- From September 2022, all pupils, up to Year 7, start the new curriculum. Schools review and amend as required.

Overview of the phases

Phase 1



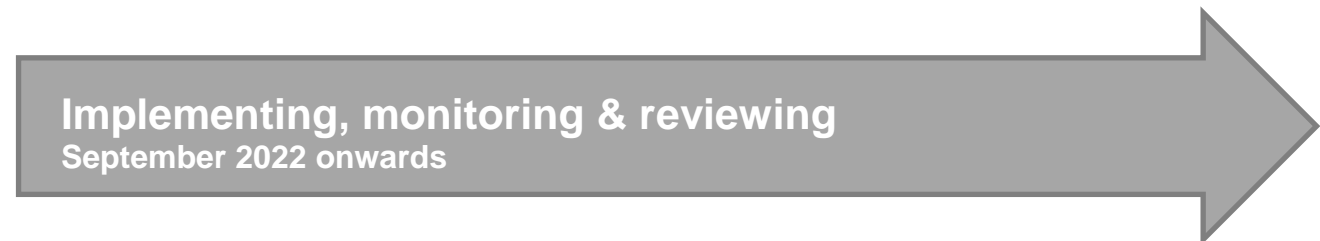
Phase 2



Phase 3



Phase 4



Phase 1/2

Evaluate Current Curriculum	Priorities Aims	Actions	Ways of working	Leads	Milestones & outcomes	Costs
	<i>In line with the principles of SLOs:</i>	Identify & monitor needs across schools	CAs through support visits Support – CAs, networks, S2S, ERW	CA & ERW Team	Schools receive timely support to match their needs. Termly basis.	N/A
	Prepare and support schools for curriculum reform in light of the new curriculum (4Ps & WMs) and promote professional learning.	Support schools to review* their current curriculum effectively (e.g. Tom Sherrington 10 steps, lessons from pioneers) and engage with all stakeholders (teacher/pupil/parent/cluster etc.)	CA Support Networks & development progs YCA/SCCASH/SCASEN/SLN/Cross-phase S2S HWB – shared resources/discussion ERW Team	CA & ERW Team Schools	Schools develop good systems to review their curricula 2019-20. School start preparing to design well-sequenced curricula, mapping out knowledge, skills and experiences (KSE) effectively.	Key note speakers £1.5k
	Develop strong evidence-based approaches** on how pupils learn (findings from cognitive science)	Promote research-informed** and research-engaged schools. Share major research findings related to curriculum design and T&L. Highlight key reading. Promote effective CPD linked to PTS (e.g. Chris Moyse's coaching model – RDR)	Networks (as above) – promote research reading through relevant books and blogs. Suggested reading list. Identify CfW myths****/pitfalls. Invite key note speakers to Cross-Phase, senior leader groups etc.	CA & ERW Team Schools Seren Bach	Senior leaders are well read with respect to evidenced-based approaches to curriculum design, how pupils learn and effective teaching approaches. HWB network used to share information 2019-20	Books for CAs £200 Key note speakers £1.5k
	to help shape 1) Curriculum design 2) Evidenced-based pedagogy	Promote connected curriculum*** Y5/6 and Y7/8 and between secondary schools and post-16	CAs, networks, ERW AoLEs MyChoice platform Education Business Exchange	Schools/LA/ERW Careers Wales	Clusters begin to work together to promote coherence between phases. Secondary schools link where appropriate (e.g. Welsh Dimension)	
	Develop & support a well-informed workforce	Schools & clusters to consider cultural capital*** in their curricula (e.g. Holocaust, Dylan Thomas etc.)	Networks/CAs encourage schools to consider 1) Global/European, 2) UK/Wales and 3) local cultural capital.	CA & ERW Team Schools LA Culture Offer	While reviewing and planning their curricula schools identify cultural capital they value for pupils – through 2019-20+	NA
		Share the work of pioneer and other schools (Swansea, ERW and Wales) and curriculum models.	Networks – YCA/SCCASH/SCASEN/SLN/Cross-phase HWB	CA & ERW Team Schools	Pioneers and non-pioneers share their work/findings on a termly basis in networks. Schools learn from each other.	N/A

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

Section 1
Which service area and directorate are you from?
Service Area: Achievement and Partnership
Directorate: Education

Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

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

(b) Please name and describe here:

Implications and preparation for the new curriculum in Swansea schools

The Education and Skills Policy Development Committee has considered the implications and preparation undertaken for the introduction of the new curriculum in Wales. As a result specific recommendations are being made to ensure that Swansea continues with its preparations for the implementation of the new curriculum.

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 type="checkbox"/> (M)	<input type="checkbox"/> (M)	<input checked="" 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 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<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"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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"/>
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"/>

Q4 WHAT ENGAGEMENT / CONSULTATION / CO-PRODUCTIVE APPROACHES WILL YOU UNDERTAKE?

Please provide details below – either of your planned activities or your reasons for not undertaking engagement

Both national and local engagement, consultation and co-production continue in readiness for the implementation of the new curriculum.

The Welsh Parliament’s Children, Young People and Education Committee has announced a consultation on the Welsh Government’s Curriculum and Assessment Bill. The consultation will consider:

- the general principles of the Curriculum and Assessment (Wales) Bill and whether there is a need for legislation to deliver the Bill’s stated policy objectives
- any potential barriers to the implementation of the provision and whether the Bill takes account of them
- any potential implications of implementing the Bill’s provisions while relevant sectors deal with the consequences of the COVID-19 pandemic
- whether there are any unintended consequences arising from the Bill
- the financial implications of the Bill (as set out in Part 2 of the Explanatory Memorandum)
- the appropriateness of the powers in the Bill for Welsh Ministers to make subordinate legislation (as set out in Part 1: Chapter 5 of the Explanatory Memorandum)

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)
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**(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 checked="" type="checkbox"/> (M)	Low risk <input type="checkbox"/> (L)
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Q6 Will this initiative have an impact (however minor) on any other Council service?

Yes
 No
 If yes, please provide details below

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 an EIA report, you must provide a full explanation here. Please ensure that you cover all of the relevant protected groups.

The implementation of the new curriculum will be delivered at a school level and equality implications, in the main, will be assessed by individual schools to ensure that all learners will develop towards the four purposes of the curriculum – the starting point and aspiration for every child and young person in Wales.

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: Rhodri Jones
Job title: Head of Education Performance Team
Date: 29/07/2020
Approval by Head of Service:
Name: Helen Morgan-Rees
Position: Head of Education Achievement and Partnership
Date: 29/07/2020

Agenda Item 8.



Report of the Cabinet Member for Business Improvement and Performance

Cabinet – 17 September 2020

Annual Performance Monitoring Report 2019/20

Purpose:	To report corporate performance for 2019/20.
Policy Framework:	<i>Delivering a Successful & Sustainable Swansea</i> Corporate Plan 2018/22 <i>Sustainable Swansea – Fit for the Future</i>
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) The performance results are noted and reviewed to help inform executive decisions on resource allocation and, where relevant, corrective actions to manage and improve performance and efficiency in delivering national and local priorities.
Report Author:	Richard Rowlands
Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 This report presents the performance results for 2019/20 delivering the Council's Well-being Objectives (priorities) described in the Corporate Plan 2018/22 *Delivering a Successful & Sustainable Swansea*.
- 1.2 The outturn presented in the performance tables (Appendix A) incorporates an overview of performance that needs to be considered alongside the current financial situation of the Council.
- 1.3 The financial resources required to achieve the specified performance levels in 2019/20 have been provided in the approved budget. As part of the work on *Sustainable Swansea – Fit for the future* there will be an increased focus on understanding the level of activity and outcomes that are achieved for the budget allocated so that choices can be made about relative priorities.

2. Performance and Improvement

- 2.1 Performance is judged using the results measured by Corporate Plan performance indicators compared to agreed targets.
- 2.2 Improvement is measured by comparing the results of Corporate Plan performance indicators against the results from the same period last year where comparison is possible.
- 2.3 It is important to point out that each of the corporate priorities cannot be seen in isolation from each other. Each priority both affects and is affected by the others. For example, Improving Education and Skills is both important to our efforts to tackle poverty and improve the economy. For this reason, many of the performance indicators allocated to measuring one priority can also be used to show progress meeting other priorities.

3. Outturn

- 3.1 The Corporate Plan performance indicators measure progress meeting the following key objectives:
- Safeguarding people from harm.
 - Improving education and skills.
 - Transforming our economy & infrastructure.
 - Tackling poverty.
 - Transformation & future Council development.
 - Maintaining and enhancing Swansea's natural resources and biodiversity.
- 3.2 The outturn for 2019/20 shows that **43 out of 78 (55%)** Corporate Plan performance indicators (that had targets and where there was data) met their targets. **41 out of 66 (62%)** comparable Corporate Plan performance indicators also showed improvement or stayed the same compared to 2018/19.
- 3.3 The report also contains the provisional outturn for 2019/20 of the Council's performance against national **Public Accountability Measures (PAMs)**. The results show that **67%** of PAMs met their targets and **50%** of comparable PAMs improved or stayed the same compared to 2018/19.
- 3.4 Performance is pleasing in a number of areas and a number are among the best in Wales according to the last available national data. The last available national data, for example, shows that our performance determining planning applications on time continues to exceed targets and is among the best in Wales. However, the overall picture is affected by the council's focus on prevention, which is not always captured in the

current indicators and does not reflect that demands are increasing in areas such as looked after children.

- 3.5 The performance indicators are assessed each year to ensure that they remain appropriate; although the COVID-19 pandemic and lockdown disrupted this process during 2020/21. The indicators will be reviewed in readiness for 2021/22 and the Council will consider how we can measure strategic directions and our priorities in a better way.
- 3.6 The performance tables in Appendix A set out an overview of performance for each Corporate Plan priority provided by Directors and Heads of Service who are the responsible leads; these overviews set the performance data within their proper context and can be found in para 5.

4. Considerations

- 4.1 When making comparisons between previous quarters and 2018/19, the following should be considered:
 - 4.1.1 The nature and number of some performance indicators (PIs) has changed between these two periods and therefore direct comparisons may not always be appropriate.
 - 4.1.2 Many of the performance measures are new and definitions may need further refinement.
 - 4.1.3 Some targets for new performance indicators are still being baselined.
 - 4.1.4 Some data will be enhanced and improved to be more robust as data collection methods are developed and / or refined by services over the coming quarters.
 - 4.1.5 The results do not always account for changes in resources and workload during that period (although details can be seen in the numerator and denominator information and in the comments column of the data tables attached to this report).
 - 4.1.6 There may be changes to the numerator and denominator information that may affect the trends by showing a decline while the volume of work has increased.
 - 4.1.7 Performance indicators are reviewed each year to ensure that they remain appropriate measures of performance.
 - 4.1.8 The COVID-19 pandemic and the associated lockdown occurred during March 2020 and before the financial year had concluded; this may have impacted on performance results and, where material, this has been noted within the report.

5. Context: Overviews of Performance in 2019/20

5.0.1 The following overviews provided by responsible departments describe the context to the performance meeting the Council's key objectives as at 2019/20.

5.1 *Safeguarding people from harm*

5.1.1 The corporate plan sets out the Council's commitment to ensuring that citizens live their lives free from harm and exploitation. As we approached year end COVID-19 significantly impacted on all aspects of Council business and therefore the way in which the Council needed to reorganise service delivery to ensure it continued to play its part in safeguarding residents but also protected the health and well-being of its staff. Nevertheless safeguarding has remained at the heart of how that reorganisation of Council services has been ordered.

5.1.2 We continue to expect safeguarding to be seen as everybody's business and therefore that all officers and Elected Members should undertake safeguarding training proportionate to their role. As reported previously, the Council doesn't yet have a database which can sufficiently accurately capture the overall proportion of staff who have undertaken the relevant training at any given time but we can report that all Elected Members have undertaken the training. However intelligence gathered via the corporate safeguarding board indicates that more than 90% of staff have indeed completed the required training. Improvements to corporate reporting databases are planned along with other significant improvements to the Council's IT infrastructure but the timescale hasn't been specified as yet.

5.1.3 The Council is committed to ensuring that all children are safe from harm, living with their families or in family settings. Our work to create the optimum conditions in which Swansea children are most likely to remain living safely with their families or in family settings is captured within the Safe LAC Reduction Strategy. COVID-19 has further reinforced the importance of that strategy but has impacted on models of service delivery that has made the task of supporting children to remain safe and well at home more complicated. Despite that the numbers of children requiring to be looked after are higher at year end than remains our ambition, the numbers living in more institutionalised settings is down. This is a significant success.

5.1.4 Looking forward - the closure of schools and an extended period of lockdown will create conditions in which risk of family breakdown will be exacerbated. The remodelling of COVID-19 secure approaches to the delivery of early help and statutory children services working in partnership with key stakeholders such as schools must be a key priority for the Council for next year.

- 5.1.5 The Council remains committed to ensuring all vulnerable adults are safeguarded from harm, able to live to their maximum potential and that people age well, are able to live independently and safely within their own home. Again, COVID-19 has reinforced the importance of this strategy not least as it has exposed the increased risks for individuals of being cared for in closed care settings such as care homes.
- 5.1.6 The number of adults the Council is supporting has increased as the Council has remodelled more of its service delivery to focus on reablement, respite and complex care. This is consistent with a strategy of supporting more people to remain safe and well at home. However it remains concerning that the number of carers receiving an assessment has decreased. Work within the region to develop a fit-for-purpose carers strategy and remodel approaches to supporting carers as a result should help but will likely be delayed as a result of COVID-19.
- 5.1.7 COVID-19 has further heightened the need to improve safe hospital discharge processes. Work within the region to enhance and expand our approach to the hospital to home service will be a particular priority in the coming year.

5.2 *Improving education & skills*

- 5.2.1 Changes to how end of key stage measures are calculated, particularly at key stage 4 are reflected in the performance indicator results. Targets were difficult to predict when the impact of changes was unknown. However, Fischer Family Trust (FFT) data shows that Swansea's performance provided significantly positive value added and all KS4 indicators ranked well above the expected benchmark position in Wales. Where targets have been missed, work will continue to support schools on accurate teacher assessment and ensure that pupils are well within the level of performance required.
- 5.2.2 Attendance continues to be closely monitored due to the importance of children and young people attending school regularly to achieve the skills and qualifications they need. This will continue, particularly for groups of pupils where attendance could be improved.
- 5.2.3 The level of children becoming NEET has improved from the previous year. The Cynnydd project continues to support children who are at risk of becoming NEET, providing tailored interventions to individual pupils in key stages 3 and 4 to prevent them from becoming disengaged from learning.
- 5.2.4 The number of statements issued within 26 weeks is a priority area of improvement. Improvements to systems within a challenging context of the impact of COVID-19 is ongoing. Work has begun on our Additional Learning Needs (ALN) Strategic Plan priorities, including changes required to meet the implications of the ALNET Act 2018.

5.2.5 Key consultative groups including the School Improvement Partnership (SIP) and Partneriaeth Sgiliau Abertawe/Swansea Skills Partnership (PSA) continue to meet. Key areas of improvement will be shared with SIP, comprising officers from across the authority and headteacher representatives. The aim of PSA, a group comprising Members, Local Authority officers and representatives from Further Education and Higher Education is to work towards a number of steps to meet the wellbeing objectives in the corporate plan, including ensuring that the skills and qualifications that children and young people attain meet the longer term aspirations of the city, including those that will arise from the Swansea Bay City Deal.

5.2.6 Looking forward, the implementation of the Additional Learning Needs Tribunal Act 2018 and Curriculum for Wales 2022 under the Welsh Government's National Mission, against a challenging financial context, will present challenges and opportunities that will need reflecting in the performance frameworks of the Education Directorate. It will be particularly important to monitor the impact of services for vulnerable learners due to adverse childhood experience, poverty, additional learning needs and disability. Measures will also place an increasing emphasis on progress made and value added within a more localised curriculum and sustainable service offer.

5.3 *Transforming our economy and infrastructure*

5.3.1 The vast majority of targets have been met in 2019/20, with trends generally showing an upward trajectory on last year's performance. EC5 and EC6 have missed target, and these reflect grant funded projects being delivered by 3rd parties, where delays have occurred on site, due to the scale and complexity of the schemes involved and some COVID-19 related impact. However, our major regeneration priorities continue to make substantial progress.

5.3.2 Swansea Central Phase 1 works have made significant visible progress with superstructure steelwork erected for the major structures. The 82 week construction programme will complete in 2021; but some COVID-19 related delays are inevitable given the social distancing site working restrictions. The Swansea Central Phase 2 design & viability work, including the potential for a public sector hub, has made good progress and a feasibility report is scheduled for Cabinet in September 2020.

5.3.3 Whilst the official procurement of the strategic sites marketing opportunity was delayed owing to the pandemic, a local event was held in March and a virtual launch event is being organised for Autumn 2020. The Kingsway infrastructure project works have also suffered delays owing to the crisis, but work has resumed and continues to make excellent progress on site. Planning permission for the Kingsway Employment Hub building has been awarded and procurement has commenced. Wind Street feasibility options were also completed and a preferred option selected by Cabinet.

- 5.3.4 The works contract for the Hafod Copperworks Powerhouse contract has also been awarded. Acquisition of the Palace Theatre was completed following a successful grant bid and survey works are underway. Looking ahead to the medium-term, the ongoing delivery and momentum of the Council's regeneration programme is considered a vital plank in the economic recovery process and further projects will be added, subject to additional funding from government economic stimulus funding.
- 5.3.5 A £1m investment in Plantasia, by our partners Parkwood Leisure, saw this venue receive strong interest and a Tourism Award, effectively adding a new attraction to the City Centre. Investment in the City's Leisure Centres was also completed as part of the contract with Freedom Leisure, seeing £5.1M investment across the portfolio. The partnership has secured new state of the art studios and fitness suites; Energy efficient lighting and mechanical and electrical improvements have also been made to reduce energy costs and carbon footprint.
- 5.3.6 Continuing the theme of invest-to-save, the refurbishment of the Grand Theatre progressed, with the new restaurant - The Malthouse - and upper bars being managed by Gower Brewery, alongside a capital investment with Race Council Cymru to secure a new multi-cultural digital hub for training, advice and skills development, alongside a new approach to programming for the Arts Wing.
- 5.3.7 Whilst COVID-19 has kept the venues closed since the end of March, work has continued under lockdown, and plans are in development for reopening when guidance indicates it is safe to do so. We also saw a great programme of Special Events, befitting our 50th year as a city celebrations, including Royal Visits, the Stereophonics and a variety of street parties and festivals. Bookings were secured for 2020 but again these are now rescheduled to future times.
- 5.3.8 Visitors to our Events add a significant boost to the local economy estimated as being in the region of £20m each year, and support for the tourism sector continued with a new marketing campaign and Memorandum of Understanding with the Trade organisation to develop our profile and partnership even further. This has continued as we've adjusted our resources to support the sector during the difficult months at the close of the year and since, digitally and remotely. This way of working has also been developed with new websites and marketing plans for the venues and the full integration of Spektrix as our digital box office and data management/ marketing tool, enabling all venues and events in the city to be supported and audiences to remain connected.
- 5.3.9 The Welsh Housing Quality Standard (WHQS) programme in 2019/20 delivered major levels of repairs to council homes and achieved full spend of £47.9m ensuring homes are in a good state of repair, thermally efficient, safe and secure and meeting the needs of individuals. By year end the Council delivered over 2,000 new kitchens, 1,900 new

bathrooms, which represent the highest level of delivery for this area work in a single year. Additionally, the Council undertook major thermal insulation improvements to 315 homes. Further work is taking place to renew roofs, renew electrical wiring in homes, provide new efficient gas boilers and improve garden boundaries and paving.

- 5.3.10 The Council is progressed well with its fire safety improvements, delivering sprinkler systems to individual flats and communal areas in the three tower blocks at Clyne Court as well as completing installations in sheltered accommodation which is now nearing the end of its long term programme. The Council has been working with a specialist fire protection company in developing and trialling new smoke alarms systems that continually monitor alarms ensuring they are operational and report incidence of fire via instant text message and email; this system offers a real opportunity to further improve fire safety in the home particularly for older and more vulnerable tenants. The initial trials have proved very successful and a new programme for sheltered accommodation will be rolled out starting in 2020/21.
- 5.3.11 The overall WHQS programme contributed significantly towards community benefits and employment opportunities; by the end of 2019/20 the WHQS programme created 1,556 weeks of targeted recruitment and training specifically for people who were unemployed and experiencing barriers to accessing the jobs market; 7 people from the local community have been employed in this period and 13 apprentices were engaged for WHQS work have seen their employment continued with ongoing projects.
- 5.3.12 As part of the Council's commitment to innovative, energy efficient housing, a number of retrofit schemes are being carried out: 6 bungalows in Craig Cefn Parc were completed resulting in homes that have extremely high levels of energy efficiency and very low running costs for tenant; also a project in Garnswllt completed 10 properties which included solar panels and air source heat pumps. These schemes provide a test as to how renewable technologies can be applied to existing housing, transforming them into some of the most energy efficient homes in the Council's housing stock.
- 5.3.13 The Council's More Homes Programme, focussed on providing new build Council housing, continues to move forward at pace. Cabinet approved the first Housing Revenue Account Development Plan in February 2019, which set out a programme to develop over 140 new homes up to 2022. The Council is currently looking to increase this ambition, and has presented a 10 year delivery ambition to Cabinet for 1000 new Council homes plan from 2021-2031.
- 5.3.14 Following on from the first Passivhaus pilot at Colliers way, the second phase of the More Homes project is underway at a further 2 sites at Parc Y Helyg and Colliers Way Phase 2. As part of this phase, 34 new homes will be built as 'Homes as Power Stations' using funds from a £1.5m

Innovative Housing Programme grant from the Welsh Government. The homes will have innovative features such as solar panels and battery-powered energy, as well as the inclusion of swift bricks to support biodiversity. 16 new homes at Parc Yr Helyg are due to be handed over in September, and 18 at Colliers Way Phase 2 in January 2021. Work is also nearing completion on a conversion of a former social services building in West Cross into 2 new family homes. A number of acquisitions of former Right to Buy homes has also taken place, and these homes have also been added to the council's stock. The number of acquisitions will increase this year due to a funding award from Welsh Government as part of the response to deal with homelessness as a result of COVID-19.

5.3.15 A planning application has also been approved for a further 25 homes on Hill View Crescent in Clase. This scheme has also been awarded £1.5m of Innovative Housing Funding, which will fund the renewable technologies to continue the Homes as Power Stations theme. This will also be the site of a new build Welsh medium primary school, and will provide an opportunity to regenerate the area; work is starting in August 2020.

5.3.16 The Council is also progressing the procurement of a development partner or partners. The aim will be to deliver mixed tenure housing on the Council owned sites, whilst maximising the delivery of affordable housing to meet local need. The Council has also procured a multi-disciplinary team to deliver a masterplan for the regeneration of a large Housing Revenue Account (HRA) site. This work is progressing however, the timeframe has been extended as the planned resident consultation events, site visits and surveys were delayed due to COVID-19.

5.4 *Tackling Poverty*

5.4.1 Performance shows that we have achieved our targets against the majority of key indicators and are making good progress in delivering our objectives. One of those missed is linked to procedure changes which did increase Council Tax Reduction processing times, but maximised the amount of Council Tax Reduction and financial benefit for residents.

5.4.2 There has been a 10% decrease in people gaining employment through Council Employability support compared to 2018/19; although 354 people did gain employment. The cross cutting review of the Council's employability support function started in 2019/20 and will result in the better capturing of the results of all employability activity across the Council during 2020/21.

5.4.3 More residents moved onto Universal Credit during 2019/20 and our Welfare Rights team continued to support individuals to secure their rights and entitlements.

- 5.4.4 The corporate Tackling Poverty Strategy and action plan along with the Poverty Forum and partnership work to tackle poverty has included utilising data to ensure that resources are targeted effectively, initiatives to tackle food poverty have been supported along with initiatives to address isolation and wellbeing. Employability initiatives focused on targeted groups have worked well including NEETS and Prison leavers. The training, skills and qualifications achieved have increased during 19/20 and this continues to be a focus during 20/21. Funding for a Swansea Poverty Truth Commission has been secured and this will commence in 20/21, providing a platform for those with lived experiences of Poverty to inform and influence policy and practice.
- 5.4.5 The impact of COVID-19 on the economy and the household income started to be seen towards the end of the financial year and this will be significant during 20/21. The Tackling Poverty focus will include supporting those temporarily housed into more permanent homes, offering skills and qualifications for new employment opportunities, tailored employability support, access to quality advice and information and support to take up entitlements. It will continue to be an all-age approach, but we anticipate an increased demand from those who are short-term unemployed, young people and those with health conditions.

5.5 *Transformation & future Council development*

- 5.5.1 Good progress was made during 2019/20 across the Corporate Plan Well-being Objectives, as reflected in the majority of performance indicators.
- 5.5.2 The Sustainable Swansea transformation programme underwent its annual review and the decision was taken to adopt a new strategy, particularly in light of COVID-19. A new strategy and plan are being developed combining recovery from COVID-19 lockdown, a new forward looking sustainable transformation programme and budget strategy
- 5.5.3 The Council has continued to strengthen its organisational development programme alongside Gower College, particularly leadership and management and the management of change. A Leadership Hub was established with monthly guest speakers from both across the organisation and external leaders
- 5.5.4 Equality Champions were identified across Directorates and underwent equalities training in order to support the implementation of the Strategic Equalities Plan objectives and plan. Equalities Champions also took on the remit of working with the Council's established community groups where any consultation, engagement or co-production was needed around changes in their service areas. This remains an ongoing area of work and development to build capacity and resilience.
- 5.5.5 Projects to deliver sustainable procurement to secure local economic and community benefits include:

- a large number and range of contracts have been tendered by the Council and 'community benefit clauses' incorporated, for example, in work related to the Swansea Bay City Deal, the Targeted Regeneration Investment programme, the Hafod Morfa Copperworks, 21st century schools and many other capital projects which are currently on-going.
- Community benefit clauses have also been incorporated within services commissioned by the Council such as Social care and Housing. Since the inception of the Council's key programme for securing community benefits in relation to training employment (Beyond Bricks and Mortar) over 10 years ago, the Council have let over 190 contracts with community benefits and secured more than 150,000 training weeks.
- The Council also adopted the Welsh Government initiative and Code of practice: Ethical employment in supply chains - working in partnership with Trade Union colleagues - to tackle social issues in procurement and supply chains, such as eradicating modern slavery.
- The Council's Transformation and Future Council Policy Development Committee (PDC) explored barriers to local suppliers securing Council contracts and this review then informed changes to the Council Constitution – particularly the contract procedure rules - in order to tackle the barriers to engaging with local suppliers; these changes were finalised in 19-20 and agreed by Council, and which will inform and provide the platform for further work to assist local suppliers and their development.

5.5.6 The Digital Strategy was reviewed during 2019 and a new updated version has been produced, which will be taken through Cabinet and pre-decision Scrutiny during 2020. Hundreds of projects have been successfully delivered as part of the strategy since 2015, which put the Council in a strong position going into the COVID-19 crisis and lockdown. The cloud first and digital first approach not only improved the resilience of services across the Council, but also made it easy for staff and Councillors to switch to homeworking. Most importantly it meant Swansea residents could continue to access services online or via virtual call centres.

5.5.7 The channel shift to digital first can be seen evidenced in the performance indicators CUST2a and 2b, which have both exceeded targets. It also meant the Council could respond quickly during the COVID-19 crisis, developing apps that would support the most vulnerable and those shielding.

5.5.8 Other examples of projects delivered during 2019-20 include: Automation of important but nevertheless routine administrative processes saving hours of time so those staff could be utilised on other more valuable tasks; replacement of old legacy systems with new applications utilising the latest technology with the ability to integrate with other key systems

including telephony reducing manual processes; new digital solutions for schools and parents including schools catering ordering automation, a walking route distance calculator, family information services, free child care and free school meals applications; delivered digital solutions to help services make savings through automation and going paperless, e.g. in domiciliary care; implementation of equipment and systems to support agile working; large scale upgrade to cloud of the HR, finance, and payroll system; large scale replacement of the Council's telephony system; and a new digital first ICT service desk solution amongst other projects.

- 5.5.9 Hand in hand with the drive towards an ever more digital world is the area of digital inclusion. A revised digital inclusion strategic framework was delivered in 2019; however, this will now be further reviewed in light of the COVID-19 crisis and lockdown and the significant escalated channel shift to digital and online. Research and evidence shows digital exclusion is relatively low in Swansea and this gap narrowed further during lockdown.
- 5.5.10 The Council's commitment to the Welsh Language continued in 2019-20. Specific Welsh speaking areas were established in the agile working spaces. For 2018/19 there were c20 participants on Mynediad Level 1 and none for Mynediad Level 2 or Sylfaen. For 2019/20 there were 15 participants on Mynediad Level 1 and 9 on Mynediad Level 2, none on Sylfaen. Participation was hampered by COVID-19 which meant that lessons were held virtually for those who were able to attend. For 2020/21, subject to sufficient numbers, the intention is to run Mynediad Level 1, Level 2 and Sylfaen courses. This may require running courses in partnership with other organisations.
- 5.5.11 A strategic framework around co-production was developed. Historically co-production has resided specifically within the Social Care and Health field. This framework aims to expand the use of co-production across other services where appropriate. Co-production is just one tool and does not replace consultation and engagement. Training around the definition and application of co-production was delivered to key groups and a pilot was undertaken in Social Services.
- 5.5.12 Performance around sickness continues to be a concern as reflected in the indicator CHR002 (PAM001) and a review of the data is underway. During 2019 the HR department undertook some targeted work with Heads of Service on long term sickness. COVID-19 inevitably impacted this during the last few months of the year.
- 5.5.13 Performance around the budget FINA6 is a complicated picture impacted by COVID-19 during the last quarter and resulting in an overall positive outturn for 2019-20. The longer-term financial impact of COVID-19 and the Council's financial strategy moving forward is being developed alongside the Recovery Plan and the future revised transformation programme, which is replacing Sustainable Swansea.

5.6 *Maintaining and enhancing Swansea's natural resources and biodiversity*

5.6.1 Our well-being, prosperity, quality of life and future survival is dependent on a healthy resilient natural environment and stable climate. Significant steps were taken during 19/20 to meet this wellbeing objective:

5.6.2 The Council's first Section 6 Monitoring Report was submitted to Welsh Government outlining what it has done to comply with its Biodiversity (Section 6) Duty and an Action Plan drafted. A new Corporate Biodiversity Working Group as well as a Scrutiny Panel have been established to oversee delivery of identified actions over the next 3 years. The Group also considers the issue of climate change and the Council's response to Climate Emergency.

5.6.3 A Policy Development Committee (PDC) has been designated the Equalities and Future Generations Future Generations PDC charged with a specific remit to cover the response to Climate Change emergency. Work has begun reviewing relevant Council policies and looking at how they align with tackling climate change or where gaps may exist.

5.6.4 A draft Green Infrastructure (GI) Strategy has been consulted on, which sets out a vision for the central area of Swansea to be much greener, creating green spaces which deliver resilience, prosperity, health and well-being, and will include a target for increasing tree canopy coverage within the public realm. A Countywide GI strategy is also being prepared

5.6.5 Tree planting targets have been exceeded helped by the £12 million Kingsway development which has resulted in over 200 new trees being planted, and a new City Centre park is in the process of being created. A Corporate Tree Policy has been drafted with consultation to follow current consultation on Supplementary Planning Guidance (SPG) relating to Trees, Woodland and Hedgerows as well SPG relating to Biodiversity. An Ash dieback management strategy has been implemented and an Ash Dieback Action Plan is in place with around 3,000 Ash trees surveyed on public land, many of which show varying signs of dieback.

5.6.6 High level mapping of biodiversity and GI has been undertaken to identify areas of poorest environmental quality and identify and prioritise areas for GI enhancement over the next 3 years. Work has also begun on a biodiversity review of all Council assets. Clauses are now routinely inserted into new service level agreements, contracts, licences, etc. relating to land use and land management to prevent loss of biodiversity. A service level agreement has been renewed with the local biodiversity records centre to ensure effective management of land/buildings.

5.6.7 Local communities have become routinely involved and supported in participating in initiatives that maintain and enhance tree cover and improve ecological connectivity. Work has included planting over 4000

whips (not included in planting targets) abutting Mynydd Newydd Playing Fields and tree planting with volunteers at Ravenhill Park and Singleton Park. A local not for profit tree nursery has been supported where volunteers help nurture indigenous trees. This is one of several not for profit organisations the Council works in partnership with. The planting of trees has also been supported through partnership working with a variety of community groups.

- 5.6.8 Collaborative working with services areas across the Council has improved ecological connectivity through developing verge habitats, wildlife corridors and habitats to encourage pollinators. Significant funding is available from a variety of sources for tree planting, identifying sufficient suitable sites on publicly owned land and procuring appropriate species types is proving more problematic.
- 5.6.9 A Climate Change Charter has been drafted setting out headline commitments which the Council seeks to adopt and which it encourages all organisations within the area to commit to. Launch of this Charter has been delayed due to COVID-19 pandemic. Swansea Environment Forum has accepted the Council's invitation to assist in developing a Climate Action Plan particularly in relation to supporting and facilitating wider stakeholder engagement.
- 5.6.10 The Council has built up the biggest public sector-operated electric vehicle fleet in Wales, which has been hailed a 'beacon of excellence' by Green Fleet Cymru. This will help cut our carbon footprint, save money and reduce air pollution. An infrastructure of Electric Charging Points is being developed which will be installed in 12 car parks across Swansea. The electricity supply will be 100% sustainably sourced.
- 5.6.11 Agile working has reduced unnecessary travel and plans are underway to vacate the Civic Centre and establish a Central Public Sector hub. This process was accelerated due to the COVID-19 pandemic. The Council has been leading the implementation of the One Public Estate programme within Swansea and the South West Wales region. As a result, significant interest from public sector bodies has been established on the proposal to share office accommodation and associated services within a Central Public Sector Hub. The development is a key component of Swansea Central - Phase 2.
- 5.6.12 All the Council's energy is procured from 100% renewable energy sources. Community owned renewable energy schemes are supported, with the Swansea Community Energy and Enterprise Scheme Solar PV project delivering clean energy for 11 local schools and a care home during 2019 generating 356,000 kWh. Additional Solar PV installations at the Guildhall and four schools generated 89,000kwh.
- 5.6.13 The Council remains committed to the building of the world's first purpose built tidal energy lagoon. Through the Swansea Bay City Deal Region a Tidal Lagoon Task Force the concept plans have been

developed for a large floating development of commercial and residential accommodation.

- 5.6.14 The Council is a founder member of Low Carbon Swansea Bay (LCSB) - a network of public, private and voluntary organisations in South West Wales working to reduce our carbon footprint by sharing knowledge, ideas, networks and training opportunities. The Council actively participate in the Swansea Bay Ultra Low Emissions Vehicle Group, support a Clean Air Roadshow and have engaged local businesses and partners by hosting the first Green Fleet Wales event in Swansea. Working towards decarbonisation will help provide long term sustainable solutions, particularly pertinent during the COVID-19 pandemic recovery; the aim is to develop a set of net zero commitments/pledges in 2021.
- 5.6.15 Interpretation boards have been installed to help visitors appreciate environmental and cultural features at both community green spaces and key visitor attractions. An Environmental Events programme is published annually which provides details of hundreds of free or low cost local environmental events. Awareness raising talks and training workshops have taken place across Swansea, including guided tours of specialist parks and Nature Reserves and in support of volunteering days. These events were well attended during 19/20 but will be impacted going forward in the short term due to the COVID-19 pandemic.
- 5.6.16 The 'Our Nature our Future' project has helped to embed the value of outdoor learning and supported 20 local primary schools to make better use of their school grounds for biodiversity. This has been complemented by the 'Giving Nature a Home' project working in collaboration with the RSPB which has helped children to access and learn about their local natural environment. Nature is widely acknowledged to have helped many people cope and build resilience during the coronavirus crisis as families reconnected with local green spaces as part of their daily exercise.
- 5.6.17 Training for school children has also been delivered at the Council's Bishops Wood Local Nature Reserve, Caswell, and the international Eco Schools programmes has been supported which encourages schools to promote recycling and reduce energy and water consumption and encouraged Foundation Phase pupils to learn outdoors. There will be limited opportunities for future events until social distancing restrictions are lifted.
- 5.6.18 Means of access to green space has been mapped, including access points and opportunities for improvements identified. The aim is to ensure that at least 75% of the local population live within 300m (5 minutes' walk) of their nearest area of natural greenspace. Work has started on a Green Fairness Policy. Green Fairness is about ensuring high quality GI and natural greenspace is available in deprived neighbourhoods to help improve resilience to climate change and reduce health inequalities.

- 5.6.19 The annual programme of wildflower planting and management saw over 31,000 square metres of wild flowers sown at almost 180 sites across the city including roundabouts, roadside verges and parks. The unplanned recent reduction in cutting of verges has accelerated the strategy of reducing mowing. The unintentional results in appropriate locations has resulted in a visible increase in nature. Work will continue to identify those locations in Council ownership which can be given over to wildflower planting; however the extent of planting will be reduced in 20/21 due to the delayed start to the programme.
- 5.6.20 Eighteen locations have been awarded prestigious Green Flag or Green Flag Community Award status. Among the 2019 winners are six Swansea Council parks including Clyne Gardens, Victoria Park, Brynmill Park, Cwmdonkin Park, Parc Llewelyn and the Botanical & Ornamental Gardens at Singleton.
- 5.6.21 Greater community ownership of parks, nature reserves and wildlife sites and working with 'Friends of' organisations is helping to ensure long-term sustainability of parks and public spaces. There are more than 30 active 'Friends of' Parks/Open Spaces groups with several undertaking leases and considering a Community Asset Transfer. Friends of groups have been able to access grants which the Council cannot - achieving in excess of £300k to support general building refurbishment as well as investment in new playground equipment, MUGAs, planting of new trees and shrubs, etc. A memorandum of understanding has been produced in partnership with the groups which will assist with future funding applications. Several roles across Council services and partner organisations now include volunteer coordination to encourage and provide volunteering opportunities for adults and children to help with practical conservation/maintenance tasks within their neighbourhoods. However organisational resources are still needed for the majority of our environmental assets and service areas have continued to maintain nature reserves and rights of way throughout the COVID-19 pandemic
- 5.6.22 The mapping of Invasive Non Native Species has been completed for the whole of the County and long term site treatment is being rolled -out. A Japanese Knotweed advice leaflet has been produced and further guidance is provided on the Council's website.
- 5.6.23 A new key performance indicator has been developed based on the Bathing Water Quality for Swansea Bay linked to the prediction model and public message display. Results were fractionally below target but this has been linked to issues with external data feeds.
- 5.6.24 Environmental enhancement schemes have been prepared and are in the process of being implemented for Council housing estates as part of the Welsh Housing Quality Standard with hundreds of new trees planted or scheduled to be planted over the next 2 years. Replanting has been required in parts of Penlan due to vandalism.

5.6.25 The Council exceeded its waste reuse and recycling target of 64%, achieving a result of 64.7%, which was an increase of 2.43% from last year.

6. Equality and Engagement Implications

6.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

6.2 This report has no direct equality and engagement implications itself although the data reported may form part of the information that leads to a service screening for and undertaking an EIA as required.

7. Well-being of Future Generations

7.1 The performance indicators in this report are part of the way in which the Council measures and reports progress meeting its Well-being Objectives as described in the Corporate Plan.

8. Financial Implications

8.1 In the current and anticipated financial environment further discussion and consideration will be required around priorities and target setting for performance improvement as part of *Sustainable Swansea – fit for the future*.

9. Legal Implications

9.1 There are no legal implications associated with this report.

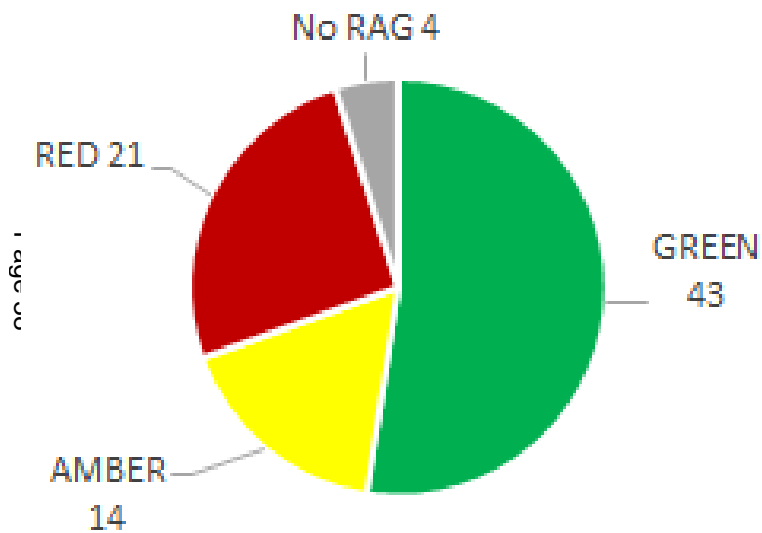
Background Papers: None.

Appendices:

Appendix A End of Year 2019/20 Performance Monitoring Report

Corporate Performance Management Report Annual 2019/2020

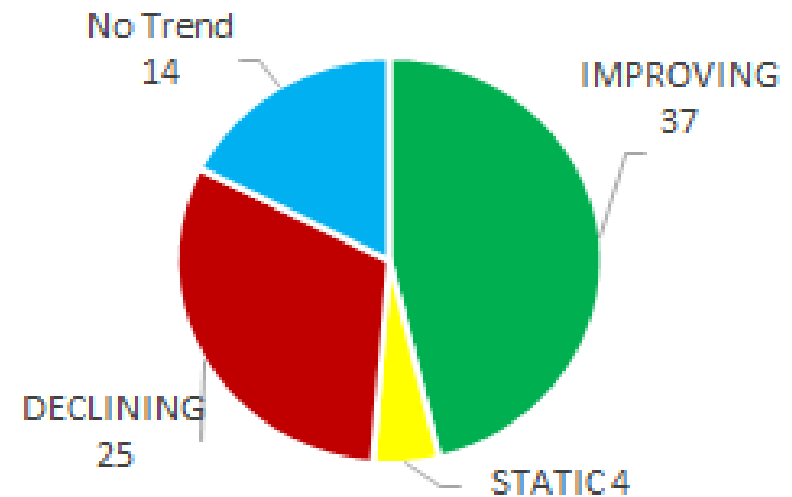
Performance against Target - Overall Council Summary
2019/2020



Performance against the target:

- GREEN** Met or exceeded target
- AMBER** Missed target (less than 5%)
- RED** Missed target (more than 5%)
- NO RAG** No target set

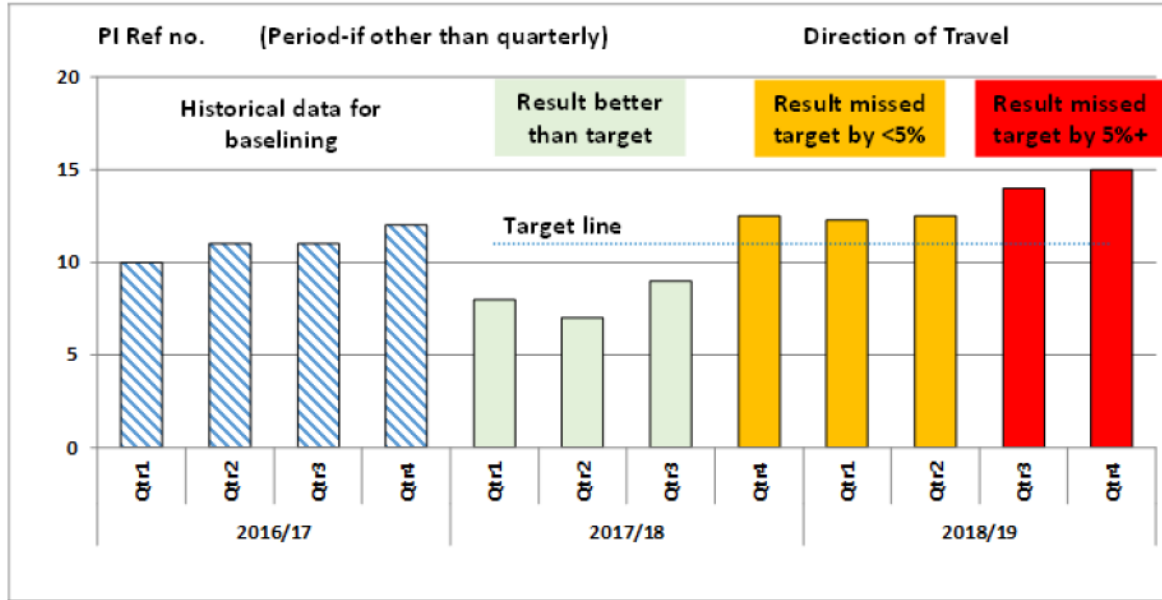
Performance compared to same Period of previous
year
2019/2020



Performance compared to the same period of the previous year:

- IMPROVING** Better performance
- STATIC** Same performance
- DECLINING** Worse performance
- NO TREND** New indicator - No historical comparison

KEY TO GRAPHS



N.B. Graphs displaying quarterly performance may differ from the annual results/RAG status shown.

The corporate plan sets out the Council's commitment to ensuring that citizens live their lives free from harm and exploitation. As we approached year end covid significantly impacted on all aspects of Council business and therefore the way in which the Council needed to reorganise service delivery to ensure it continued to play its part in safeguarding residents but also protected the health and well being of its staff. Nevertheless safeguarding has remained at the heart of how that reorganisation of Council services has been ordered.

We continue to expect safeguarding to be seen as everybody's business and therefore that all officers and Elected Members should undertake safeguarding training proportionate to their role. As reported previously, the Council doesn't yet have a database which can sufficiently accurately capture the overall proportion of staff who have undertaken the relevant training at any given time but we can report that all Elected Members have undertaken the training. However intelligence gathered via the corporate safeguarding board indicates that more than 90% of staff have indeed completed the required training. Improvements to corporate reporting databases are planned along with other significant improvements to the Council's IT infrastructure but the timescale hasn't been specified as yet..

The Council is committed to ensuring that all children are safe from harm, living with their families or in family settings. Our work to create the optimum conditions in which Swansea children are most likely to remain living safely with their families or in family settings is captured within the Safe LAC Reduction Strategy. Covid has further reinforced the importance of that strategy but has impacted on models of service delivery that has made the task of supporting children to remain safe and well at home more complicated.

Despite that the numbers of children requiring to be looked after are higher at year end than remains our ambition, the numbers living in more institutionalised settings is down. This is a significant success.

Looking forward - the closure of schools and an extended period of lockdown will create conditions in which risk of family breakdown will be exacerbated. The remodelling of covid secure approaches to the delivery of early help and statutory children services working in partnership with key stakeholders such as schools must be a key priority for the Council for next year.

The Council remains committed to ensuring all vulnerable adults are safeguarded from harm, able to live to their maximum potential and that people age well, are able to live independently and safely within their own home.

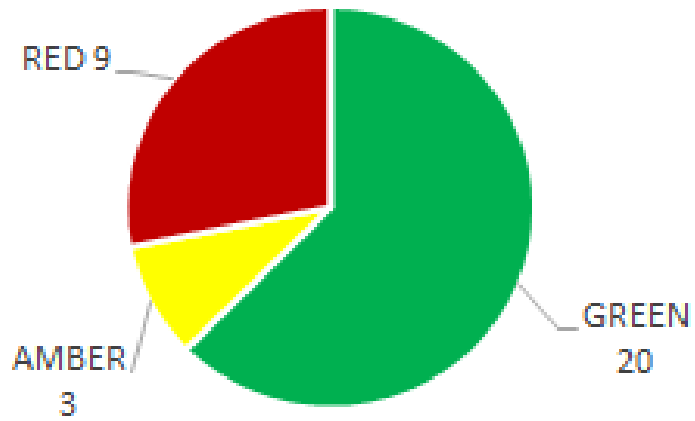
Again covid has reinforced the importance of this strategy not least as it has exposed the increased risks for individuals of being cared for in closed care settings such as care homes.

The number of adults the Council is supporting has increased as the Council has remodelled more of its service delivery to focus on reablement, respite and complex care. This is consistent with a strategy of supporting more people to remain safe and well at home.

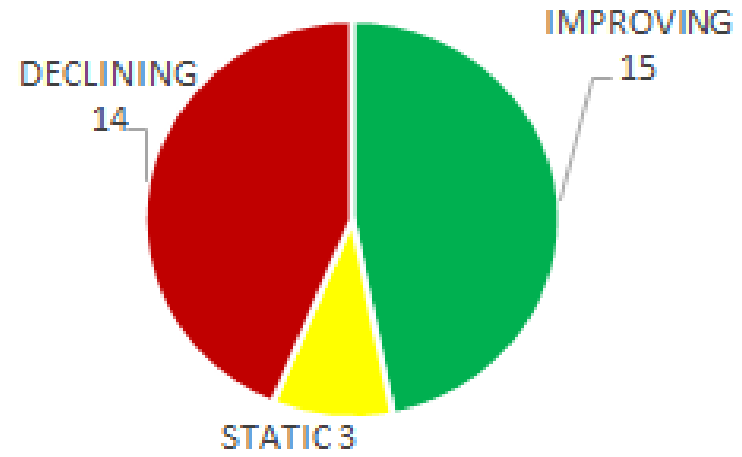
However it remains concerning that the number of carers receiving an assessment has decreased. Work within the region to develop a fit for purpose carers strategy and remodel approaches to supporting carers as a result should help but will likely be delayed as a result of covid.

Covid has further heightened the need to improve safe hospital discharge processes. Work within the region to enhance and expand our approach to the hospital to home service will be a particular priority in the coming year.


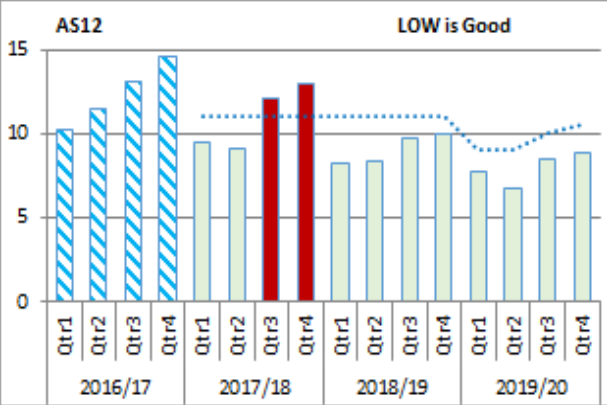
Performance against Target
2019/2020




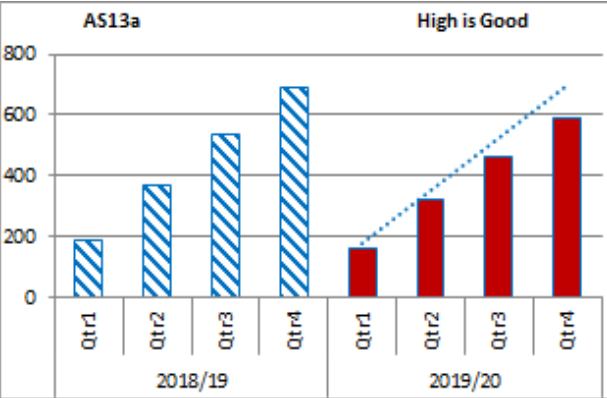
Performance compared to same Period of previous
year
2019/2020



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
AS10 ↑ Percentage of annual reviews of care and support plans completed in adult services	RAG	GREEN	GREEN	GREEN	Degree of variation in performance is within normal range
	Result	68.43%	71.05%	70.58%	
	Target	65.00%	70.00%	70.00%	
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	4040.	4637	3738	
	Den	5904	6526	5296	
<p>AS10 HIGH is Good</p>					
AS11 ↓ Rate of adults aged 65+ receiving care and support to meet their well-being needs per 1,000 population	RAG	GREEN	GREEN	RED	More individuals are being supported through short term reablement and other enabling interventions in keeping with the Council's strategic objectives.
	Result	111.25	90.29	106.47	
	Target	113.00	113.00	94.00	
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	5253	4285	5116	
	Den	47220	47459	48049	
<p>AS11 LOW is Good</p>					

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
AS12 	RAG	RED	GREEN	GREEN	
Rate of adults aged 18-64 receiving care and support to meet their well-being needs per 1,000 population	Result	12.99	10.00	8.91	
 <p>AS12 LOW is Good</p>	Target	11.00	13.00	10.50	
	Trend	IMPROVING	IMPROVING	IMPROVING	
	Num	1948	1507.	1347	
	Den	149958	150659.	151228	

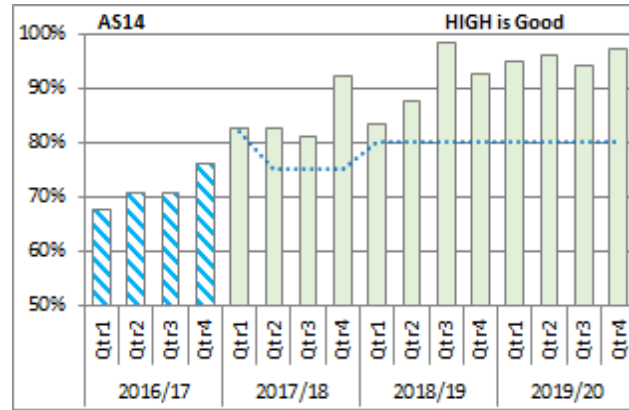
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AS13a 	RAG		AMBER	RED	Work is being undertaken with carers groups on a regional basis to try and better understand the above expected number of carers declining an assessment
Number of carers (aged 18+) who received a carer's assessment in their own right during the financial year	Result		689	588	
 <p>AS13a High is Good</p>	Target		700	700	
	Trend		No Data	DECLINING	
	Num		689	588	
	Den				

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
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AS14 [↑](#)

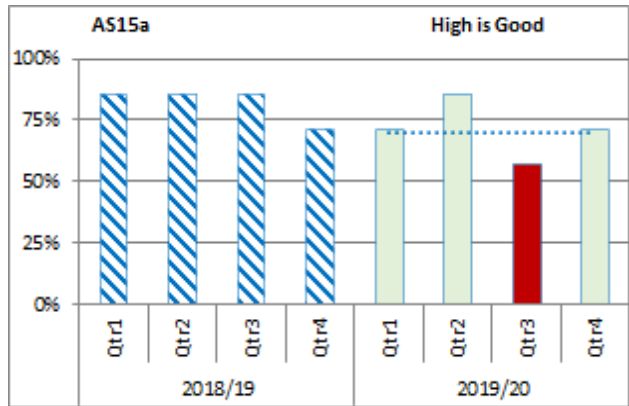
The percentage of people who have completed reablement who were receiving less care or no care 6 months after the end of reablement.



RAG	GREEN	GREEN	GREEN
Result	82.57%	93.14%	97.05%
Target	75.00%	80.00%	80.00%
Trend	IMPROVING	IMPROVING	IMPROVING
Num	526	516	691
Den	637	554	712

AS15a [↑](#)

The percentage of quantitative statutory performance indicators where performance is broadly maintained (within 5%) or improving compared to previous year's performance

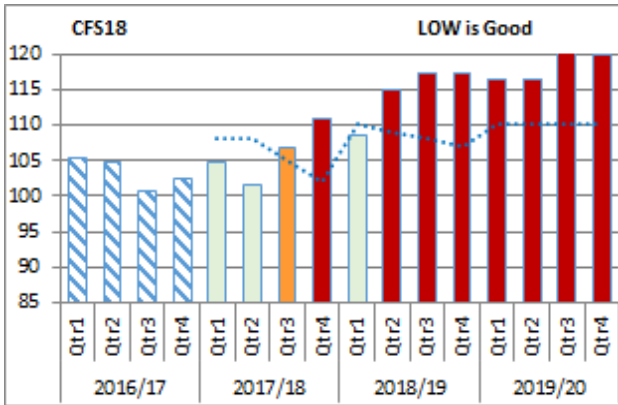


RAG	GREEN	GREEN
Result	71.00%	71.00%
Target	70.00%	70.00%
Trend	No Data	STATIC
Num	5	5
Den	7	7

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
AS9 ↑ The percentage of Deprivation of Liberty Safeguarding (DoLS) Assessments completed in 21 days or less.	RAG	AMBER	RED	RED	A permanent DOLS team has been put place so assessment times should improve going forward.
	Result	59.6%	56.13%	64.2%	
	Target	60.00%	70.00%	70.00%	
	Trend	DECLINING	DECLINING	IMPROVING	
	Num	1051	1240	1316	
	Den	1762	2209	2049	
CF511 ↓ The number of children on the Local Authority's Child Protection Register (CPR) at end of the period	RAG			GREEN	The number of children placed on the CP register is stable and within usual parameters
	Result		240	258	
	Target			260	
	Trend		No Data	DECLINING	
	Num		240	258	
	Den				

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
CFS14 ↑ The percentage of decisions about a referral for care and support received by Child and Family Services which are taken within 24 hrs from receipt of referral.	RAG	AMBER	AMBER	AMBER	Performance remains strong despite remodelling at the front door and is not a cause for concern.
	Result	99.94%	99.78%	99.91%	
	Target	100.00%	100.00%	100.00%	
	Trend	DECLINING	DECLINING	IMPROVING	
	Num	1755	1372	1156	
	Den	1756	1375	1157	

CFS16 ↑ The percentage of initial core group meetings held within 10 working days of the initial child protection conference.	RAG	RED	GREEN	GREEN	Core group activity remains strong
	Result	88.89%	96.98%	95.00%	
	Target	95.00%	90.00%	90.00%	
	Trend	DECLINING	IMPROVING	DECLINING	
	Num	392	321	323	
	Den	441	331	340	

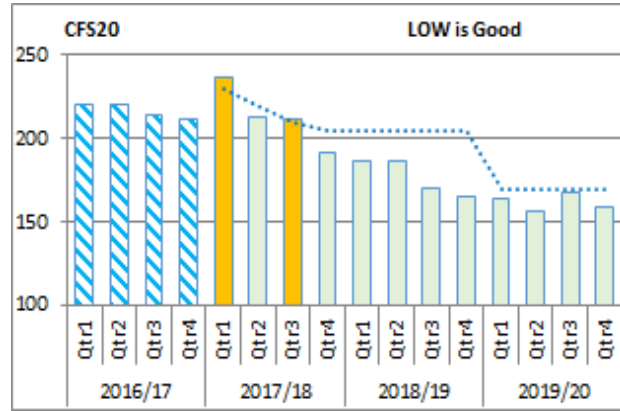
Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
<p>CFS18 ↓</p> <p>The rate of looked after children (LAC) per 10,000 of the 0-17 Swansea population at end of the period.</p> 	<p>RAG</p> <p>Result</p> <p>Target</p> <p>Trend</p> <p>Num</p> <p>Den</p>	<p>RED</p> <p>111.00</p> <p>102.00</p> <p>DECLINING</p> <p>522.</p> <p>47026</p>	<p>RED</p> <p>117.19</p> <p>107.00</p> <p>DECLINING</p> <p>554</p> <p>47272</p>	<p>RED</p> <p>119.94</p> <p>110.00</p> <p>DECLINING</p> <p>566</p> <p>47189</p>	<p>The focus has been on reducing numbers of children cared for in residential settings. Next phase is focus on legal security which is part of safe lac strategy and will reduce numbers to 475 by March 2021 - below 100 per 10,000.</p>
<p>CFS19 ↓</p> <p>The rate of children on the Local Authority's Child Protection Register per 10,000 of the 0-17 Swansea population.</p> 	<p>RAG</p> <p>Result</p> <p>Target</p> <p>Trend</p> <p>Num</p> <p>Den</p>	<p>AMBER</p> <p>54.01</p> <p>52.00</p> <p>DECLINING</p> <p>254</p> <p>47026.</p>	<p>GREEN</p> <p>50.77</p> <p>55.00</p> <p>IMPROVING</p> <p>240</p> <p>47272.</p>	<p>GREEN</p> <p>54.67</p> <p>55.00</p> <p>DECLINING</p> <p>258</p> <p>47189</p>	<p>The rate of children placed on the CPR remains stable.</p>

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020															
<p>CFS19a ↑</p> <p>The percentage of visits to children on the Child Protection Register (CPR) which were not overdue.</p>	RAG			GREEN																
	Result		93.18%	93.85%																
	Target			90.00%																
	Trend		No Data	IMPROVING																
	Num		205	229																
	Den		220	244																
<p>CFS19a High is Good</p> <table border="1"> <caption>CFS19a Data</caption> <thead> <tr> <th>Year</th> <th>Qtr1</th> <th>Qtr2</th> <th>Qtr3</th> <th>Qtr4</th> </tr> </thead> <tbody> <tr> <td>2019/20</td> <td>50%</td> <td>72%</td> <td>92%</td> <td>92%</td> </tr> <tr> <td>2019/20</td> <td>95%</td> <td>90%</td> <td>85%</td> <td>90%</td> </tr> </tbody> </table>	Year	Qtr1	Qtr2	Qtr3	Qtr4	2019/20	50%	72%	92%	92%	2019/20	95%	90%	85%	90%					
Year	Qtr1	Qtr2	Qtr3	Qtr4																
2019/20	50%	72%	92%	92%																
2019/20	95%	90%	85%	90%																
<p>Page 49</p> <p>CFS2 ↓</p> <p>The number of Looked After Children (LAC) at end of the period.</p>	RAG			RED																
	Result		554	566																
	Target			520																
	Trend		No Data	DECLINING																
	Num		554	566																
	Den																			
<p>CFS2 Low is Good</p> <table border="1"> <caption>CFS2 Data</caption> <thead> <tr> <th>Year</th> <th>Qtr1</th> <th>Qtr2</th> <th>Qtr3</th> <th>Qtr4</th> </tr> </thead> <tbody> <tr> <td>2018/19</td> <td>510</td> <td>540</td> <td>550</td> <td>550</td> </tr> <tr> <td>2019/20</td> <td>550</td> <td>550</td> <td>560</td> <td>560</td> </tr> </tbody> </table>	Year	Qtr1	Qtr2	Qtr3	Qtr4	2018/19	510	540	550	550	2019/20	550	550	560	560					<p>The focus has been on reducing numbers of children cared for in residential settings. Next phase is focus on legal security which is part of safe lac strategy and will reduce numbers to 475 by March 2021 - below 100 per 10,000.</p>
Year	Qtr1	Qtr2	Qtr3	Qtr4																
2018/19	510	540	550	550																
2019/20	550	550	560	560																

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
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CFS20 ↓

The rate of Children in Need (CiN) with a care and support plan per 10,000 of the 0-17 Swansea population at end of the period.



RAG

GREEN

GREEN

GREEN

Result

192.02

164.58

158.51

Target

205.00

205.00

170.00

Trend

IMPROVING

IMPROVING

IMPROVING

Num

903

778

748

Den

47026

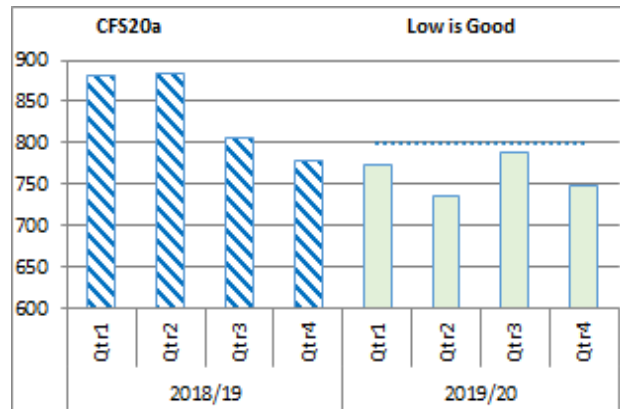
47272

47189

Page 49

CFS20a ↓

The number of Children in Need (CiN) with a care and support plan at end of the period.



RAG

GREEN

Result

778

748

Target

800

Trend

No Data

IMPROVING

Num

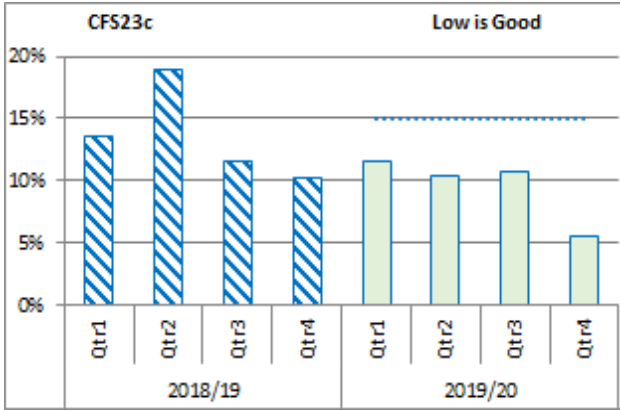
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748

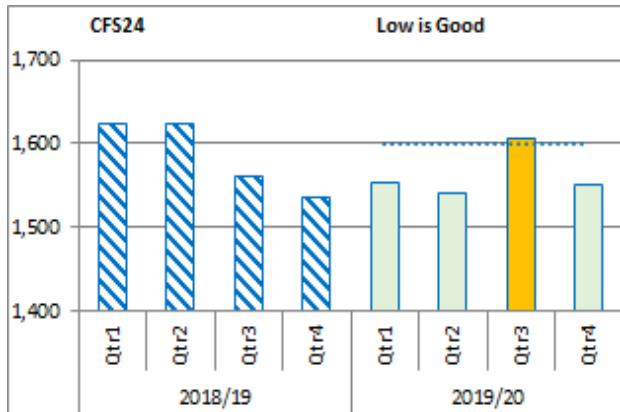
Den

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
CFS23a ⬇ The percentage of contacts to the Child & Family IAA (Information, Advice and Assistance) Hub that are subsequently passed on for formal assessment.	RAG			RED	Performance in this area remains strong and is expected to improve once the early help hubs embed.
	Result		12.36%	10.79%	
	Target			10.00%	
	Trend		No Data	IMPROVING	
	Num		1375	1157	
	Den		11127	10719	
CFS23b ⬇ The number of contacts to the Child & Family IAA (Information, Advice and Assistance) Hub that are subsequently passed on for formal assessment.	RAG			AMBER	Performance in this area remains strong and is expected to improve once the early help hubs embed.
	Result		1375	1157	
	Target			1120	
	Trend		No Data	IMPROVING	
	Num		1375	1157	
	Den				

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
CFS23c ⬇ The percentage of referrals to Child & Family Services that were received with 12 months of the previous referral.	RAG			GREEN	
	Result		13.67%	9.68%	
	Target			15.00%	
	Trend		No Data	IMPROVING	
	Num		188	112	
	Den		1375	1157	



CFS24 ⬇ The total number of children with a care and support plan at the end of the period.	RAG			GREEN	Degree of variation in performance is within normal range
	Result		1537	1550	
	Target			1600	
	Trend		No Data	DECLINING	
	Num		1537	1550	
	Den				



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
<p>CIP3 </p> <p>The number of GP Referrals still engaging in physical activity after 12 months and indicating their health has improved</p>	RAG	RED	GREEN	RED	<p>Last years target was one if not the highest nationally, so set high. What is relevant for this target is that this resulted in 87%. This is also exceptionally high at an ALL Wales level, exceeding the percentage rate of last year. Percentage is an aspect that we have greater control over than number in reporting terms.</p>
Result	158	295	262		
Target	176.	158	295.		
Trend	DECLINING	IMPROVING	DECLINING		
Num	158	295	262		
Den					
<p>Measure 18 </p> <p>The percentage of adult protection enquiries completed within 7 days</p>	RAG	GREEN	GREEN	AMBER	<p>A Safeguarding Team is currently being created which will help us to meet the target, although not all delays are due to LA, we could be waiting on external organisations eg SW Police to enable us to progress cases.</p>
Result	91.91%	90.40%	85.82%		
Target	90.00%	90.00%	90.00%		
Trend	IMPROVING	DECLINING	DECLINING		
Num	1261	970	1035		
Den	1372.	1073	1206		

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
Measure 19 (PAM025) ⬇ The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over	RAG	RED	RED	RED	Continuing to work with NHS to reduce Delayed Transfers with Rapid Discharge project commencing.
	Result	5.86	7.47	8.29	
Target	4.00	6.00	6.00		
Trend	No Data	DECLINING	DECLINING		
Num	127	164	185		
Den	21672	21956	22304		
Measure 24 (PAM028) ⬆ The percentage of assessments completed for children within statutory timescales	RAG	RED	RED	RED	Improvement in this area has been challenging to achieve for a number of years. A focused piece of work has been completed and the monthly report is evidencing improvement in the 1st quarter of this new financial year.
	Result	72.38%	78.05%	75.61%	
Target	90.00%	90.00%	90.00%		
Trend	DECLINING	IMPROVING	DECLINING		
Num	941	729	865		
Den	1300	934	1144		

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
Measure 27	RAG			GREEN	
The percentage of re-registrations of children on local authority Child Protection Registers (CPR) at end of the period.	Result		8.51%	6.89%	
<p>Measure 27 Low is Good</p>	Target			20.00%	
	Trend		No Data	IMPROVING	
	Num		28	23	
	Den		329	334	

Page 5

Measure 28	RAG	GREEN	GREEN	GREEN	This is close to the optimal timescale of 270 days
The average length of time for all children who were on the Child Protection Register (CPR) during the period	Result	208.48	238.37	264.00	
<p>Measure 28 LOW is Good</p>	Target	300.00	300.00	300.00	
	Trend	IMPROVING	DECLINING	DECLINING	
	Num	92150	81522	83326	
	Den	442	342	316	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
PAM029 (Measure 33) ⬇ Percentage of Looked After Children (LAC) at end of the period who have had three or more placements during the year (formerly SCC004)	RAG	RED	RED	GREEN	General placement stability is high, however there are a small number of children with complex needs where achieving placement stability is challenging. The Permanence Panel monitors all disruptions and supports the implementation of lessons learnt. Overall this indicator applies to a very small number of children and young people and some of these changes will result in a positive move which achieves permanence.
	Result	9.77%	11.55%	10.07%	
	Target	7.00%	7.00%	12.00%	
	Trend	DECLINING	DECLINING	IMPROVING	
	Num	51	64	57	
	Den	522	554	566	

SAFE27 ⬆ Total number of staff who have completed the corporate mandatory safeguarding awareness training (excludes school based staff)	RAG	RED	RED	GREEN	SDU Note - Data under query. Includes online and face to face training
	Result	737	499	4342	
	Target	1000	700	700	
	Trend	DECLINING	DECLINING	IMPROVING	
	Num	737	499	4342	
	Den				

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
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SAFE8b [↑](#)

Percentage of Elected Members who have received training in safeguarding vulnerable people

RAG

RED

GREEN

GREEN

All completed

Result

81.94%

100%

100%

Target

100.00%

100.00%

100.00%

Trend

No Data

IMPROVING

STATIC

Num

59.

72

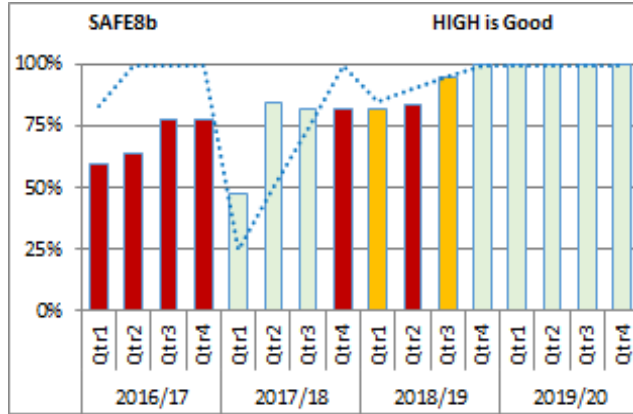
72.

Den

72.

72

72



SCC013ai [↑](#)

The percentage of children on the Child Protection Register (CPR) at the end of the period allocated to a social worker

RAG

GREEN

Result

100.00%

100.00%

Target

100.00%

Trend

No Data

STATIC

Num

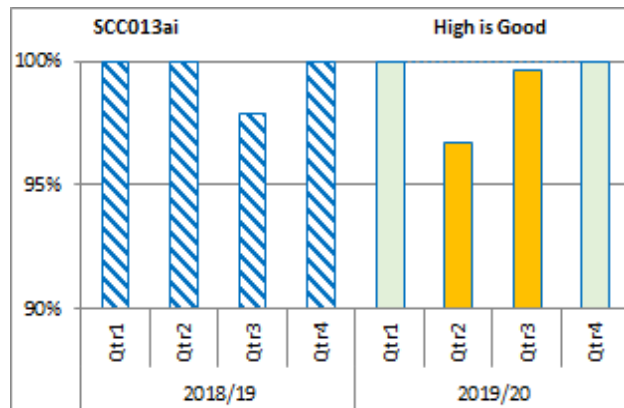
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258

Den

240

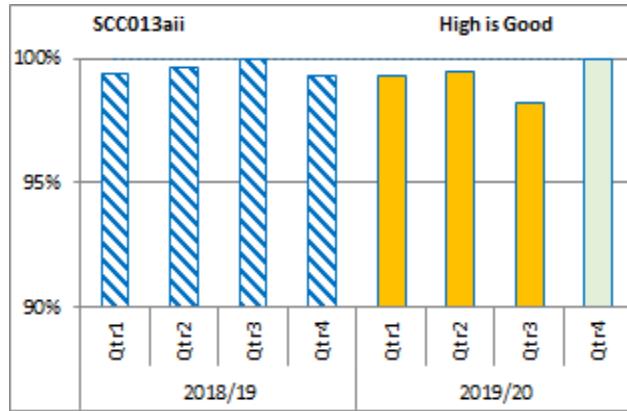
258



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
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SCC013aii [↑](#)

The percentage of Looked After Children (LAC) at the end of the period allocated to a social worker

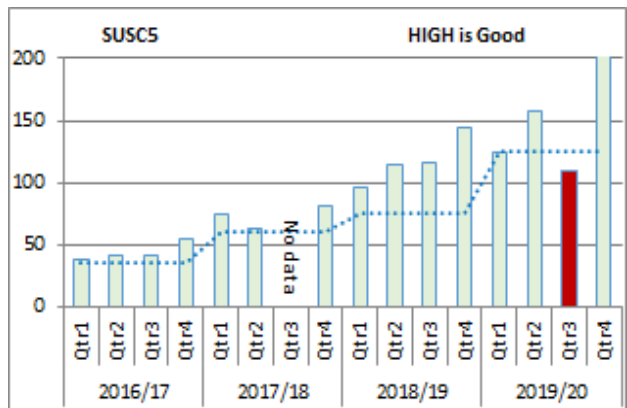


RAG
Result
Target
Trend
Num
Den

99.28%
100.00%
100.00%
No Data
IMPROVING
550
566
554
566

SUSC5 [↑](#)

The number of new introductions recorded by Local Area Coordinators



RAG
Result
Target
Trend
Num
Den

GREEN
259
240
IMPROVING
259
GREEN
471
300
IMPROVING
471
GREEN
604
500
IMPROVING
604

Changes to how end of key stage measures are calculated, particularly at key stage 4 are reflected in the performance indicator results. Targets were difficult to predict when the impact of changes was unknown. However, Fischer Family Trust (FFT) data shows that Swansea's performance provided significantly positive value added and all KS4 indicators ranked well above the expected benchmark position in Wales. Where targets have been missed, work will continue to support schools on accurate teacher assessment and ensure that pupils are well within the level of performance required.

Attendance continues to be closely monitored due to the importance of children and young people attending school regularly to achieve the skills and qualifications they need. This will continue, particularly for groups of pupils where attendance could be improved.

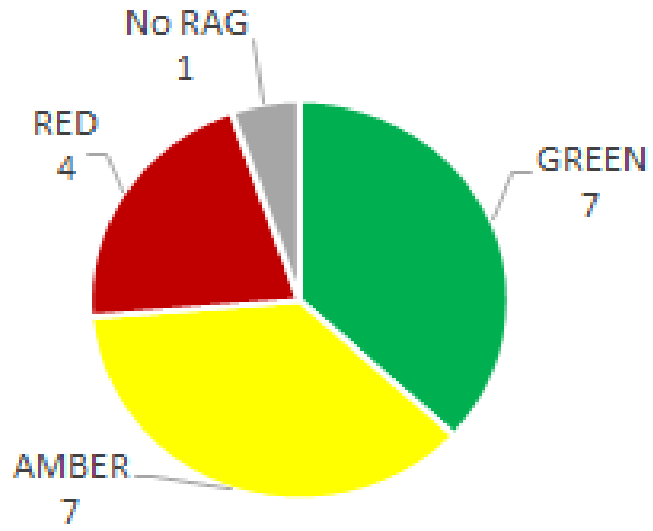
The level of children becoming NEET has improved from the previous year. The Cynnydd project continues to support children who are at risk of becoming NEET, providing tailored interventions to individual pupils in key stages 3 and 4 to prevent them from becoming disengaged from learning.

The number of statements issued within 26 weeks is a priority area of improvement. Improvements to systems within a challenging context of the impact of Covid-19 is ongoing. Work has begun on our ALN Strategic Plan priorities, including changes required to meet the implications of the ALNET Act 2018.

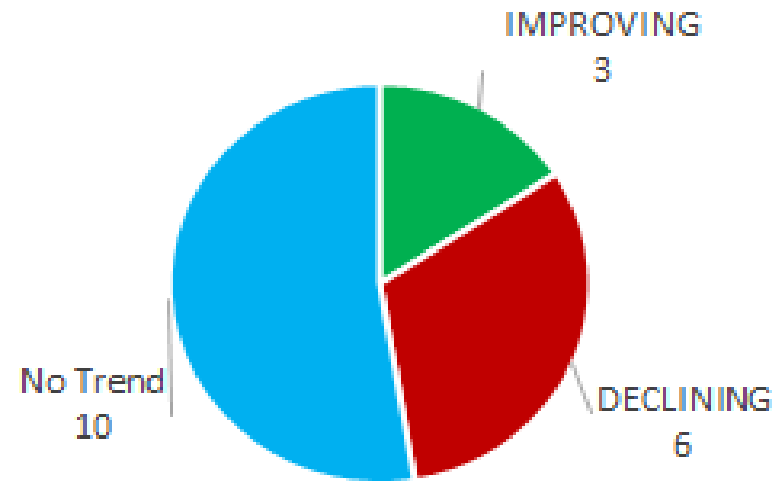
Key consultative groups including the School Improvement Partnership (SIP) and Partneriaeth Sgiliau Abertawe/Swansea Skills Partnership (PSA) continue to meet. Key areas of improvement will be shared with SIP, comprising officers from across the authority and headteacher representatives. The aim of PSA, a group comprising Members, LA officers and representatives from FE and HE is to work towards a number of steps to meet the wellbeing objectives in the corporate plan including ensuring that the skills and qualifications that children and young people attain meet the longer term aspirations of the city, including those that will arise from the Swansea Bay City Deal.

Looking forward, the implementation of the Additional Learning Needs Tribunal Act 2018 and Curriculum for Wales 2022 under the Welsh Government's National Mission, against a challenging financial context, will present challenges and opportunities that will need reflecting in the performance frameworks of the Education Directorate. It will be particularly important to monitor the impact of services for vulnerable learners due to adverse childhood experience, poverty, additional learning needs and disability. Measures will also place an increasing emphasis on progress made and value added within a more localised curriculum and sustainable service offer.

Performance against Target
2019/2020



Performance compared to same Period of previous year
2019/2020



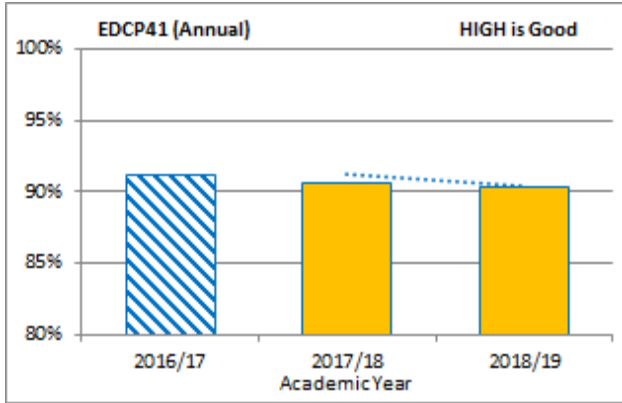
Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
BBMA4 ↑ The number of apprenticeships or trainee starts in the Council	RAG	GREEN	RED	GREEN	Due to Covid-19 there was a delay in recruiting 20 Waste & Cleansing trainees, these will be recorded in the 1st quarter of 20/21.
	Result	34	36	17	
Target	25	50	16		
Trend	IMPROVING	IMPROVING	DECLINING		
Num	34	36	17		
Den					
EDCP18d (PAM009) ↓ Young people known to be NOT in Education, Employment and Training (EET) [at 16, on leaving formal education] national calculation	RAG	AMBER	RED	GREEN	
	Result	2.2%	2.46%	1.96%	
Target	2.10%	2.10%	2.10%		
Trend	No Data	DECLINING	IMPROVING		
Num	52	57	47		
Den	2367	2318	2395		

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EDCP27  Foundation Phase Indicator: the percentage of children in Year 2 (age 7) who are assessed to have achieved Outcome 5 or higher in each of the Language & Communication in English/Welsh, Mathematical Development and Personal & Social Development.	RAG		RED	AMBER	Data relating to revised outcomes is only available for the last two years.
	Result		77.05%	75.19%	
	Target		86.00%	78.00%	
	Trend		No Data	DECLINING	
	Num		2129	2088	
	Den		2763	2777	
					
EDCP36  Percentage of students in year 11 educated other than at school (EOTAS) attaining the level 1 threshold at the end of key stage 4.	RAG		GREEN	GREEN	This PI is not comparable to previous years. Calculation is now based on first grade count, rather than best grade count.
	Result	26.53%	47.22%	41.86%	
	Target		27.00%	41.00%	
	Trend	No Data	IMPROVING	Not comparable see comment	
	Num	13	17	18	
	Den	49	36	43	
					

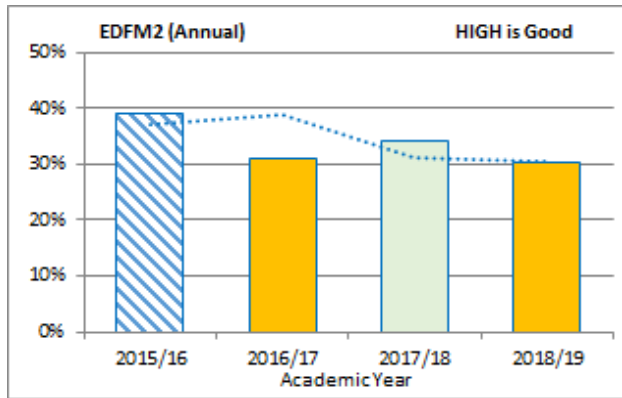
Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EDCP37 [↑] Percentage of students in year 11 attaining level 2 qualifications in both mathematics and science subjects at the end of key stage 4.	RAG		AMBER	RED	This PI is not comparable to previous years. Calculation is now based on first grade count, rather than best grade count. Target not reached - it was difficult to predict the effect of a change in grade count at the time of target setting. Mathematics are often entered twice.
	Result	61.26%	61.58%	59.28%	
	Target		62.50%	63.00%	
	Trend	No Data	IMPROVING	Not comparable see comment	
	Num	1474	1446	1441	
	Den	2406	2348	2431	
EDCP38 [↑] Percentage of students in year 11 who live in areas classed as being in the 20% most deprived of all areas in Wales attaining the level 2 inclusive measure at the end of key stage 4.	RAG		GREEN	GREEN	This PI is not comparable to previous years. Calculation is now based on first grade count, rather than best grade count.
	Result	40.74%	41.61%	37.74%	
	Target		32.30%	37.00%	
	Trend	No Data	IMPROVING	Not comparable see comment	
	Num	286.	263	254	
	Den	702.	632	673	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020																							
EDCP39 Percentage of students in year 11 who have been identified as being in local authority care at any time during their time in secondary school attaining the level 2 inclusive measure at the end of key stage 4.	RAG		RED	RED	The LAC cohort is variable - some who had been LAC were no longer in schools at end of KS4 to be counted.																							
	Result	17.86%	7.14%	6.67%																								
	Target		18.00%	23.00%																								
	Trend	No Data	DECLINING	Not comparable see comment																								
	Num	5	2	2																								
	Den	28	28	30																								
	<table border="1"> <thead> <tr> <th>AcademicYear</th> <th>2016/17</th> <th>2017/18</th> <th>2018/19</th> </tr> </thead> <tbody> <tr> <td>Result</td> <td>17.86%</td> <td>7.14%</td> <td>6.67%</td> </tr> <tr> <td>Target</td> <td></td> <td>18.00%</td> <td>23.00%</td> </tr> <tr> <td>Trend</td> <td>No Data</td> <td>DECLINING</td> <td>Not comparable see comment</td> </tr> <tr> <td>Num</td> <td>5</td> <td>2</td> <td>2</td> </tr> <tr> <td>Den</td> <td>28</td> <td>28</td> <td>30</td> </tr> </tbody> </table>					AcademicYear	2016/17	2017/18	2018/19	Result	17.86%	7.14%	6.67%	Target		18.00%	23.00%	Trend	No Data	DECLINING	Not comparable see comment	Num	5	2	2	Den	28	28
AcademicYear	2016/17	2017/18	2018/19																									
Result	17.86%	7.14%	6.67%																									
Target		18.00%	23.00%																									
Trend	No Data	DECLINING	Not comparable see comment																									
Num	5	2	2																									
Den	28	28	30																									
EDCP40 Percentage of pupil attendance in primary schools for pupils claiming free school meals	RAG		AMBER	AMBER	Attendance for this group has fallen below target and requires monitoring.																							
	Result		92.87%	92.61%																								
	Target		93.40%	93.50%																								
	Trend		No Data	DECLINING																								
	Num		1133104	1277001																								
	Den		1220132	1378832																								
	<table border="1"> <thead> <tr> <th>AcademicYear</th> <th>2016/17</th> <th>2017/18</th> <th>2018/19</th> </tr> </thead> <tbody> <tr> <td>Result</td> <td>92.87%</td> <td>92.87%</td> <td>92.61%</td> </tr> <tr> <td>Target</td> <td></td> <td>93.40%</td> <td>93.50%</td> </tr> <tr> <td>Trend</td> <td></td> <td>No Data</td> <td>DECLINING</td> </tr> <tr> <td>Num</td> <td></td> <td>1133104</td> <td>1277001</td> </tr> <tr> <td>Den</td> <td></td> <td>1220132</td> <td>1378832</td> </tr> </tbody> </table>					AcademicYear	2016/17	2017/18	2018/19	Result	92.87%	92.87%	92.61%	Target		93.40%	93.50%	Trend		No Data	DECLINING	Num		1133104	1277001	Den		1220132
AcademicYear	2016/17	2017/18	2018/19																									
Result	92.87%	92.87%	92.61%																									
Target		93.40%	93.50%																									
Trend		No Data	DECLINING																									
Num		1133104	1277001																									
Den		1220132	1378832																									



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EDCP41 [↑] Percentage of pupil attendance in secondary schools for pupils claiming free school meals	RAG		AMBER	AMBER	Attendance for this group is slightly below target and will be monitored carefully.
	Result		90.57%	90.26%	
	Target	91.22%	91.20%	90.40%	
	Trend	No Data	DECLINING	DECLINING	
	Num	641585	619761	691290	
	Den	703222	684290	765853	



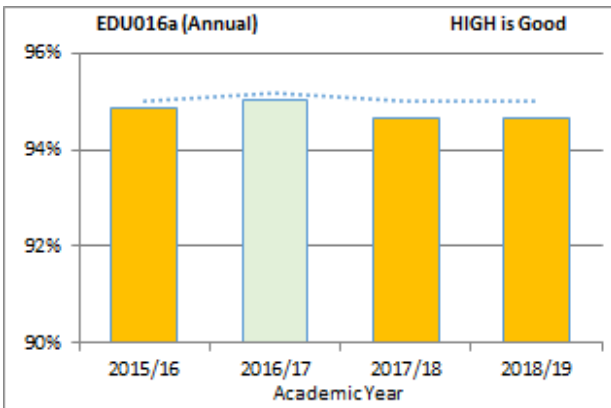
EDFM2 [↑] Percentage of pupils in receipt of free school meals (FSM) in schools maintained by the authority in the previous summer achieving 5 or more GCSEs at grades A*-C or the vocational equivalent, including English or Welsh and mathematics	RAG	RED	GREEN	AMBER	This PI is not comparable to previous years. Calculation is now based on first grade count, rather than best grade count. The target was missed by 0.17 and there was an increase in FSM numbers after the target was set.
	Result	30.79%	33.98%	30.13%	
	Target	39.00%	31.00%	30.30%	
	Trend	DECLINING	IMPROVING	Not comparable see comment	
	Num	137	140	135	
	Den	445	412	448	







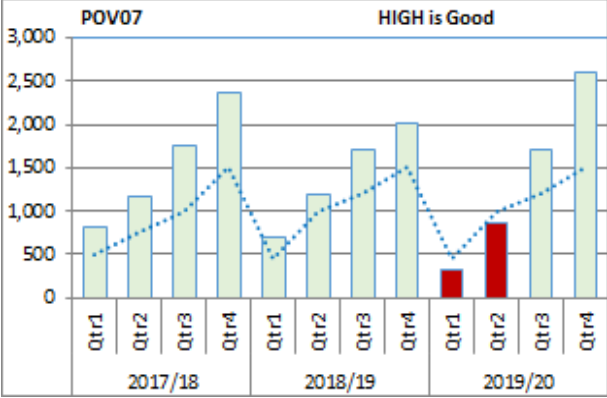
Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020										
<p>EDU003 ↑</p> <p>Key Stage 2 Assessments: The percentage of pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment</p> <p>EDU003 (Annual) HIGH is Good</p> <table border="1"> <caption>Key Stage 2 Assessment Results (Estimated from Chart)</caption> <thead> <tr> <th>Academic Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2015/16</td> <td>88%</td> </tr> <tr> <td>2016/17</td> <td>89%</td> </tr> <tr> <td>2017/18</td> <td>88%</td> </tr> <tr> <td>2018/19</td> <td>87%</td> </tr> </tbody> </table>	Academic Year	Percentage	2015/16	88%	2016/17	89%	2017/18	88%	2018/19	87%	RAG	GREEN	AMBER	AMBER	<p>This data is no longer used at school level for performance measurements. Improved moderation processes have contributed to more robust data. This will continue to be monitored.</p>
	Academic Year	Percentage													
	2015/16	88%													
	2016/17	89%													
	2017/18	88%													
	2018/19	87%													
	Result	89.5%	87.7%	86.8%											
	Target	89.00%	90.00%	90.00%											
Trend	IMPROVING	DECLINING	DECLINING												
Num	2288	2322	2439												
Den	2555	2647	2810												
EDU008c ↑	RAG				<p>Page 28</p> <p>The number of permanent exclusions for secondary schools.</p> <p>NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING</p>										
Result			28												
Target															
Trend			No Data												
Num			28												
Den															

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EDU010c  The rate of fixed-term exclusions per 1000 pupils for secondary schools. NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING	RAG			GREEN	
	Result			61.98	
	Target			60.00	
	Trend			No Data	
	Num			759	
	Den			12246	
EDU015a  The percentage of final statements of Special Education Need (SEN) issued within 26 weeks including exceptions NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING	RAG			RED	The decline on statements issued within 26 weeks has continued in 2019. Work has already taken place to address some of the issues contributing to this performance, including the introduction of new systems for statements. This is a priority area for improvement within the Directorate - a new structure and improvement programme will commence in 2020 to address current improvement requirements and changes to meet the requirements of the ALNET Act 2018.
	Result			5.03%	
	Target			80.00%	
	Trend			No Data	
	Num			10	
	Den			199	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EDU015b [↑] The percentage of final statements of Special Education Need (SEN) issued within 26 weeks excluding exceptions	RAG			RED	The decline on statements issued within 26 weeks has continued in 2019. Work has already taken place to address some of the issues contributing to this performance, including the introduction of new systems for statements. This is a priority area for improvement within the Directorate - a new structure and improvement programme will commence in 2020 to address current improvement requirements and changes to meet the requirements of the ALNET Act 2018.
	Result			13.7%	
	Target			90.00%	
NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING	Trend			No Data	
	Num			10	
	Den			73	
EDU016a (PAM007) [↑] Percentage of pupil attendance in primary schools	RAG	AMBER	AMBER	AMBER	Attendance rate has remained the same as the previous year. Target missed by 0.33% and rankings have dropped from 9th to 13th. LA is 10th most improved authority on a five year average. The Directorate will continue to promote and support attendance in schools, including the recent restructure of the Education Welfare Service to continue this work going forward.
	Result	95.05%	94.65%	94.67%	
	Target	95.20%	95.00%	95.00%	
	Trend	IMPROVING	DECLINING	IMPROVING	
	Num	5833217	5861014	5869909	
	Den	6137044	6192494.	6200515.	



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EDU016b (PAM008)					
Percentage of pupil attendance in secondary schools	RAG	AMBER	AMBER	GREEN	Target met but a decline of 0.2% compared to the previous year. Rankings improved from 7th to 5th and is the 8th most improved LA over five years and 0.2 above the Wales average. The Directorate will continue to promote and support attendance in schools, including the recent restructure of the Education Welfare Service to continue this work going forward.
	Result	94.34%	94.15%	94.02%	
	Target	94.50%	94.30%	93.80%	
	Trend	IMPROVING	DECLINING	DECLINING	
	Num	3532553	3482955.	3630590	
	Den	3744431	3699222.	3861541	
<p>EDU016b (Annual) HIGH is Good</p> <p>96% 94% 92% 90%</p> <p>2015/16 2016/17 2017/18 2018/19</p> <p>Academic Year</p>					
EDU017					
Percentage of pupils in schools maintained by the authority in the previous summer achieving 5 or more GCSEs at grades A*-C or the vocational equivalent, including English or Welsh and mathematics	RAG	RED	GREEN	AMBER	This PI is not comparable to previous years. Calculation is now based on first grade count, rather than best grade count. In 2019, new GCSEs are still being introduced, making it difficult to estimate. Despite target not reached, Fischer Family Trust (FFT) data showed significant positive value added and compared favourably in Wales.
	Result	57.8%	59.8%	57.8%	
	Target	64.50%	59.00%	60.00%	
	Trend	DECLINING	IMPROVING	Not comparable see comment	
	Num	1391	1404.	1405	
	Den	2406	2348	2431.	
<p>EDU017 (Annual) HIGH is Good</p> <p>100% 75% 50% 25% 0%</p> <p>2015/16 2016/17 2017/18 2018/19</p> <p>Academic Year</p>					

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
POV07 	RAG	GREEN	GREEN	GREEN	
The number of training and employment person weeks created by BBM for unemployed and economically inactive.	Result	2371 	2004 	2603 	
	Target	1500	1500	1500	
	Trend	IMPROVING	DECLINING	IMPROVING	
	Num	2371	2004	2603	
	Den				

The vast majority of targets have been met in 2019/20, with trends generally showing an upward trajectory on last year's performance. EC5 and EC6 have missed target, and these reflect grant funded projects being delivered by 3rd parties, where delays have occurred on site, due to the scale and complexity of the schemes involved and some Covid-19 related impact. However, our major regeneration priorities continue to make substantial progress. Swansea Central Phase 1 works have made significant visible progress with superstructure steelwork erected for the major structures. The 82 week construction programme will complete in 2021, but some Covid-19 related delays are inevitable given the social distancing site working restrictions. The Swansea Central Phase 2 design & viability work, including the potential for a public sector hub, has made good progress and a feasibility report is scheduled for Cabinet in September 2020. Whilst the official procurement of the strategic sites marketing opportunity was delayed owing to the pandemic, a local event was held in March and a virtual launch event is being organised for Autumn 2020. The Kingsway infrastructure project works have also suffered delays owing to the crisis, but work has resumed and continues to make excellent progress on site. Planning permission for the Kingsway Employment Hub building has been awarded and procurement has commenced. Wind Street feasibility options were also completed and a preferred option selected by Cabinet. The works contract for the Hafod Copperworks Powerhouse contract has also been awarded. Acquisition of the Place Theatre was completed following a successful grant bid and survey works are underway. Looking ahead to the medium term, the ongoing delivery and momentum of the Council's regeneration programme is considered a vital plank in the economic recovery process and further projects will be added, subject to additional funding from government economic stimulus funding.

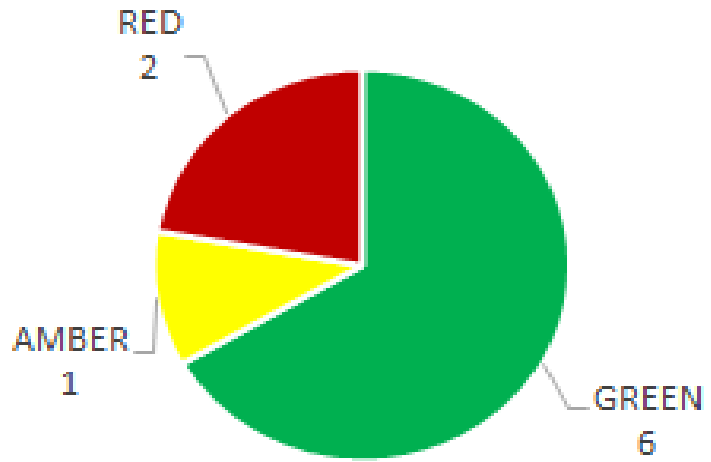
A £1m investment in Plantasia, by our partners Parkwood Leisure, saw this venue receive strong interest and a Tourism Award, effectively adding a new attraction to the City Centre. Investment in the City's Leisure Centres was also completed as part of the contract with Freedom Leisure, seeing £5.1M investment across the portfolio. The partnership has secured new state of the art studios and fitness suites; Energy efficient lighting and mechanical and electrical improvements have also been made to reduce energy costs and carbon footprint. Continuing the theme of invest to save, the refurbishment of the Grand Theatre progressed, with the new restaurant - The Malthouse - and upper bars being managed by Gower Brewery, alongside a capital investment with Race Council Cymru to secure a new multi-cultural digital hub for training, advice and skills development, alongside a new approach to programming for the Arts Wing. Whilst Covid-19 has kept the venues closed since the end of March, work has continued under lockdown, and plans are in development for reopening when guidance indicates it is safe to do so. We also saw a great programme of Special Events, befitting our 50th year as a city celebrations, including Royal Visits, the Stereophonics and a variety of street parties and festivals. Bookings were secured for 2020 but again these are now rescheduled to future times. Visitors to our Events add a significant boost to the local economy estimated as being in the region of £20m each year, and support for the tourism sector continued with a new marketing campaign and MoU with the Trade organisation to develop our profile and partnership even further. This has continued as we've adjusted our resources to support the sector during the difficult months at the close of the year and since, digitally and remotely. This way of working has also been developed with new websites and marketing plans for the venues and the full integration of Spektrix as our digital box office and data management/ marketing tool, enabling all venues and events in the city to be supported and audiences to remain connected.

The WHQS programme in 2019/20 delivered major levels of repairs to council homes and achieved full spend of £47.9m ensuring homes are in a good state of repair, thermally efficient, safe and secure and meeting the needs of individuals. By year end the Council delivered over 2,000 new kitchens, 1,900 new bathrooms which represent the highest level of delivery for this area work in a single year. Additionally, the Council undertook major thermally insulation improvements to 315 homes. Further work is taking place to renew roofs, renew electrical wiring in homes, provide new efficient gas boilers and improve garden boundaries and paving. The Council is progressed well with its fire safety improvements, delivering sprinkler systems to individual flats and communal areas in the three tower blocks at Clyne Court as well as completing installations in sheltered accommodation which is now nearing the end of its long term programme. The Council has been working with a specialist fire protection company in developing and trialling new smoke alarms systems that continually monitor alarms ensuring they are operational and report incidence of fire via instant text message and email; this system offers a real opportunity to further improve fire safety in the home particularly for older and more vulnerable tenants. The initial trials have proved very successful and a new programme for sheltered accommodation will be rolled out starting in 2020/21. The overall WHQS programme contributed significantly towards community benefits and employment opportunities; by the end of 2019/20

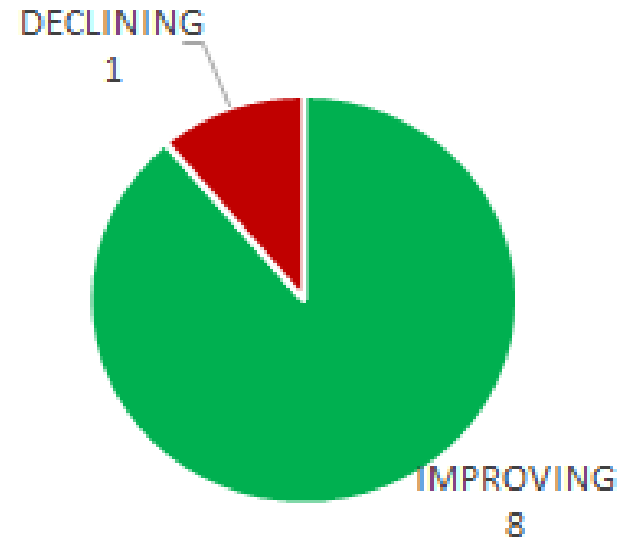
the WHQS programme created 1,556 weeks of targeted recruitment and training specifically for people who were unemployed and experiencing barriers to accessing the jobs market; 7 people from the local community have been employed in this period and 13 apprentices were engaged for WHQS work have seen their employment continued with ongoing projects. Also as part of the Council's commitment to innovative, energy efficient housing, a number of retrofit schemes are being carried out: 6 bungalows in Craig Cefn Parc were completed resulting in homes that have extremely high levels of energy efficiency and very low running costs for tenant; also a project in Garnswllt completed 10 properties which included solar panels and air source heat pumps. These schemes provide a test as to how renewable technologies can be applied to existing housing, transforming them into some of the most energy efficient homes in the Council's housing stock.

The Council's More Homes Programme, focussed on providing new build Council housing, continues to move forward at pace. Cabinet approved the first Housing Revenue Account Development Plan in February 2019, which set out a programme to develop over 140 new homes up to 2022. The Council is currently looking to increase this ambition, and has presented a 10 year delivery ambition to Cabinet for 1000 new Council homes plan from 2021-2031. Following on from the first passivhaus pilot at Colliers way, the second phase of the More Homes project is underway at a further 2 sites at Parc Y Helyg and Colliers Way Phase 2. As part of this phase, 34 new homes will be built as 'Homes as Power Stations' using funds from a £1.5m Innovative Housing Programme grant from the Welsh Government. The homes will have innovative features such as solar panels and battery-powered energy, as well as the inclusion of swift bricks to support biodiversity. 16 new homes at Parc Yr Helyg are due to be handed over in September, and 18 at Colliers Way Phase 2 in January 2021 Work is also nearing completion on a conversion of a former social services building in West Cross into 2 new family homes. A number of acquisitions of former Right to Buy homes has also taken place, and these homes have also been added to the council's stock. The number of acquisitions will increase this year due to a funding award from Welsh Government as part of the response to deal with homelessness as a result of Covid. A planning application has also been approved for a further 25 homes on Hill View Crescent in Clase. This scheme has also been awarded £1.5m of Innovative Housing Funding, which will fund the renewable technologies to continue the Homes as Power Stations theme. This will also be the site of a new build Welsh medium primary school, and will provide an opportunity to regenerate the area. Work is starting in August 2020. The Council is also progressing the procurement of a development partner or partners. The aim will be to deliver mixed tenure housing on the Council owned sites, whilst maximising the delivery of affordable housing to meet local need. The Council has also procured a multi-disciplinary team to deliver a masterplan for the regeneration of a large HRA site. This work is progressing however, the timeframe has been extended as the planned resident consultation events, site visits and surveys were delayed due to Covid.

Performance against Target
2019/2020



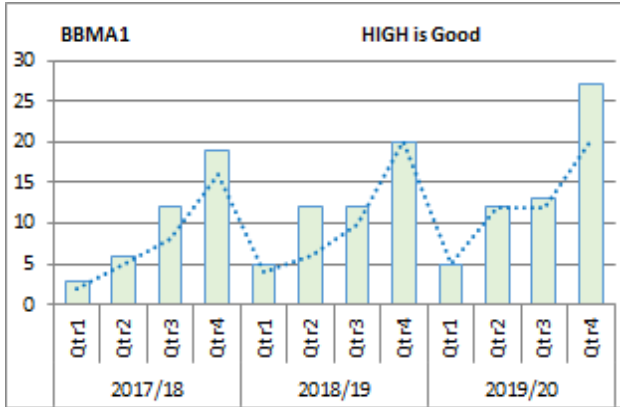
Performance compared to same Period of previous
year
2019/2020



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
-----------------------	-----	-----------	-----------	-----------	-------------------

BBMA1 [↑](#)

The number of projects with social benefit clauses and Beyond Bricks & Mortar in their contracts



RAG

GREEN

GREEN

GREEN

Result

19

20

27

Target

16

20

20

Trend

IMPROVING

IMPROVING

IMPROVING

Num

19

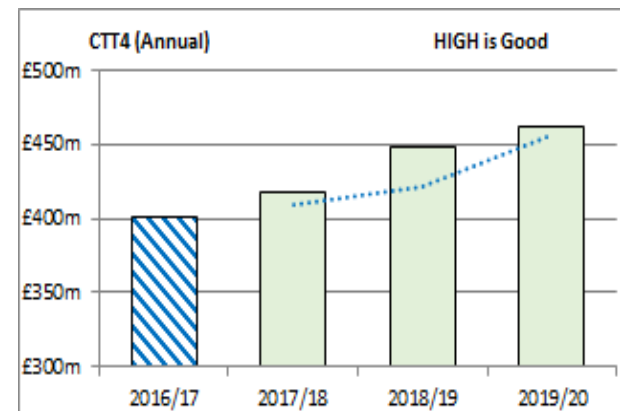
20

27

Den

CTT4 [↑](#)

The amount of money spent by visitors to the City & County of Swansea (£m)



RAG

GREEN

GREEN

GREEN

Result

417.85

447.74

461.48

Target

410.00

424.12

456.69

Trend

IMPROVING

IMPROVING

IMPROVING

Num

417.85

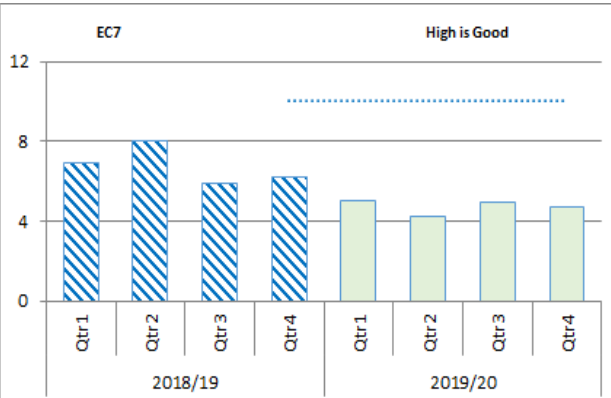
447.74

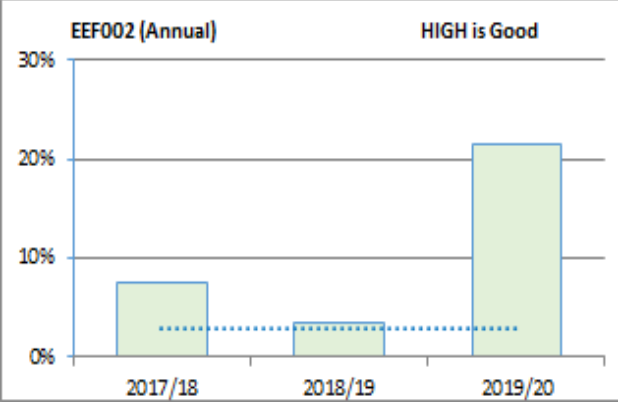

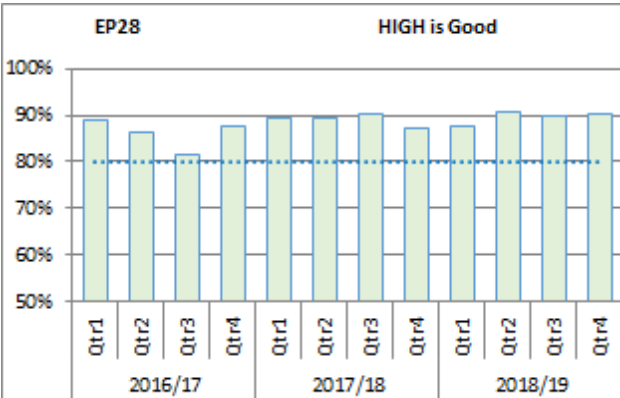
461.48


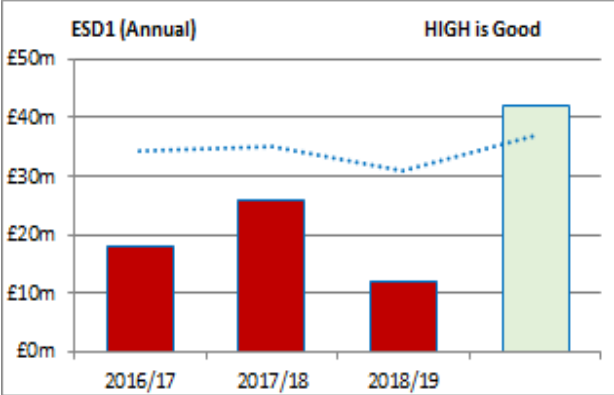
Den

Figure taken from STEAM report received on 17th March 2020.

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EC2 The Percentage of all major applications with an economic imperative that are approved	RAG	GREEN	GREEN	AMBER	The PI has narrowly missed target owing to several applications being contrary to planning policy
	Result	92.59%	94.29%	81.48%	
	Target	85.00%	90.00%	85.00%	
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	25	33	22	
	Den	27	35	27	
EC5 Amount of commercial floorspace (measured by sq m) created within the TRI (Targeted Regeneration Investment) Programme target areas to accommodate job creation	RAG			RED	shortfall due to delays with 21-22 Castle Street development
	Result		0	1001	
	Target			1315	
	Trend		No Data	IMPROVING	
	Num		0	1001	
	Den				
	NO GRAPH DISPLAYED - SECOND YEAR OF FULL REPORTING NO FIGURES REPORTED IN YEAR ONE				

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EC6 ↑ Number of new housing units created in TRI target areas as a result of Targeted Regeneration Investment (TRI) Programme funding. NO GRAPH DISPLAYED - SECOND YEAR OF FULL REPORTING NO FIGURES REPORTED IN YEAR ONE	RAG			RED	shortfall due to delays with 5 Banwell Street, Kings Building and 1 Woodfield Street developments
	Result		0	15	
	Target			39	
	Trend		No Data	IMPROVING	
	Num		0	15	
	Den				
EC7 ↓ Average Turnaround Time for Land Charge Searches completed in the period 	RAG			GREEN	
	Result		6.79	4.74	
	Target			10.00	
	Trend		No Data	IMPROVING	
	Num		6.79	4.74	
	Den				

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EEF002  Measurement of carbon reduction across all CCS public building portfolio (%)	RAG	GREEN	GREEN	GREEN	There are a number of approaches that we have carried out towards effectively managing energy consumption and reducing our carbon emissions which includes capital maintenance investment installing energy efficient equipment; Automatic Meter Reading programme; estate rationalisation; energy awareness programmes and flexible working. The CRC scheme was abolished following the 2018/19 compliance year, Welsh Government will be releasing a new Carbon Reporting Guide which will require a new PI.
	Result	7.41%	3.47%	21.56%	
	Target	3.00%	3.00%	3.00%	
	Trend	IMPROVING	DECLINING	IMPROVING	
	Num	1978	858	5327	
	Den	26683	24705	24705	
					
EP28  The percentage of all planning applications determined within 8 weeks.	RAG	GREEN	GREEN	GREEN	
	Result	86.09%	89.11%	89.53%	
	Target	80.00%	80.00%	80.00%	
	Trend	IMPROVING	IMPROVING	IMPROVING	
	Num	1653	1694	1718	
	Den	1920	1901	1919	
					

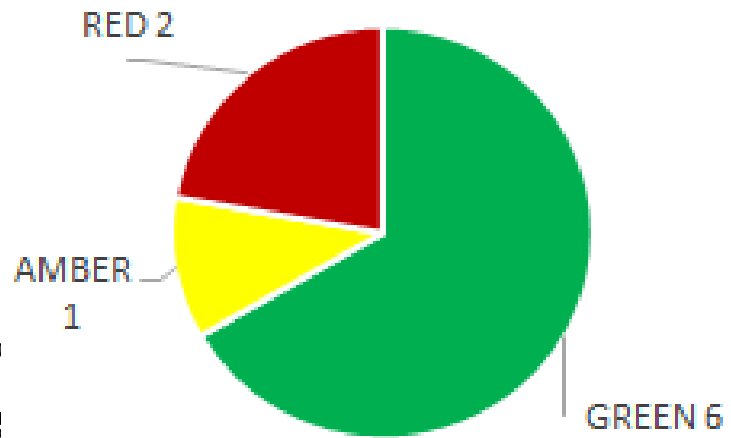
Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020																
ESD1  Value of inward investment (£m's) related to property-based projects where the authority owns some or all of the land (or adjoining land which facilitates the development)	RAG	RED	RED	GREEN																	
	Result	26	12.2	42																	
	Target	35.00	31.00	37.00																	
	Trend	IMPROVING	DECLINING	IMPROVING																	
	Num	26	12.2	42																	
	Den																				
	 <p>ESD1 (Annual) HIGH is Good</p> <table border="1"> <caption>ESD1 (Annual) Data</caption> <thead> <tr> <th>Year</th> <th>Value (£m)</th> <th>Color</th> </tr> </thead> <tbody> <tr> <td>2016/17</td> <td>~18</td> <td>Red</td> </tr> <tr> <td>2017/18</td> <td>~26</td> <td>Red</td> </tr> <tr> <td>2018/19</td> <td>~12</td> <td>Red</td> </tr> <tr> <td>2019/2020</td> <td>42</td> <td>Green</td> </tr> </tbody> </table>						Year	Value (£m)	Color	2016/17	~18	Red	2017/18	~26	Red	2018/19	~12	Red	2019/2020	42	Green
	Year	Value (£m)	Color																		
2016/17	~18	Red																			
2017/18	~26	Red																			
2018/19	~12	Red																			
2019/2020	42	Green																			

Performance shows that we have achieved our targets against the majority of key indicators and are making good progress in delivering our objectives. One of those missed is linked to procedure changes which did increase Council Tax Reduction processing times, but maximised the amount of Council Tax Reduction and financial benefit for residents. There has been a 10% decrease of people gaining employment through Council Employability support compared to 2018/19, although 354 people did gain employment. The cross cutting review of the Council's employability support function started in 19/20 and will result in the better capturing of the results of all employability activity across the Council during 20/21.

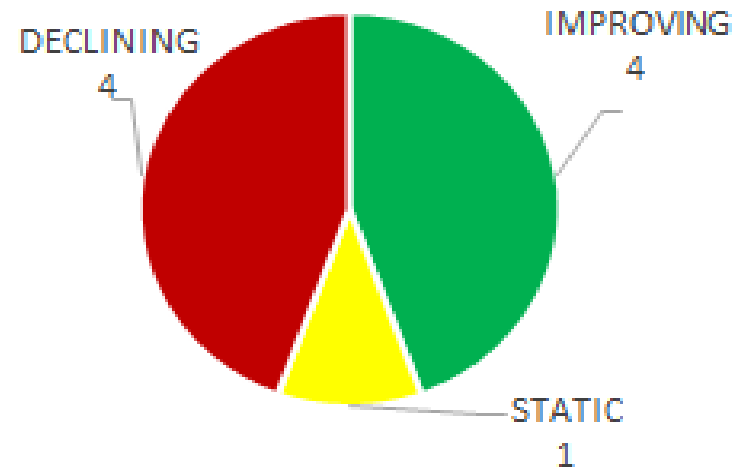
More residents moved onto Universal Credit during 2019/20 and our Welfare Rights team continued to support individuals to secure their rights and entitlements. The corporate Tackling Poverty strategy and action plan along with the Poverty Forum and partnership work to tackle poverty has included utilising data to ensure that resources are targeted effectively, initiatives to tackle food poverty have been supported along with initiatives to address isolation and wellbeing. Employability initiatives focused on targeted groups have worked well including NEETS and Prison leavers. The training, skills and qualifications achieved have increased during 19/20 and this continues to be a focus during 20/21. Funding for a Swansea Poverty Truth Commission has been secured and this will commence in 20/21, providing a platform for those with lived experiences of Poverty to inform and influence policy and practice.

The impact of Covid 19 on the economy and the household income started to be seen towards the end of the financial year and this will be significant during 20/21. The Tackling Poverty focus will include supporting those temporarily housed into more permanent homes, offering skills and qualifications for new employment opportunities, tailored employability support, access to quality advice and information and support to take up entitlements. It will continue to be an all age approach, but we anticipate an increased demand from those who are short-term unemployed, young people and those with health conditions.

Performance against Target
2019/2020



Performance compared to same Period of previous
year
2019/2020

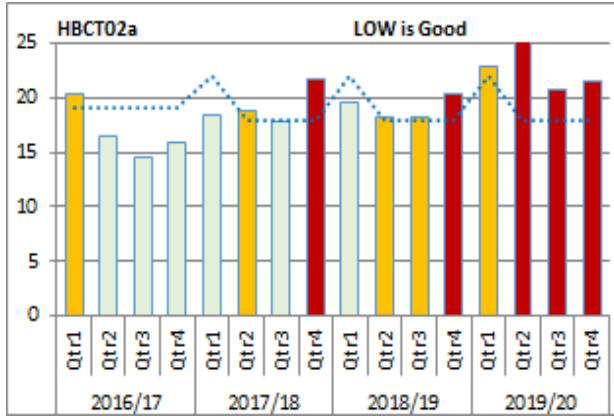


Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
HBCT01a ↓ Housing Benefit Speed of Processing: Average time for processing new claims.	RAG	GREEN	GREEN	AMBER	with reduced resources in place a reduction in performance was expected and 0.5 days is well within acceptable limits
	Result	16.25	13.11	18.5	
	Target	19.00	19.00	18.00	
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	84384	32508	36119.	
	Den	5194	2479	1951	
HBCT01b ↓ Housing Benefit Speed of Processing: Average time for processing notifications of change in circumstances.	RAG	GREEN	GREEN	GREEN	
	Result	4.38	5.45	4.26	
	Target	7.00	7.00	7.00	
	Trend	IMPROVING	DECLINING	IMPROVING	
	Num	229487	219348	140485.	
	Den	52348.	40277.	32970	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
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HBCT02a ↓

Council Tax Reduction Speed of Processing:
Average time for processing new claims.



RAG

AMBER

AMBER

RED

Result

19.09

19.2

22.9

Target

19.00

19.00

20.00

Trend

DECLINING

DECLINING

DECLINING

Num

105223

99573

150597

Den

5513

5192

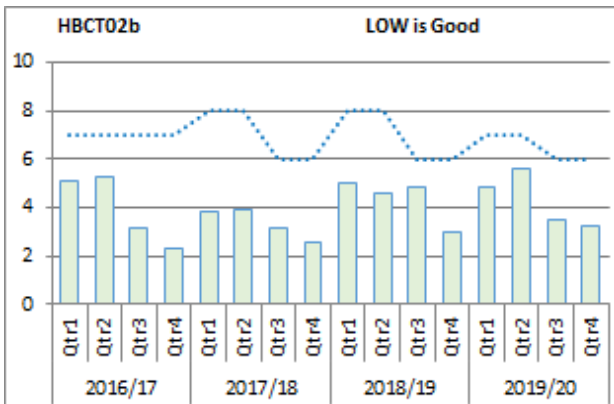
6578

Procedures were changed to maximise the amount of CTR awarded knowing this would appear to result in a longer processing time. The financial benefit to our customers outweighs the apparent worsening of the statistics. However, 2.9 days is acceptable in the circumstances, also taking into consideration reduced staffing levels.

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HBCT02b ↓

Council Tax Reduction Speed of Processing:
Average time for processing notifications of change in circumstances.



RAG

GREEN

GREEN

GREEN

Result

3.25

4.1

4.1

Target

7.00

7.00

7.00

Trend

IMPROVING

DECLINING

STATIC

Num

256623

311914

295445

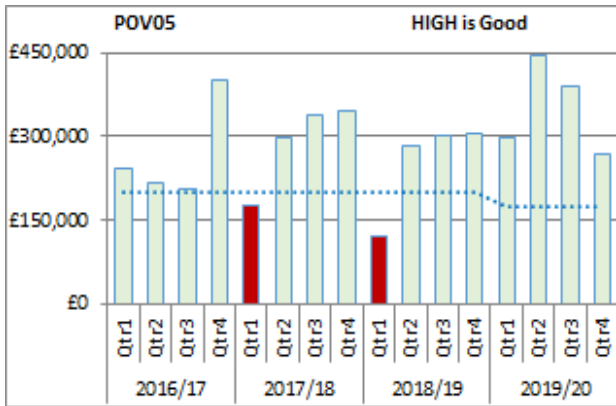
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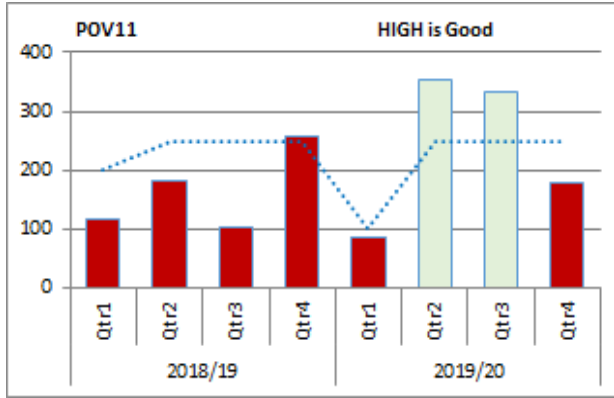
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Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
PAM036 ↑ Number of additional affordable housing units delivered during the year per 10,000 households. NO GRAPH DISPLAYED - SECOND YEAR OF FULL REPORTING	RAG			GREEN	
	Result		14.04	21.21	
	Target			14.00	
	Trend		No Data	IMPROVING	
	Num		152	231	
	Den		108200	108900.	
POV05 ↑ The amount of welfare benefits raised through securing rights and entitlements by the Welfare Rights Team	RAG	GREEN	GREEN	GREEN	
	Result	1170206.00	1065855.21	1416282.43	
	Target	800000	800000	700000.	
	Trend	IMPROVING	DECLINING	IMPROVING	
	Num	1170206.00	1065855.21	1416282.43	
	Den				



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
POV06 ↓ The average number of days all homeless families with children spent in Bed and Breakfast accommodation	RAG	GREEN	GREEN	GREEN	Degree of variation is within normal range
	Result	1.5	1.5	4.57	
	Target	6.00	6.00	5.00	
	Trend	IMPROVING	STATIC	DECLINING	
	Num	3.	9.	64	
	Den	2.	6.	14	
<p>POV06 LOW is Good</p>					
POV10 ↑ Number of people gaining employment through employability Support	RAG		RED	RED	As part of the employability commissioning review work is being undertaken to better capture the results of all the employability activity across the Council
	Result		389	354	
	Target		500	455	
	Trend		No Data	DECLINING	
	Num		389	354	
	Den				
<p>POV10 High is Good</p>					

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
POV11 [↑] Number of accredited qualifications achieved by adults with local Authority support	RAG		RED	GREEN	
	Result		799	1000	
	Target		950.	850	
	Trend		No Data	IMPROVING	
	Num		799	1000	
	Den				



Good progress was made during 2019-20 across the corporate plan well-being objectives, as reflected in the majority of performance indicators.

The Sustainable Swansea transformation programme underwent its annual review and the decision was taken to adopt a new strategy, particularly in light of Covid-19. A new strategy and plan are being developed combining recovery from Covid-19 lockdown, a new forward looking sustainable transformation programme and budget strategy

The Council has continued to strengthen its organisational development programme alongside Gower College, particularly leadership and management and the management of change. A Leadership Hub was established with monthly guest speakers from both across the organisation and external leaders

Equality Champions were identified across Directorates and underwent equalities training in order to support the implementation of the Strategic Equalities Plan objectives and plan. Equalities Champions also took on the remit of working with the Council's established community groups where any consultation, engagement or co-production was needed around changes in their service areas. This remains an ongoing area of work and development to build capacity and resilience

Projects to deliver sustainable procurement to secure local economic and community benefits include:

A large number and range of contracts have been tendered by the Council and 'community benefit clauses' incorporated, for example, in work related to the Swansea Bay City Deal, the Targeted Regeneration Investment programme, the Hafod Morfa Copperworks, 21st century schools and many other capital projects which are currently on-going

Community benefit clauses have also been incorporated within services commissioned by the Council such as Social care and Housing. Since the inception of the Council's key programme for securing community benefits in relation to training employment (Beyond Bricks and Mortar) over 10 years ago, the Council have let over 190 contracts with community benefits and secured more than 150,000 training weeks

The Council also adopted the Welsh Government initiative and Code of practice: Ethical employment in supply chains - working in partnership with Trade Union colleagues - to tackle social issues in procurement and supply chains, such as eradicating modern slavery.

The Council's Transformation and Future Council Policy Development Committee (PDC) explored barriers to local suppliers securing Council contracts and this review then informed changes to the Council Constitution - particularly the contract procedure rules - in order to tackle the barriers to engaging with local suppliers; these changes were finalised in 19-20 and agreed by Council, and which will inform and provide the platform for further work to assist local suppliers and their development.

The Digital Strategy was reviewed during 2019 and a new updated version has been produced which will be taken through Cabinet and pre-decision Scrutiny during 2020. Hundreds of projects have been successfully delivered as part of the strategy since 2015, which put the Council in a strong position going into the Covid-19 crisis and lockdown. The cloud first and digital first approach not only improved the resilience of services across the Council, but also made it easy for staff and Councillors to switch to homeworking. Most importantly it meant Swansea residents could continue to access services online or via virtual call centres. The channel shift to digital first can be seen evidenced in the performance indicators Cust 2a and 2b which have both exceeded targets. It also meant the Council could respond quickly during the Covid crisis, developing apps that would support the most vulnerable and those shielding. Other examples of projects delivered during 2019-20 include: Automation of important but nevertheless routine administrative processes saving hours of time so those staff could be utilised on other more valuable tasks; replacement of old legacy systems with new applications utilising the latest technology with the ability to integrate with other key systems including telephony reducing manual processes; new digital solutions for schools and parents including schools catering ordering automation, a walking route distance calculator, family information services, free child care and free school meals applications; delivered digital solutions to help services make savings through automation and going paperless, e.g. in domiciliary care; implementation of equipment and systems to support agile working; large scale upgrade to cloud of the HR, finance, and payroll system; large scale replacement of the Council's telephony system; and a new digital first ICT service desk solution amongst other projects

Hand in hand with the drive towards an ever more digital world is the area of digital inclusion. A revised digital inclusion strategic framework was delivered in 2019 however, this will now be further reviewed in light of the Covid-19 crisis and lockdown and the significant escalated channel shift to digital and online. Research and evidence shows digital exclusion is relatively low in Swansea and this gap narrowed further during lockdown

The Council's commitment to the Welsh Language continued in 2019-20. Specific Welsh speaking areas were established in the agile working spaces. For 2018/19 there were c20 participants on Mynediad Level 1 and none for Mynediad Level 2 or Sylfaen. For 2019/20 there were 15 participants on Mynediad Level 1

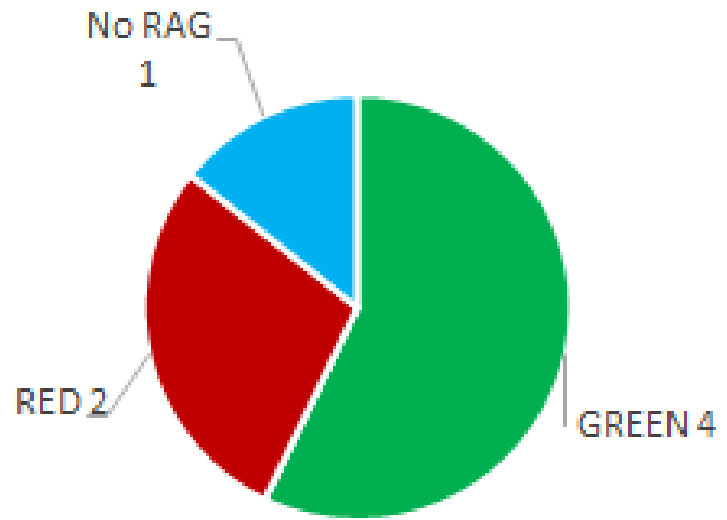
and 9 on Mynediad Level 2, none on Sylfaen. Participation was hampered by COVID-19 which meant that lessons were held virtually for those who were able to attend. For 2020/21, subject to sufficient numbers, the intention is to run Mynediad Level 1, Level 2 and Sylfaen courses. This may require running courses in partnership with other organisations

A strategic framework around co-production was developed. Historically co-production has resided specifically within the Social Care and Health field. This framework aims to expand the use of co-production across other services where appropriate. Co-production is just one tool and does not replace consultation and engagement. Training around the definition and application of co-production was delivered to key groups and a pilot was undertaken in Social Services

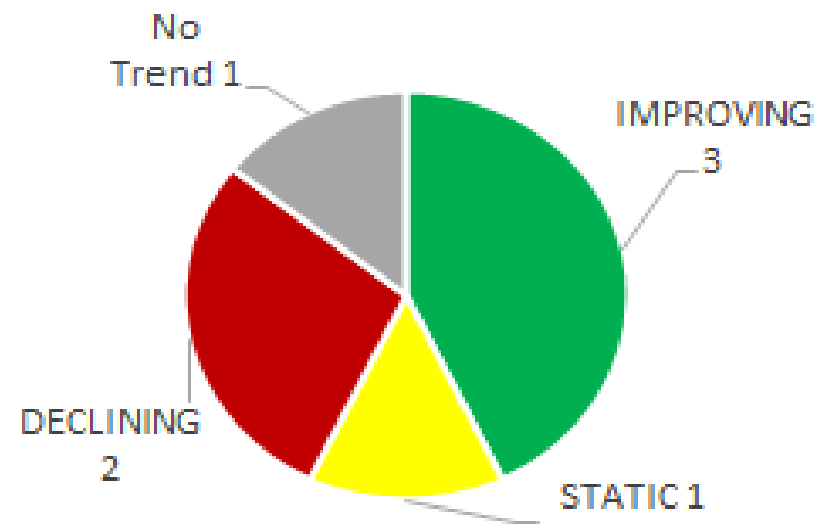
Performance around sickness continues to be a concern as reflected in the indicator CHR002 (PAM001) and a review of the data is underway. During 2019 the HR department undertook some targeted work with Heads of Service on long term sickness. Covid-19 inevitably impacted this during the last few months of the year

Performance around the budget FINA6 is a complicated picture impacted by Covid during the last quarter and resulting in an overall positive outturn for 2019-20. The longer term financial impact of Covid-19 and the Council's financial strategy moving forward is being developed alongside the Recovery Plan and the future revised transformation programme which is replacing Sustainable Swansea.

Performance against Target
2019/2020



Performance compared to same Period of previous
year
2019/2020




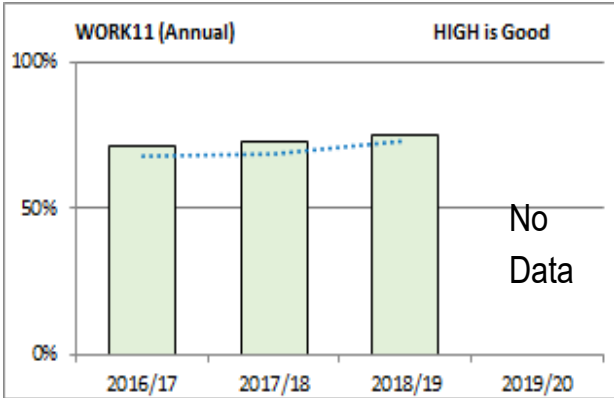
Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
CHR002 (PAM001) ↓ The number of working days/shifts per full time equivalent lost due to sickness absence	RAG	RED	RED	RED	Note from Corporate Performance Team - Data quality under review. Sickness figures impacted by COVID-19. Consultation paused on new Management of Attendance Policy due to COVID. Support continuing in service areas with high levels of sickness absence.
	Result	10.8	10.98	11.85	
	Target	8.00	10.00	10.00	
	Trend	DECLINING	DECLINING	DECLINING	
	Num	98314.30	98913.95	105606.61	
	Den	9101.00	9007.59	8910.39	
CUST2a ↑ Number of online payments received via City and County of Swansea websites	RAG	GREEN	GREEN	GREEN	The target has been exceeded and there has been a 7% increase in the number of online payments from 2018/2019. The number of invoices being paid online has increased as service users are being reminded that they can 'do it online' if they choose to do so, via social media, on the phone and on the invoices themselves.
	Result	78986	94540	101087	
	Target	75200.	79100.	94640	
	Trend	DECLINING	IMPROVING	IMPROVING	
	Num	78986.	94540	101087	
	Den				

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
CUST2b ↑ Number of forms completed online for fully automated processes.	RAG	GREEN	GREEN	GREEN	The target was exceeded and the requests rose by 35% from last year. There has been a 73% rise in environment requests online year-on-year, which is a really good achievement as these queries go directly into the back office system, and some also have payments which are coded to the correct budget automatically. When the Coronavirus lockdown took effect in March there was an immediate rise in requests, eg the number of recycling bag requests as residents could not collect from council buildings.
	Result	16239	26997	36552	
	Target	15000	20500	24950	
	Trend	IMPROVING	IMPROVING	IMPROVING	
	Num	16239	26997	36552	
	Den				

Page 89

FINA6 ↑ Percentage of identified forecast General Fund Revenue savings and income for the year compared to originally approved budget (£000's)	RAG	RED	RED	RED	The tracker was not completed during lockdown and emergency response to the Covid 19 pandemic as part of pragmatic and practical reprioritisation of essential work. It is likely the performance would have improved in the final quarter and given the overall outturn position it is clear that some additional compensating savings have been made where specific savings have been delayed or have not been achieved.
	Result	67.49%	62.20%	82.09%	
	Target	100.00%	100.00%	100.00%	
	Trend	DECLINING	DECLINING	IMPROVING	
	Num	12639	10281	10376	
	Den	18727	16530	12640	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020										
IT10 ↑ The number of beneficiaries who have attended the 'Get Swansea online' programme	RAG	GREEN	GREEN	GREEN	The target was reduced to 300 because of the increasing levels of digital inclusion and reduced funding for this activity. However, alongside Get Swansea Online free courses, a grant from Good Things Foundation was successfully applied for, allowing us to supplement the Get Swansea Online courses with BT Learn My Way online learning with Lifelong Learning. This helps with tasks like using a mouse and keyboard, to updating CVs, using Excel, using social media and banking and shopping online.										
<p>IT10 (Annual) HIGH is Good</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>2016/17</td> <td>415</td> </tr> <tr> <td>2017/18</td> <td>469</td> </tr> <tr> <td>2018/19</td> <td>454</td> </tr> <tr> <td>2019/20</td> <td>302</td> </tr> </tbody> </table>	Year	Value	2016/17	415		2017/18	469	2018/19	454	2019/20	302	Result	469	454	302
	Year	Value													
	2016/17	415													
	2017/18	469													
	2018/19	454													
	2019/20	302													
Target	415	440	300												
Trend	IMPROVING	DECLINING	DECLINING												
Num	469	454	302												
Den															
PROC12 ↓ Number of data breaches which has resulted in an enforcement or monetary penalty notice being issued by the Information Commissioners Office (ICO)	RAG		GREEN	GREEN	NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING ALL RESULTS ARE ZERO										
Result		0	0												
Target		0	0												
Trend		No Data	STATIC												
Num		0	0												
Den															

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
WORK11  Percentage of staff satisfied with the support they have to develop their skills and learn new things	RAG	GREEN	GREEN		No data to report this year as no staff survey was carried out.
	Result	72.5%	74.7%	No data	
	Target	69.00%	73.00%		
	Trend	IMPROVING	IMPROVING		
	Num	1581	1264		
	Den	2182	1692.		
					

Our well-being, prosperity, quality of life and future survival is dependent on a healthy resilient natural environment and stable climate. Significant steps were taken during 19/20 to meet this wellbeing objective:

-The Council's first Section 6 Monitoring Report was submitted to Welsh Government outlining what it has done to comply with its Biodiversity (Section 6) Duty and an Action Plan drafted. A new Corporate Biodiversity Working Group as well as a Scrutiny Panel have been established to oversee delivery of identified actions over the next 3 years. The Group also considers the issue of climate change and the Council's response to Climate Emergency.

-A Policy Development Committee (PDC) has been designated the Equalities and Future Generations Future Generations PDC charged with a specific remit to cover the response to Climate Change emergency. Work has begun reviewing relevant Council policies and looking at how they align with tackling climate change or where gaps may exist.

-A draft Green Infrastructure (GI) Strategy has been consulted on which sets out a vision for the central area of Swansea to be much greener, creating green spaces which deliver resilience, prosperity, health and well-being, and will include a target for increasing tree canopy coverage within the public realm. A County-wide GI strategy is also being prepared

-Tree planting targets have been exceeded helped by the £12 million Kingsway development which has resulted in over 200 new trees being planted, and a new City Centre park is in the process of being created.

-A Corporate Tree Policy has been drafted with consultation to follow current consultation on Supplementary Planning Guidance (SPG) relating to Trees, Woodland and Hedgerows as well SPG relating to Biodiversity. An Ash dieback management strategy has been implemented and an Ash Dieback Action Plan is in place with around 3,000 Ash trees surveyed on public land, many of which show varying signs of dieback.

-High level mapping of biodiversity and GI has been undertaken to identify areas of poorest environmental quality and identify and prioritise areas for GI enhancement over the next 3 years. Work has also begun on a biodiversity review of all Council assets. Clauses are now routinely inserted into new service level agreements, contracts, licences, etc. relating to land use and land management to prevent loss of biodiversity. A service level agreement has been renewed with the local biodiversity records centre to ensure effective management of land/buildings

-Local communities have become routinely involved and supported in participating in initiatives that maintain and enhance tree cover and improve ecological connectivity. Work has included planting over 4000 whips (not included in planting targets) abutting Mynydd Newydd Playing Fields and tree planting with volunteers at Ravenhill Park and Singleton Park. A local not for profit tree nursery has been supported where volunteers help nurture indigenous trees. This is one of several not for profit organisations the Council works in partnership with. The planting of trees has also been supported through partnership working with a variety of community groups

-Collaborative working with services areas across the Council has improved ecological connectivity through developing verge habitats, wildlife corridors and habitats to encourage pollinators. Significant funding is available from a variety of sources for tree planting, identifying sufficient suitable sites on publicly owned land and procuring appropriate species types is proving more problematic.

-A Climate Change Charter has been drafted setting out headline commitments which the Council seeks to adopt and which it encourages all organisations within the area to commit to. Launch of this Charter has been delayed due to COVID-19 pandemic. Swansea Environment Forum has accepted the Council's invitation to assist in developing a Climate Action Plan particularly in relation to supporting and facilitating wider stakeholder engagement.

- The Council has built up the biggest public sector-operated electric vehicle fleet in Wales, which has been hailed a 'beacon of excellence' by Green Fleet Cymru. This will help cut our carbon footprint, save money and reduce air pollution. An infrastructure of Electric Charging Points is being developed which will be installed in 12 car parks across Swansea. The electricity supply will be 100% sustainably sourced.

-Agile working has reduced unnecessary travel and plans are underway to vacate the Civic Centre and establish a Central Public Sector hub. This process was accelerated due to the COVID-19 pandemic. The Council has been leading the implementation of the One Public Estate programme within Swansea and the South West Wales region. As a result, significant interest from public sector bodies has been established on the proposal to share office accommodation and associated services within a Central Public Sector Hub. The development is a key component of Swansea Central - Phase 2.

-All the Council's energy is procured from 100% renewable energy sources. Community owned renewable energy schemes are supported, with the Swansea Community Energy and Enterprise Scheme Solar PV project delivering clean energy for 11 local schools and a care home during 2019 generating 356,000 kWh.

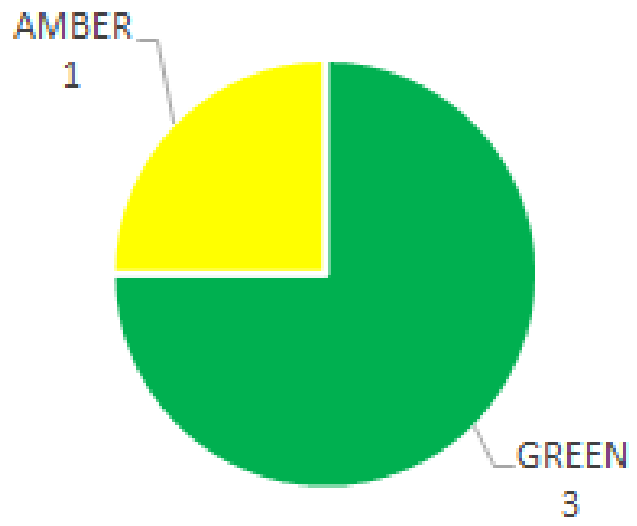
Additional Solar PV installations at the Guildhall and four schools generated 89,000kwh.

- The Council remains committed to the building of the world's first purpose built tidal energy lagoon. Through the Swansea Bay City Deal Region a Tidal Lagoon Task Force their concept plans have been developed for a large floating development of commercial and residential accommodation.
- The Council is a founder member of Low Carbon Swansea Bay (LCSB) -a network of public, private and voluntary organisations in South West Wales working to reduce our carbon footprint by sharing knowledge, ideas, networks and training opportunities. The Council actively participate in the Swansea Bay Ultra Low Emissions Vehicle Group, support a Clean Air Roadshow and have engaged local businesses and partners by hosting the first Green Fleet Wales event in Swansea. Working towards decarbonisation will help provide long term sustainable solutions, particularly pertinent during the Covid-19 pandemic recovery. And the aim is to develop a set of net zero commitments/pledges in 2021.
- Interpretation boards have been installed to help visitors appreciate environmental and cultural features at both community green spaces and key visitor attractions. An Environmental Events programme is published annually which provides details of hundreds of free or low cost local environmental events. Awareness raising talks and training workshops have taken place across Swansea, including guided tours of specialist parks and Nature Reserves and in support of volunteering days. These events were well attended during 19/20 but will be impacted going forward in the short term due to the Covid -19 pandemic
- The 'Our Nature our Future' project has helped to embed the value of outdoor learning and supported 20 local primary schools to make better use of their school grounds for biodiversity. This has been complemented by the 'Giving Nature a Home' project working in collaboration with the RSPB which has helped children to access and learn about their local natural environment. Nature is widely acknowledged to have helped many people cope and build resilience during the coronavirus crisis as families reconnected with local green spaces as part of their daily exercise.
- Training for school children has also been delivered at the Council's Bishops Wood Local Nature Reserve, Caswell, and the international Eco Schools programmes has been supported which encourages schools to promote recycling and reduce energy and water consumption and encouraged Foundation Phase pupils to learn outdoors. There will be limited opportunities for future events until social distancing restrictions are lifted
- Means of access to green space has been mapped, including access points and opportunities for improvements identified. The aim is to ensure that at least 75% of the local population live within 300m (5 minutes' walk) of their nearest area of natural greenspace. Work has started on a Green Fairness Policy. Green Fairness is about ensuring high quality GI and natural greenspace is available in deprived neighbourhoods to help improve resilience to climate change and reduce health inequalities.
- The annual programme of wildflower planting and management saw over 31,000 square metres of wild flowers sown at almost 180 sites across the city including roundabouts, roadside verges and parks. The unplanned recent reduction in cutting of verges has accelerated the strategy of reducing mowing. The unintentional results in appropriate locations has resulted in a visible increase in nature. Work will continue to identify those locations in Council ownership which can be given over to wildflower planting, however the extent of planting will be reduced in 20/21 due the delay start to the programme
- Eighteen locations have been awarded prestigious Green Flag or Green Flag Community Award status. Among the 2019 winners are six Swansea Council parks including Clyne Gardens, Victoria Park, Brynmill Park, Cwmdonkin Park, Parc Llewelyn and the Botanical & Ornamental Gardens at Singleton.
- Greater community ownership of parks, nature reserves and wildlife sites and working with 'Friends of' organisations is helping to ensure long-term sustainability of parks and public spaces. There are more than 30 active 'Friends of' Parks/Open Spaces groups with several undertaking leases and considering a Community Asset Transfer.
- Friends of groups have been able to access grants which the Council cannot - achieving in excess of £300k to support general building refurbishment as well as investment in new playground equipment, MUGAs, planting of new trees and shrubs, etc. A memorandum of understanding has been produced in partnership with the groups which will assist with future funding applications. Several roles across Council services and partner organisations now include volunteer coordination to encourage and provide volunteering opportunities for adults and children to help with practical conservation/maintenance tasks within their neighbourhoods. However organisational resources are still needed for the majority of our environmental assets and service areas have continued to maintain nature reserves and rights of way throughout the COVID-19 pandemic
- The mapping of Invasive Non Native Species has been completed for the whole of the County and long term site treatment is being rolled -out. A Japanese Knotweed advice leaflet has been produced and further guidance is provided on the Council's website.
- A new key performance indicator has been developed based on the Bathing Water Quality for Swansea Bay linked to the prediction model and public message display. Results were fractionally below target but this has been linked to issues with external data feeds.
- Environmental enhancement schemes have been prepared and are in the process of being implemented for Council housing estates as part of the Welsh Housing

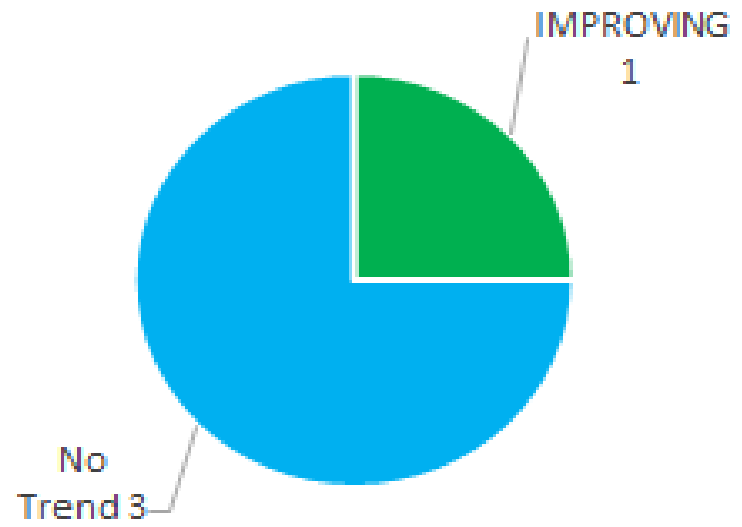
Quality Scheme with hundreds of new trees planted or scheduled to be planted over the next 2 years. Replanting has been required in parts of Penlan due to vandalism





-The Council exceeded its waste reuse and recycling target of 64%, achieving a result of 64.7% which was an increase of 2.43% from last year.

5
Performance against Target
2019/2020

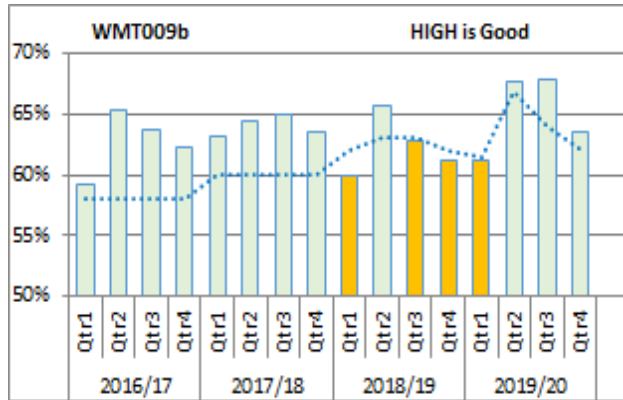


Performance compared to same Period of previous year
2019/2020

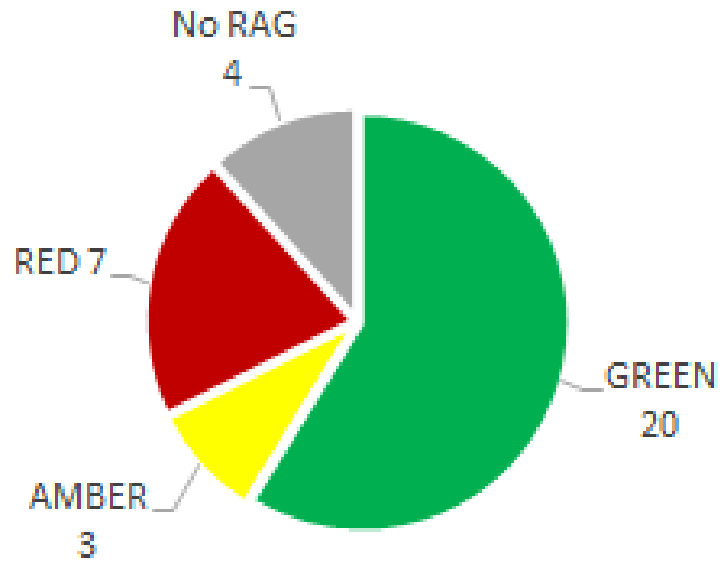


Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
NAT001 					
Numbers of trees planted by Parks during the year	RAG			GREEN	
	Result			414 	
	Target			283	
NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING	Trend			No Data	
	Num			414	
	Den				
NAT002 					
Area of Wildflowers sown during the year (sq.m.)	RAG			GREEN	
	Result			31041 	
	Target			31000.	
NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING	Trend			No Data	
	Num			31041	
	Den				
					It should be noted that the area of wildflowers sown for 2020/21 will be significantly reduced due to a delay in starting works due to Covid-19

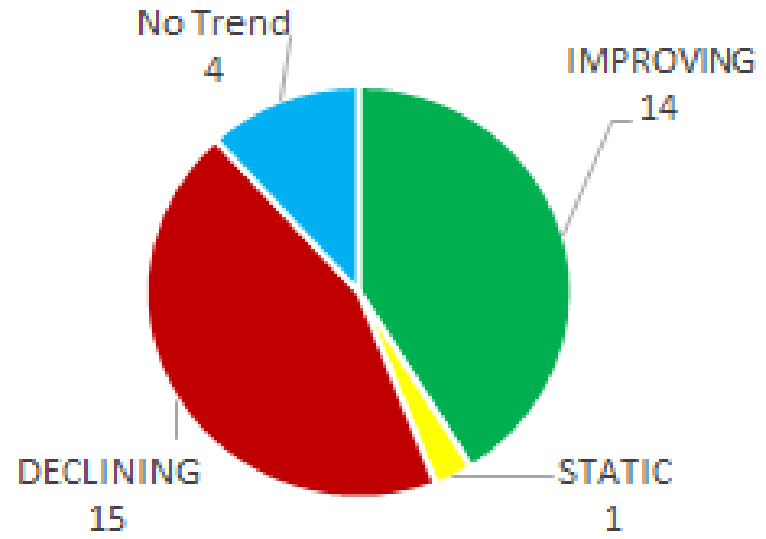
Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
NAT003 ↑ Percentage of Bathing Water Quality Predictions displayed on public electronic sign. NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING	RAG			AMBER	First year for the PI. Some issues with external data feeds leading to more than forecasted 'No Prediction Available' messages.
	Result			89.7%	
	Target			90.00%	
	Trend			No Data	
	Num			1497	
	Den			1668	
WMT009b (PAM030) ↑ The percentage of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated biowastes that are composted or treated biologically in another way	RAG	GREEN	GREEN	GREEN	
	Result	64.01%	62.54%	64.97%	
	Target	60.00%	62.50%	64.00%	
	Trend	IMPROVING	DECLINING	IMPROVING	
	Num	71123.12	68965.80	71110.61	
	Den	111103.85	110267.00	109447.63	



Performance against Target
2019/2020



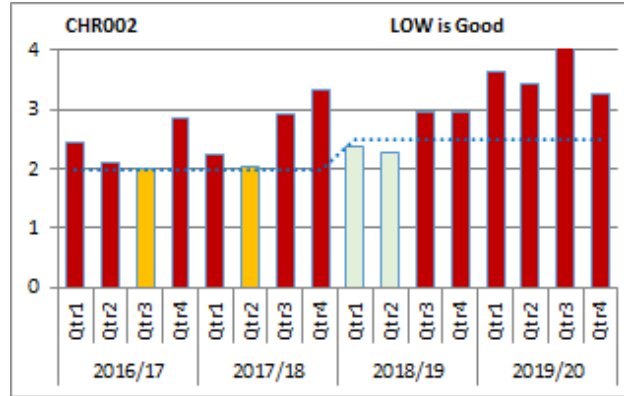
Performance compared to same Period of previous
year
2019/2020



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
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CHR002 (PAM001) ↓

The number of working days/shifts per full time equivalent lost due to sickness absence

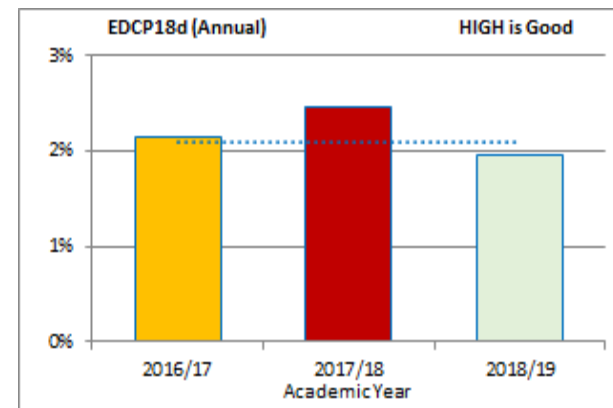


RAG	RED	RED	RED
Result	10.8	10.98	11.85
Target	8.00	10.00	10.00
Trend	DECLINING	DECLINING	DECLINING
Num	98314.30	98913.95	105606.61
Den	9101.00	9007.59	8910.39

Note from Corporate Performance Team - Data quality under review. Sickness figures impacted by COVID-19. Consultation paused on new Management of Attendance Policy due to COVID. Support continuing in service areas with high levels of sickness absence.

EDCP18d (PAM009) ↓

Young people known to be NOT in Education, Employment and Training (EET) [at 16, on leaving formal education] national calculation



RAG	AMBER	RED	GREEN
Result	2.2%	2.46%	1.96%
Target	2.10%	2.10%	2.10%
Trend	No Data	DECLINING	IMPROVING
Num	52	57	47
Den	2367	2318	2395

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
EDU016a (PAM007) ↑ Percentage of pupil attendance in primary schools	RAG	AMBER	AMBER	AMBER	Attendance rate has remained the same as the previous year. Target missed by 0.33% and rankings have dropped from 9th to 13th. LA is 10th most improved authority on a five year average. The Directorate will continue to promote and support attendance in schools, including the recent restructure of the Education Welfare Service to continue this work going forward.
	Result	95.05%	94.65%	94.67%	
	Target	95.20%	95.00%	95.00%	
	Trend	IMPROVING	DECLINING	IMPROVING	
	Num	5833217	5861014	5869909	
	Den	6137044	6192494	6200515	
					
EDU016b (PAM008) ↑ Percentage of pupil attendance in secondary schools	RAG	AMBER	AMBER	GREEN	Target met but a decline of 0.2% compared to the previous year. Rankings improved from 7th to 5th and is the 8th most improved LA over five years and 0.2 above the Wales average. The Directorate will continue to promote and support attendance in schools, including the recent restructure of the Education Welfare Service to continue this work going forward.
	Result	94.34%	94.15%	94.02%	
	Target	94.50%	94.30%	93.80%	
	Trend	IMPROVING	DECLINING	DECLINING	
	Num	3532553	3482955	3630590	
	Den	3744431	3699222	3861541	
					

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
Measure 19 (PAM025) ↓ The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over	RAG	RED	RED	RED	Continuing to work with NHS to reduce Delayed Transfers with Rapid Discharge project commencing.
	Result	5.86	7.47	8.29	
	Target	4.00	6.00	6.00	
	Trend	No Data	DECLINING	DECLINING	
	Num	127	164	185	
	Den	21672	21956	22304	
Measure 24 (PAM028) ↑ The percentage of assessments completed for children within statutory timescales	RAG	RED	RED	RED	Improvement in this area has been challenging to achieve for a number of years. A focused piece of work has been completed and the monthly report is evidencing improvement in the 1st quarter of this new financial year.
	Result	72.38%	78.05%	75.61%	
	Target	90.00%	90.00%	90.00%	
	Trend	DECLINING	IMPROVING	DECLINING	
	Num	941	729	865	
	Den	1300	934	1144	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020											
PAM010 (STS005b) ↑ The percentage of highways and relevant land inspected of a high or acceptable standard of cleanliness	RAG	GREEN	GREEN	GREEN	Marginal decrease on previous year and result well within target. No obvious reason and minor year on year variations to be expected											
	Result	92.59%	98.02%	94.67%												
	Target	92.00%	92.00%	92.00%												
	Trend	DECLINING	IMPROVING	DECLINING												
	Num	650	693	1048												
	Den	702	707	1107												
	<p>PAM010 (Annual) HIGH is Good</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2016/17</td> <td>94%</td> </tr> <tr> <td>2017/18</td> <td>92%</td> </tr> <tr> <td>2018/19</td> <td>98%</td> </tr> <tr> <td>2019/20</td> <td>95%</td> </tr> </tbody> </table>					Year	Percentage	2016/17	94%	2017/18	92%	2018/19	98%	2019/20	95%	
	Year	Percentage														
2016/17	94%															
2017/18	92%															
2018/19	98%															
2019/20	95%															
PAM012 ↑ Percentage of households threatened with homelessness successfully prevented from becoming homeless	RAG	GREEN	GREEN	GREEN	During 2019/20 there was an increase of households approaching the Council at crisis point where prevention of homelessness was not possible. Whilst performance decreased, the overall target was met.											
	Result	68.75%	75.45%	72.3%												
	Target	67.00%	67.00%	70.00%												
	Trend	IMPROVING	IMPROVING	DECLINING												
	Num	792	885	806												
	Den	1152	1173	1115												
	<p>PAM012 (Annual) HIGH is Good</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2017/18</td> <td>67%</td> </tr> <tr> <td>2018/19</td> <td>67%</td> </tr> <tr> <td>2019/20</td> <td>70%</td> </tr> </tbody> </table>					Year	Percentage	2017/18	67%	2018/19	67%	2019/20	70%			
	Year	Percentage														
2017/18	67%															
2018/19	67%															
2019/20	70%															

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
PAM013 ↑ Percentage of empty private sector properties brought back into use during the year through direct action by the local authority	RAG	GREEN	GREEN	GREEN	Whilst the actual number of dwellings brought back in to use has increased by 15 from 18/19 & has overachieved target, the % has decreased as the denominator has increased. The denominator figure is taken from relevant Council Tax exempt properties following guidelines provided by Welsh Gov Data Unit and as such is outside the control of the LA. Comparison of % results across years does not accurately reflect the staffing resources or positive work achieved with property owners.
	Result	3.78%	5.38%	4.25%	
	Target	3.31%	3.30%	3.30%	
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	97	100	115	
	Den	2566	1859	2705	

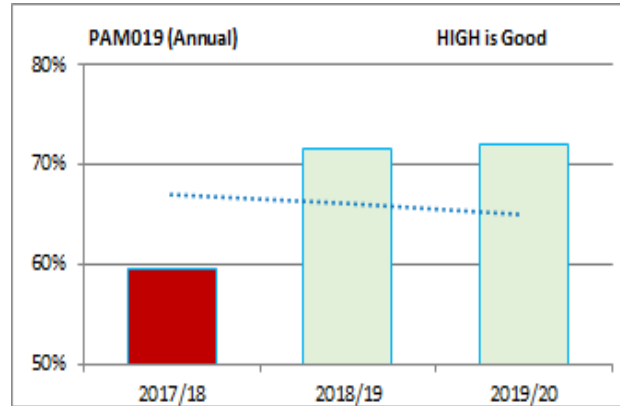
PAM015 (PSR002) ↓ The average number of calendar days taken to deliver a Disabled Facilities Grant.	RAG	GREEN	GREEN	RED	Decreased performance this year resulted from a number of extended staff sickness absences, an Occupational Therapist vacancy that took an extended period to fill and the Covid-19 outbreak caused supply chain delays in the last quarter from China / Italy. This all impacted on programme.
	Result	239.8	235	281	
	Target	275.00	265.00	255.00	
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	84411	59935	68844	
	Den	352	255	245	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
PAM017 (LCS002b) ↑ The number of visits to local authority sport and leisure centres during the year where the visitor will be participating in physical activity, per 1,000 population	RAG	GREEN	GREEN	RED	Venues were closed on or around 18/03/2020 and as such 1/2 month of usage was missing. Alongside this 3 venues were unable to give complete figures due to staff being furloughed (Wales National Pool, Indoor Bowls Centre & Swansea Tennis Centre). If we were to take a monthly average for these venues, this would have given the total as 9,235.54
	Result	8556.39	11943.33	8993.70	
	Target	8275.00	8300.00	10238.00	
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	2091711	2931848	2216641	
	Den	244462	245480	246466	
PAM018 ↑ Percentage of all planning applications determined within required time periods	RAG	GREEN	GREEN	GREEN	
	Result	97.97%	98.53%	98.75%	
	Target	90.00%	90.00%	90.00%	
	Trend	IMPROVING	IMPROVING	IMPROVING	
	Num	1881	1873	1895	
	Den	1920	1901	1919	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
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PAM019

Percentage of appeals against planning application decisions dismissed

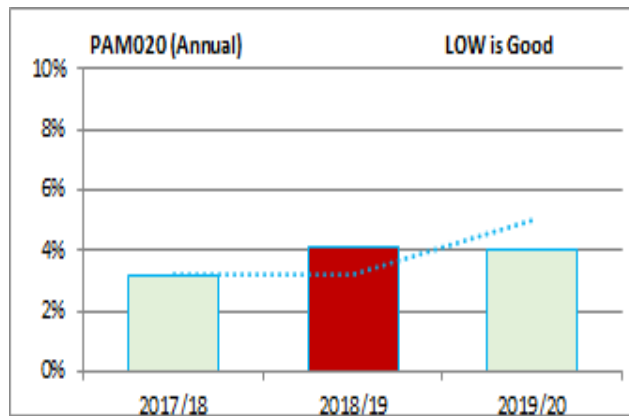


KEY	RED	GREEN	GREEN
Result	59.49%	71.58%	72.12%
Target	67.00%	66.00%	65.00%
Trend	IMPROVING	IMPROVING	IMPROVING
Num	47	68	75
Den	79	95	104

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PAM020

Percentage of principal A roads that are in overall poor condition



KEY	GREEN	RED	GREEN
Result	3.19%	4.10%	4.00%
Target	3.20%	3.20%	5.00%
Trend	DECLINING	DECLINING	IMPROVING
Num	6.13	7.86	7.66
Den	192.33	191.94	191.41

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020															
PAM021 ↴ Percentage of principal B roads that are in overall poor condition	RAG	GREEN	RED	GREEN	Minimal change, static condition.															
	Result	4.51%	5.06%	5.07%																
	Target	5.00%	4.50%	6.00%																
	Trend	DECLINING	DECLINING	DECLINING																
	Num	8.31	9.29	9.34																
	Den	184.19	183.44	183.90																
	<p>PAM021 (Annual) LOW is Good</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Result (%)</th> <th>Target (%)</th> <th>Trend</th> </tr> </thead> <tbody> <tr> <td>2017/18</td> <td>4.51%</td> <td>5.00%</td> <td>DECLINING</td> </tr> <tr> <td>2018/19</td> <td>5.06%</td> <td>4.50%</td> <td>DECLINING</td> </tr> <tr> <td>2019/20</td> <td>5.07%</td> <td>6.00%</td> <td>DECLINING</td> </tr> </tbody> </table>					Year	Result (%)	Target (%)	Trend	2017/18	4.51%	5.00%	DECLINING	2018/19	5.06%	4.50%	DECLINING	2019/20	5.07%	6.00%
Year	Result (%)	Target (%)	Trend																	
2017/18	4.51%	5.00%	DECLINING																	
2018/19	5.06%	4.50%	DECLINING																	
2019/20	5.07%	6.00%	DECLINING																	

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PAM022 ↴ Percentage of non-principal C roads that are in overall poor condition	RAG	GREEN	AMBER	GREEN	Minimal change, static condition.															
	Result	6.74%	6.90%	7.01%																
	Target	6.80%	6.70%	8.00%																
	Trend	DECLINING	DECLINING	DECLINING																
	Num	14.91	15.39	15.60																
	Den	221.05	223.00	222.55																
	<p>PAM022 (Annual) LOW is Good</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Result (%)</th> <th>Target (%)</th> <th>Trend</th> </tr> </thead> <tbody> <tr> <td>2017/18</td> <td>6.74%</td> <td>6.80%</td> <td>DECLINING</td> </tr> <tr> <td>2018/19</td> <td>6.90%</td> <td>6.70%</td> <td>DECLINING</td> </tr> <tr> <td>2019/20</td> <td>7.01%</td> <td>8.00%</td> <td>DECLINING</td> </tr> </tbody> </table>					Year	Result (%)	Target (%)	Trend	2017/18	6.74%	6.80%	DECLINING	2018/19	6.90%	6.70%	DECLINING	2019/20	7.01%	8.00%
Year	Result (%)	Target (%)	Trend																	
2017/18	6.74%	6.80%	DECLINING																	
2018/19	6.90%	6.70%	DECLINING																	
2019/20	7.01%	8.00%	DECLINING																	



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020											
PAM023 (PPN009) ↑ The percentage of food establishments which are 'broadly compliant' with food hygiene standards	RAG	GREEN	GREEN	AMBER	Actual performance was a very small variance from the expected performance and may also be attributable to the inspection programme not being completed due to Coronavirus											
	Result	95.00%	96.02%	95.99%												
	Target	94.00%	94.00%	96.00%												
	Trend	IMPROVING	IMPROVING	DECLINING												
	Num	2098	2194	2179												
	Den	2217	2285	2270												
	<p>PAM023 (Annual) HIGH is Good</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Performance (%)</th> </tr> </thead> <tbody> <tr> <td>2015/17</td> <td>94.00%</td> </tr> <tr> <td>2017/18</td> <td>92.00%</td> </tr> <tr> <td>2018/19</td> <td>98.00%</td> </tr> <tr> <td>2019/20</td> <td>94.00%</td> </tr> </tbody> </table>			Year		Performance (%)	2015/17	94.00%	2017/18	92.00%	2018/19	98.00%	2019/20	94.00%		
	Year	Performance (%)														
2015/17	94.00%															
2017/18	92.00%															
2018/19	98.00%															
2019/20	94.00%															
AM024 (Measure 13: Adults) ↑ Percentage of adults who are satisfied with the care and support that they received THIS PI WILL NO LONGER BE REPORTED	RAG	GREEN	GREEN		Welsh Government no longer requires local authorities to conduct the annual survey on which this data is based.											
	Result	79.65%	79.81%	No data												
	Target	70.00%	75.00%													
	Trend	IMPROVING	IMPROVING													
	Num	321	170													
	Den	403	213													

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Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020											
PAM029 (Measure 33) ⬇ Percentage of Looked After Children (LAC) at end of the period who have had three or more placements during the year (formerly SCC004)	RAG	RED	RED	GREEN	General placement stability is high, however there are a small number of children with complex needs where achieving placement stability is challenging. The Permanence Panel monitors all disruptions and supports the implementation of lessons learnt. Overall this indicator applies to a very small number of children and young people and some of these changes will result in a positive move which achieves permanence.											
	Result	9.77%	11.55%	10.07%												
	Target	7.00%	7.00%	12.00%												
	Trend	DECLINING	DECLINING	IMPROVING												
	Num	51	64	57												
	Den	522	554	566												
	<p>PAM029 (Annual) LOW is Good</p> <table border="1"> <caption>Chart Data</caption> <thead> <tr> <th>Year</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>2016/17</td> <td>~7.0%</td> </tr> <tr> <td>2017/18</td> <td>~9.8%</td> </tr> <tr> <td>2018/19</td> <td>~11.6%</td> </tr> <tr> <td>2019/20</td> <td>10.07%</td> </tr> </tbody> </table>					Year	Percentage	2016/17	~7.0%	2017/18	~9.8%	2018/19	~11.6%	2019/20	10.07%	
	Year	Percentage														
2016/17	~7.0%															
2017/18	~9.8%															
2018/19	~11.6%															
2019/20	10.07%															
NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING																
AM032 ⬆ Average Capped 9 score for pupils in year 11	RAG		GREEN		This PI is not comparable to previous years.											
	Result		364.60	367.00												
	Target		361.00	No target set												
	Trend		No Data	Not comparable see comment												
	Num		856081	895847												
	Den		2348	2441												
	Page 108															



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020	
PAM033 ↑ Percentage of pupils who received a language, literacy and communication skills teacher's assessment in Welsh at the end of the Foundation Phase	RAG		GREEN	GREEN		
	Result		14.66%	15.56%		
	Target		14.57%	15.45%		
	NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	Trend		No Data	IMPROVING	
		Num		405	432	
		Den		2763	2777.	
AM034 ↑ Percentage of year 11 pupils entered to sit a GCSE Welsh (first language)	RAG		AMBER	AMBER	Target missed by 0.22% - mobility within year group between time target set and results being known. The Welsh in Education Strategic Plan is due to be written for 2020 onwards and will outline considerations to increase the number of pupils entered to sit GCSE Welsh in first language.	
	Result		10.62%	11.22%		
	Target		10.80%	11.44%		
	NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	Trend		No Data		IMPROVING
		Num		248		274
		Den		2335		2441



Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
PAM035 ↓ Average number of working days taken to clear fly-tipping incidents NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG		GREEN	GREEN	
	Result		3.9	3.21	
	Target		5.00	5.00	
	Trend		No Data	IMPROVING	
	Num		6392	4430	
	Den		1631	1380	
PAM036 ↑ Number of additional affordable housing units delivered during the year per 10,000 households. NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG			GREEN	
	Result		14.04	21.21	
	Target			14.00	
	Trend		No Data	IMPROVING	
	Num		152	231	
	Den		108200	108900	




Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020	
PAM037  Average number of calendar days taken to complete all repairs NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG			RED	Whilst the figure has increased in relation to the number of days taken to complete repairs, this PI was created by WG last year and there is a concern that last year's figure was inaccurate and possibly did not include all repair types. That said we will endeavour to ensure that the previous year's figure of 11.9 days is our target for the forthcoming year. All repairs were completed within Welsh government timescales for each repair category this include emergencies, out of hours, urgent and non-urgent repairs and the council performs well against its peer group via the APSE performance networks.	
	Result		11.9	21.93		
	Target			12.00		
	Trend		No Data	DECLINING		
	Num		321531	570985		
	Den		27042.	26036		
PAM038  Percentage of local authority self-contained housing stock units that are compliant with the Welsh Housing Quality Standard (WHQS), subject to acceptable fails, at 31 March NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG		GREEN		Reporting WHQS compliance for the 2019/20 as been suspended by Welsh Gov due to COVID 19 and figures are currently unavailable. Level of compliance will be assessed in the autumn of 2020.	
	Result		100.00%	No data		
	Target		97.00%			
	Trend		No Data			
	Num		13525.00			
	Den		13525.00			

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
PAM039 ⬇ Percentage of rent lost due to properties being empty NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG		GREEN	GREEN	
	Result		2.25%	2.03%	
	Target		2.50%	2.30%	
	Trend		No Data	IMPROVING	
	Num		1501025.00	1414056.14	
	Den		66817253.00	69787325.10	
PAM040 ⬆ Percentage of Quality Indicators (with targets) achieved by the library service NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG		GREEN	GREEN	Annually reported in September of the preceding year
	Result		75.00%	75.00%	
	Target		60.00%	60.00%	
	Trend		No Data	STATIC	
	Num		7.50	7.50	
	Den		10.00	10.00	

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Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
PAM041  Percentage of National Exercise Referral Scheme (NERS) clients who completed the exercise programme NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG		AMBER	RED	What is noteworthy of this percentage of it's relation to the next figure/PAM. A lower percentage completed the programme than last year. However, a higher percentage than last year achieved improvement. The figure is higher than the ALL WALES average of 53.5%. The scheme is a behavioural change intervention. As such, this year's PAMs, in addition to longitudinal Global level reporting show long term, significant lifestyle improvement.
	Result		88.95%	57.00%	
	Target		91.00%	89.00%	
	Trend		No Data	DECLINING	
	Num		467	437	
	Den		525	763	
PAM042  Percentage of NERS clients whose health had improved on completion of the exercise programme NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG		GREEN	GREEN	Exceptionally high against ALL WALES percentage 76.3%. Once again evidencing the level of service and skills required, to achieve significant health improvement for Swansea NERS' participants.
	Result		79.80%	92.00%	
	Target		78.00%	79.00%	
	Trend		No Data	IMPROVING	
	Num		158	277	
	Den		198	302	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020
PAM043  Kilograms of local authority municipal waste that is not reused, recycled or composted during the year per person NO GRAPH DISPLAYED SECOND YEAR OF FULL REPORTING	RAG		GREEN	GREEN	
	Result		132.73	123.37	
	Target		150.00	127.70	
	Trend		No Data	IMPROVING	
	Num		32583080	30406380	
	Den		245480	246466	
Page 1 of 4 AM044  Number of apprentices on formal recognised apprenticeship schemes per 1,000 employees NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING	RAG				This excludes schools.A further 81 apprentices have been identified for the 2020/21 academic year.
	Result			32.19	
	Target				
	Trend			No Data	
	Num			229.00	
	Den			7114.00	

Performance Indicator	KEY	2017/2018	2018/2019	2019/2020	Comment-2019/2020	
PAM045  Number of additional dwellings created as a result of bring empty properties back into use.	RAG			GREEN		
	Result			5 		
	Target			5		
	NO GRAPH DISPLAYED FIRST YEAR OF FULL REPORTING	Trend			No Data	
	Num			5.		
	Den					
Page 15 VMT009b (PAM030)  The percentage of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated biowastes that are composted or treated biologically in another way	RAG	GREEN	GREEN	GREEN		
	Result	64.01%	62.54%	64.97%		
	Target	60.00%	62.50%	64.00%		
	Trend	IMPROVING	DECLINING	IMPROVING		
	Num	71123.12	68965.80	71110.61		
	Den	111103.85	110267.00	109447.63		

Agenda Item 9.



Report of the Cabinet Member for Better Communities

Cabinet – 17 September 2020

Annual Equality Review 2019/20

Purpose:	To publish the Council's Annual Equality Review for 2019/20 in line with the Public Sector Equality Duty and reporting regulations for Wales.
Policy Framework:	Public Sector Equality Duty and reporting regulations for Wales.
Consultation:	Access to Services, Finance, Legal
Recommendation(s):	It is recommended that: 1) Cabinet approve the report content for publication.
Report Authors:	Richard Rowlands / Joanne Portwood
Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The attached report and appendices are the fourth and last report on the Strategic Equality Plan (SEP) 2016/20; a new Strategic Equality Plan 2020/24 was approved in March 2020. It is the ninth review under the Public Sector Equality Duty and reflects the annual reporting regulations for Wales introduced in 2011.

2. Content

- 2.1 The report at Appendix A summarises progress against the former Equality Objectives contained within our previous Strategic Equality Plan 2016/20. Additional information (of relevance to the requirements of the Public Sector Equality Duty) has also been included.
- 2.2 The report is a retrospective review of progress against the actions to meet the Objectives during 2019/20, which is set out in more detail in Appendix B. Details on employment & training information is attached at Appendix C.

3. Equality and Engagement Implications

3.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

3.2 There are no direct equality and engagement implications associated with this report. However, the report sets out progress to deliver the actions to meet our Equality Objectives during 2019/20 that are set out within the previous Strategic Equality Plan 2016/20; these actions will have been screened or subjected to an EIA.

4. Financial Implications

4.1 There are no financial implications associated with this report.

5. Legal Implications

5.1 There are no legal implications associated with this report.

Background Papers: EIA Screening

Appendices:

Appendix A	Annual Equality Review 2019/20.
Appendix B	Equality and Diversity Review 2019/20.
Appendix C	Equalities Data Report 2019/20.



**Equality Review Report
2019/20
(Year ending March 2020)**

Equality Review Report 2019/20

1. Introduction

This is the City and County of Swansea's Equality Review Report for 2019-20. This is our ninth review under the Public Sector Equality Duty and reflects the reporting regulations for Wales, which were introduced in 2011.

This report contains details on:

- The ninth review of progress for our Equality Objectives 2016 – 2020,
- Equality information,
- Employment and training information,
- Additional information relevant to our legislative duties.

Note that COVID-19 and the subsequent lockdown affected the latter end of 2019/20 and it is reflected in this report where it had an impact. A big effect was on our work to gather information and data to compile this report; but it is expected that this situation will improve over time and in line with the progress of the pandemic and the Council's Recovery Plan.

2. Reviewing the Equality Objectives

The annual review of progress took place during April – May 2020 and all departments provided details of their progress. All of the information can be found at Appendix 1.

Our new Strategic Equality Plan for 2020 – 2024 was adopted by Council in March 2020. Our [Strategic Equality Plan, Easy Read version, Screen Reader version, Engagement report and Statistical Review are available here.](#)

3. Equality Information

We have built upon our knowledge of people with protected characteristics living in Swansea by undertaking a detailed Equalities Statistics Review in January 2020. The Review was undertaken to inform our new Strategic Equality Plan 2020-24. We also considered the evidence from *Is Wales Fairer 2018 ?*, the findings from a Scrutiny Inquiry into Equalities and feedback from a number of consultation and engagement exercises to inform our new Strategic Equality Plan 2020-24.

The main purpose of the review was to examine the diversity of Swansea's population, assess how it has changed and (as far as is possible) explore what may happen in future. The report identifies all relevant data sources and present a summary of key statistics for Swansea (including national comparisons, local variations within Swansea), changes over time and potential future trends. The report contains an analysis of the information for each of group of people with protected characteristics; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We have also maintained and developed demographic information included on the Council's 'Statistics' web pages. This includes local social and demographic data from the Census and other official sources and a summary of recent ONS research containing inter-censal estimates of Swansea's population by ethnicity, country of birth and nationality.

Our local area profiles, which bring together a range of statistical and other information about local areas in Swansea, including data linked to aspects of equalities (where available), were updated in January 2020. Profiles are currently available for the county, the 36 Wards, the local Constituency Areas, Community Areas (as defined in the 2017 Assessment of Local Well-being, as required by the Well-being of Future Generations Act) and Delivery Areas (former Communities First areas). The content and information sources included in the profiles are regularly reviewed, especially ahead of each new set, and the next versions are due to follow later in 2020.

We continue to use equality information to inform our Equality Impact Assessments (EIAs); this varies according to the EIA subject, relevance and focus. We are also continuing to build upon and improve our Equality monitoring processes to collect and analyse data about our staff and customers. Part of this process has involved encouraging staff and customers to provide information about any protected characteristics and equality issues. All of the information supplied is confidential and anonymised. Although staff and customers are not compelled to disclose any personal information about protected characteristics we are continuing to encourage disclosure and raise awareness about why we need information to ensure that we are treating people fairly. We are building upon our corporate approach to develop an equality lens to all of our core business and decision making, aiming to ensure equality is at the centre of everything we do.

We are committed to respecting the rights of every person, recognising the relationship between rights and equalities, in ensuring an equitable provision of services for all. Human Rights remain integrated in our Strategic Equality Plan, continuing to raise awareness and place rights at the heart of decision making across all directorates of the local authority. Measures to reinforce this include due regard to the UNCRC, existing work on the Dublin Declaration to uphold the rights of older persons and planned work around Human Rights.

4. Employment and Training Information

Please see Appendix 2 for this information. The Council acknowledges that there remain gaps in our employment and training data, due to the employees right not to provide the information. However we are working with our employees and unions to improve the data and we continue to work on our systems to collect such data. The Council is investing in a new cloud-based employee management system, which will be introduced during 2021/22; this should ensure that information is more readily available as the system is embedded and matures. In addition, although requested, employees are not required to provide information concerning their characteristics and many choose not to do so. We will continue to work with employees to encourage

them to supply this information and the Council will work closely with the Trade Unions to look for other ways to encourage staff to do so.

Our gender pay gap report has been published. Our Gender Pay Gap Report is available here: <https://www.swansea.gov.uk/genderpaygap>

5. Additional information

This section briefly details some of our other work relevant to the requirements of the Public Sector Equality Duty during 2019-20.

5.1 Councillor Champions

Councillor Champions are continuing to work with, advocate and promote equality issues for groups of people with protected characteristics. They cover a wide range of equality issues including; Disability and Access to Services, Diversity, LGBT (Lesbian, Gay, Bisexual and Transgender), Sanctuary and Inclusion, in addition to wider themes such as Health and Wellbeing, Carers and Domestic Abuse. The Councillors Champions aim to provide a voice for traditionally under-represented groups or issues, which need to be kept at the forefront of Council business and to ensure that they are taken into account when Council policy is being developed and decisions are made. One of the key recommendations from the Scrutiny Panel's inquiry into Equalities was to review the involvement of Councillor Champions in light of the inquiry and develop a clear role and mechanism for communication with the Strategic Equality group and other equality groups and forums.

[For a full list of Councillor Champions click here](#)

5.2 Scrutiny Inquiry Panel – Equalities Report

An in-depth inquiry into equalities was conducted by a Scrutiny Inquiry Panel in 2019. The report was considered by Cabinet in September 2019 and a report with a proposed action plan was subsequently received by Cabinet in November 2019. The action plan outlines the Council's intentions in relation to addressing the 18 recommendations contained within the report and has been used to underpin the our new Strategic Equality Plan 2020-24.

Work is currently underway in terms of implementing the action plan from the Scrutiny Inquiry report. Terms of reference for the Future Generations and Equalities Policy Development Committee have been developed and agreed, including a requirement to implement a high-level cross Council Strategic Equality group. The Future Generations and Equality Policy Development Committee have played an active role in the review and development of equality related policy including the development of our new Strategic Equality Plan 2020-24, the Council's Consultation and Engagement Strategy and the Council's Corporate Strategic Co-production Framework.

Work is also underway in relation to the development of a Carers Strategy. A peer led forum for parents and carers of children with disabilities and

additional learning needs was launched in October 2019. The aim of the forum is to give parents and carers a greater voice in the way services in Swansea are run and has been created co-productively with the Council and a range of partners. The West Glamorgan Regional Partnership have also been progressing a Regional Carers Strategy with arrangements to develop a local strategy.

We are also in the process of reviewing the Council's website and are working co-productively with the Disability Liason Group to make improvements. We have improved the accessibility of the Council's website to meet AA standard using W3C 2.1 guidance. We have also introduced tags on all images which are required for screen readers, or when images are not loaded. We have also reviewed and produced new guidance for Web editors to ensure that the content is accessible. For example, only using tables only when absolutely necessary and to keep tables as small and simple as possible.

Work is also underway in terms of developing more easy read and plain English resources. The Public Services Board commissioned some training on how to produce easy read documents and the Departmental Equalities Representative group facilitated a session with Swansea People First on how to produce easy read/plain English resources. Social Services have been working co-productively with Swansea People First to develop a number of Easy Read/ Plain English formats and our revised corporate Consultation and Engagement Strategy provides links to further guidance of the production of Easy Read/Plan English documents. Our new Strategic Equality Plan 2020-24 included an Easy Read version of the plan, questionnaire in both English and Welsh and screen reader versions of documents.

Early work is also underway in terms of piloting our Strategic Corporate Co-production Framework. We are currently in the process of working with Leadership team and Heads of Service to identify pilot areas in the Place Directorate to develop a rolling programme and a toolkit. This approach aims to build upon the work already undertaken by Social Services by adopting a co-productive approach to the review and commissioning of services. We have also developed further opportunities for adults with disabilities, including looking at expanding our social enterprise base. The Commissioning Review of Day Services recommended considering the development of social enterprises as part of a range of future options. We have supported the parents of an individual with a learning disability to establish a Community Interest Company and to develop a social enterprise. We have also made a bid for the Foundational Economy Fund to establish micro enterprises and cooperatives in Swansea. Swansea Working and associated employability programmes have continued to provide personalised 121 employability mentor support for citizens.

Work is also underway to develop an internal communications rolling programme, to promote training, challenge negative views or attitudes and provide positive messages to staff. Our celebrations of Swansea's 50th Year as a city have included a number of activities with partners to promote diversity including; the LGBT History Month, International Women's Day,

Black History Month, Holocaust Memorial Day, Swansea Pride, International Day for the Elimination of Violence Against Women, Swansea Eid in the Park, Deaf Awareness Day, Interfaith Awareness Month and Mental Health Awareness week. Examples of case studies include:

Case Study 1: LGBT History Month

Celebrations included activities to promote diversity across the city during February 2020. The Glynn Vivian opened a new exhibition of works created by Good Vibes LGBT+ youth group from Swansea YMCA in collaboration with Glynn Vivian Associates Artists. The event included the opportunity to join creative workshops, compose poems and turn the poem into text art in a print making workshop. The event also included Tallulah Bandersnatch's 'Alternative Stories' - Gallery Tour, live music by Truly Kaput, tapas and a bar.

Case Study 2: Black History Month

As part of Black History Month Wales, Swansea Grand Theatre Arts Wing hosted an evening of music, storytelling and speakers on the 8th October 2019. The theme for this year was Movers, Shakers and Legacy Makers and aimed to celebrate and showcase young black people and their roles as history makers and custodians of the future. The event marked the contribution of Wales based ethnic minority servicemen and women to World War 1 and 2. The event also included a programme of music and speakers, with African and Caribbean food being served and a drumming workshop for children.

Case Study 3: Swansea Pride 2019

We supported the 2nd Swansea Pride celebrations in May 2019. The celebrations prior to the parade included a week of events including; an Arts Festival day at the Glynn Vivian, a Musical Theatre style Pride Cabaret, a Youth Showcase, a Swansea Pride Hits the Dance Floor event and a Pre-Pride Drag night featuring Farrah Moan and other Drag Queens. The Pride Parade included a carnival style parade, live entertainment, stalls, street food, activities, evening entertainment and a festival at the National Waterfront Museum and Museum Green. The parade was the biggest in Swansea and involved more than a 1,000 people in the parade with many more enjoying the spectacle and participating in the event and activities. Data from the National Waterfront showed over 4,710 people took part in the celebrations, which included entertainment and information stalls. The Council's LGBT + staff network participated in supporting arrangements for the parade and raising awareness of the event within the Council.

Case Study 4: White Ribbon Day

This year, an event to mark White Ribbon Day (also known as the International Day for the Eradication of Violence Against Women) was held in the Grand Theatre on the 25th November 2019. The wearing of the white ribbon stands for never taking part in, condoning or staying silent about violence against women. On White Ribbon Day, men and boys are encouraged to wear the white ribbon for a week or two afterwards to support and highlight that pledge. Swansea Council and Neath Port Talbot Council held a regional awareness raising event, where the public and professionals are invited to come together to show their support and share information of local services. The event included stands from specialist providers from the third sector, police, health and local authorities. Lee Trundle from Swansea City FC also attended to show support, and there was live entertainment from local singers. A group of young people with knowledge of our 'healthy relationships' programme were also invited to take part in our 'hands are not for hurting' campaign.

Case Study 5: Culture and Digital Hub at the Grand Theatre

This year we have leased the Grand Theatre's Arts wing to the Race Council Cymru in order to support the development of a cultural and digital hub. We have a long standing collaboration with race Council Cymru and have also committed to working with Unities Cities and Local Government in a Pilot Cities programme to develop cultural participation as part of sustainable city making and have developed a long term. The aim of the Culture and Digital Hub is to provide rehearsal and production space to small Black, Asian and Minority Ethnic (BAME) run arts organisations and to increase the involvement of people with protected characteristics in cultural and arts based activities and programmes. The hub also includes a new provision for community learning/digital experiences.

Case Study 6: Mental Health Awareness Week

Staff supported Mental Health Awareness week with the Mental Health Foundation between May 13th to May 19th by wearing something green and posting pictures on social media. The theme this year was Body Image - how we think and feel about our bodies. The event was marked as part of our developing Child and Family Services Well-being and Engagement strategy. The strategy also included three months pilots of well-being offers from team meetings with a twist, make a space, no core hours, massages, sport activities and visits from the Izzy the therapy dog.

Case Study 7: Employee mental health and wellbeing – Coronavirus

A stress management and counselling service to support the mental health and wellbeing of all employees. The service provides quick easy access to telephone counselling and debrief support, referrals relating to front line staff and/ or coronavirus prioritised with a call back within 24 hours, contact for managers to arrange weekly mental health and wellbeing debriefs/check, critical incident debriefs for any employee who experiences or is witness to any traumatic incidents and on-line critical incident.

Case Study 8: World Aids Day

The Staff LGBT+ Group sold red ribbons in aid of the National AIDS Trust (NAT) this World AIDS Day on 1st December each year. It provides an opportunity for people worldwide to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who have died from an AIDS-related illness. Founded in 1988, World AIDS Day was the first ever global health day.

Case Study 9: St Helens Road 50 yrs celebration – Free Street Party

A free street party in St. Helen Road to mark 50yrs of Swansea's city status held in June 2019. Activities included; live music, performance, street food and free activities such as art, poetry, drumming, rides and games, a 50 year pop up museum, talks and conversation, a local heritage exhibition, tai chi, henna tattoos and a pop up Skate Park. The aim was to engage BAME traders, Swansea Mosque, local Schools and communities to celebrate the cultural diversity of St. Helen Road and their contribution to the City.

Case Study 10: Cultural Services: Diversity Pledge

We, via our Cultural Services, are participating in a 'Culture in Sustainable Cities - European Pilot' programme, led by United Cities and Local Government which aims, through peer learning and collaboration, to embed culture in sustainable 'city making'. A result of the Agenda 21 commitments, the programme has involved us working toward nine core policy commitments, to place culture at the heart of strategies for citizen and government collaboration and participation, in creating a sustainable city; exploring governance, cultural rights, learning, planning and equality for all. Our work to date has resulted in a commitment to create a 'Diversity Pledge', which outlines the ways in which co-production, collaboration and new ways of delivery can promote greater participation and access to culture in our city. During October 2019 we held a Peer Learning Session which focus on the

principles of a 'Diversity Pledge' within the context of Swansea, current challenges and pressures, exploring opportunities to deliver a commitment to all our citizens, especially those most at risk of exclusion due their protected characteristics.

Case Study 11: School Swap

The project aims to address community misconception by replicating the Channel 4 'Great British School Swap' documentary through a community cohesion initiative for young people aged 11-18 across Swansea, Neath Port Talbot and Bridgend. The project also aims to grow social capital amongst different groups of people by exploring cultural and social differences with respectful curiosity through facilitated discussions, resulting in a filmed documentary. The purpose of the project is for young people across the Western Bay region to learn about themselves and others of different backgrounds, cultures, faiths and communities and to provide safe opportunities for facilitated discussions around issues of community cohesion and provide young people with the chance to highlight what issues are important to them and to address these issues collectively with respectful curiosity. Over 50 young people and volunteers took part in the first session in October 2019 where they were encouraged to identify similarities and differences and for their views on Race, Religion, Culture and Social Background.

Case Study 12: A Better Welcome to Swansea The "A Better Welcome to Swansea" project helps to welcome refugees and asylum seekers and promote their well-being. The project is a partnership between Swansea City of Sanctuary and Swansea Council for Voluntary Service (SCVS), funded by the National Lottery. Mentors are trained volunteers who can help people to get the things that they need and want to do in Swansea. For example; showing and explain bus routes, cheap places to shop, information on health and social care services, helping to meet other people and finding things to do, for example, football, singing, arts, dance and helping people find English classes and other training and volunteering opportunities.

A great deal of work has already been undertaken throughout the 50th celebrations. The planned promotion of future activities in 2020 will ensure these important issues continue to receive a high profile within Swansea and its communities. This will have to be achieved within existing resources and as part of our teams' existing work programmes.

Overall, good progress has been made in terms of beginning to address the recommendations within the Scrutiny Inquiry report. Further activity is planned

over the next 12 months to build upon existing work and implement the recommendations.

5.3 Equality Impact Assessments (EIA)

EIAs are an integral part of any decision making process and we aim to undertake them as early as possible during any initiative - ideally at its inception. The Council's budget and savings programme are subject to the full EIA process.

We continue to use our comprehensive EIA process, which also takes into account the United Nations Convention on the Rights of the Child (UNCRC), the needs of carers, community cohesion, poverty, social exclusion and Welsh language. Our focus has been on ensuring that the process remains user-friendly, effective and workable for colleagues across the Council. Colleagues have access to a series of on-line tools and guidance from early screening of equality implications to completing a full EIA. The Access to Services Team continue to co-ordinate dedicated EIA support via information, advice and the quality assurance of EIAs.

Our Equality and Engagement protocol (to ensure that EIAs are tracked and monitored through the Council's reporting and decision making process) continues to be very useful in ensuring that equality issues are considered and addressed where needed.

[All completed EIA Reports continue to be published alongside relevant corporate reports here](#)

5.4 Internal Council Staff Group - Equality Representatives

One of the key recommendations from the Scrutiny Inquiry report into Equalities was to clarify the roles and expectations for staff acting as Equality Representatives and to ensure that they are linked to a wider knowledge base/support network for advice, guidance and support. The network have continued to meet this year and have received further training from Disability Wales on the Social Model of Disability and how it can be applied in practice. The network have also participated in the review of Corporate Training on Equalities with suggestions about increasing the reach of the training to staff who do not access IT as part of their daily job and how to improve the information on the Council's commitment to equality and diversity in an information pack to all job applicants.

5.5 Consultation and Engagement

We are continuing to support our commitment to consultation by involving residents, other stakeholders and employees in our decision making processes. We have revised our approach to consultation and engagement and developed a draft Consultation and Engagement Strategy 2020-23. The aim of the strategy is to provide a framework for the meeting the Council's consultation and engagement requirements over the next three years and

provides guidance and direction on when the Council should consult and engage stakeholders, the level of consultation and engagement required, principles to consider when undertaking consultation and engagement and the use of consultation and engagement results. The strategy has been designed to support, (not replace), existing statutory and regulatory consultation and engagement processes, long standing consultation and engagement arrangements within service areas, and existing partnership arrangements. A Strategic Corporate Co-production Framework was also produced to align and support the Consultation and Engagement Strategy as one example of a method of engagement. Both the Consultation and Engagement Strategy 2020-23 and the Corporate Co-Production Strategic Framework are in the process of being considered by Cabinet and Council.

This year, people have had the opportunity to give their views on a wide range of issues including the Council's budget, our new Strategic Equality Plan, childcare and play sufficiency and rate their overall levels of satisfaction with Council services. In addition, local residents, staff and service users have also had the opportunity to participate in a number of service specific reviews such as the Housing Commissioning Review and the re-structuring of Family Support Services. We have also facilitated a number of Big Conversations with children and young people, older people (50yrs+) and inter-generational forums. The Access to Services team continues to offer advice and support about consultation conducted by the Council, including support in relation to any equality implications and appropriate consultation with hard to reach groups, including groups with protected characteristics.

We are continuing to develop the range and reach of our consultation and engagement methods. As part of our consultation and engagement approach on our new Strategic Equality Plan we produced materials in English, Welsh, Albanian, Arabic, Urdu, Farsi, Mandarin and Tigrinya. We also produced documents in Easy Read, Screen Reader Friendly versions, attended promotional events e.g Swansea's UNCRC Ten Year Celebration Event, promoted the consultation through Social Media (Facebook and Twitter) and provided 'train the trainer' style workshop to enable advocates to promote discussion and participation with people, groups and communities they represent and held a number of public drop in sessions in local libraries.

We have continued to develop our relationship with local community groups:

➤ **LGBT Forum**

The Swansea Bay LGBT Forum continued to meet during 2019-20 and was supported by Swansea Council in partnership with South Wales Police and Swansea University Students Union. Membership included employees or volunteers from local and national organisations who represent the interests of LGBT citizens. This year the LGBT forum supported the second Pride event in Swansea which was much bigger and better than the previous year seeing over 1,000 people march through Swansea City Centre and around 5,000 people taking part in the celebrations.

Our Council Staff LGBT+ Group have continued to meet regularly and provide a peer support network for LGBT+ staff, raise awareness of LGBT+ issues in the workplace and fundraise for LGBT+ charities, including World AIDS Day. The group have explored recording resources with West Glamorgan Archive service to begin recording Swansea's LGBT history and the Council gaining accreditation from Stonewall as an employer. The group are also exploring ways in which the promote awareness of LGBT+ within the Council, recruiting more staff members and facilitating social events.

➤ **South West Wales BAME Forum**

We are continuing to support the work of the regional South West Wales BAME Forum. Swansea hosted another successful BAME forum as part of EYST's All Wales BAME Engagement Programme, with over 25 individuals from 9 organisations in attendance. Much of the discussion focused on the upcoming Hate Crime Awareness week and sharing ideas and plans for activities

This year, EYST also launched the first round on the Welsh Government's BAME Routes to Public Life Mentoring Scheme in February 2019, which matched over 25 Mentees with Mentors including Vaughan Gething AM, Jane Hutt AM, and many more. An evaluation of the first round found that 80% of Mentees stated that the programme had had a 'significant' or 'huge' impact on their aspirations. A second round of the programme started in October 2019 with another 25 Mentees on the programme. Mentors included Lady Monjulee Webb, Suzy Davies AM, and Councillor Huw Thomas, Leader of Cardiff Council.

This year we also supported EYST to run a summer play scheme which ran for two weeks in August and attracted 40 children. Activities included rock painting, making cakes, cards, frames & clay models, an obstacle and circus equipment.

➤ **Disability Liaison Group**

The terms of reference for the Disability Liaison Group have been revised and a new chair elected. The group have agreed to meet at least 5 times a year and that the meeting will be co-produced in line with the Council's Corporate Co-production Strategic Framework. The group have been involved in a consultation on the Council's Strategic Equality plan 2020-24.

We have also worked with the Disability Liaison Group to develop and improve the Council's website and ensure that it is accessible and will meet the W3C AA standard by September this year. Improvements which have been made include the addition of guidance produced by Health to ensure that staff know how to write for screen readers, the refinement of search terms and documents including the use of separate weblinks rather than PDF documents.

5.6 Hate Crime

Victim Support have been commissioned by the Welsh Government to increase the reporting of hate crimes and hate incidents across Wales and to offer support to victims of these offences. Working with other organisations such as the Police, Victim Support aims to prevent further hate offences through local and national targeted interventions. Support is tailored to the needs of each victim which may include emotional support, practical support, advocacy, support with reporting the crime to the Police and attending court. Hate crimes are reported directly to the Police, or confidentially Victim Support or through Report Hate Crime website. Hard copies of forms to report Hate Crimes are also available in District Housing Offices and other Council venues.

The prevention and reduction of Hate Crime and Community Tension Monitoring is one the five strategic priorities identified in the Safer Swansea Strategy 2018-21. In line with Welsh Government's National Strategy on tackling Hate Crime, 'WG Tackling Hate Crimes & Incidents – A Framework for Action' the Safer Swansea Strategy 2018-21 aims to prevent hate crime, support victims and improve a multi-agency responses to the problem. Our Hate Crime Stakeholder Action Plan' continues to be managed and monitored through the Hate Crime Stakeholder Group and the Safer Swansea Partnership Steering Group. A snapshot of recorded Hate Crime in Swansea between April – September 2019 revealed that there were 171 incidents recorded in Swansea. Three quarters of all the incidents were classified as 'racial'.

This year we continued to raise awareness of Hate Crime through the Hate Crime Awareness in October at Swansea's Waterfront Museum. The event was part of a National Hate Crime Awareness Week event 2019. The theme was 'Spread Love, Not Hate' to reflect upon in the context of imminent EU withdrawal and the increasingly divisive political and media discourse which surrounds it. The event featured information stands, exhibitions and workshops. The event included workshops on Gendered Islamophobia, definitions of Hate Crime, reporting Hate Crime and how to cope with the effects of Hate Crime.

In December 2019, the Welsh Government introduced a Hate Crime Minority Communities Grant scheme. The project aims to support ethnic minority groups, religious organisations and individuals across South and West Wales around hate crime, how to recognise it, report it and speak up for others who are victims of hate crime and will support the engagement of Community champions who will work as a local contact within their communities.

5.7 Community Cohesion

We have continued to implement the Welsh Government Community Cohesion programme during 2019-20 through a range of regional and local community cohesion activities. One of the key areas of work we have undertaken is identifying and mitigating community tensions (hate crime,

extremism, anxiety, anti-social behaviour) relating to Brexit. We have established a Brexit Steering Group which consists of Officers from across the Council and is chaired by the Leader of the Council who also leads for WLGA on Europe. We are continuing to work closely with the WLGA and Welsh Government to ensure there is a collective and consistent approach across Welsh local government in responding to Brexit. In addition, All Heads of Service have completed and returned an EU Exit and Assurance Statement to provide assurance on their preparedness for Brexit and have undertaken a number of actions to mitigate the potential risks to supply chains, the workforce, social care, school food supply, communication and information and community cohesion.

We hosted an open event for EU citizens living in Swansea to learn about what Brexit will mean for them and have a chance to ask questions. The Council has also developed a Brexit webpage on the Swansea Council and have signposted to a number of useful websites that have been set up by the Welsh Government and the UK Government to provide useful, official information about Brexit. We have undertaken a Community Cohesion (Brexit) survey across the Western Bay to develop the evidence base and to better assess the impact of Brexit on communities. A Welsh Government funded Community Cohesion Officer has been appointed – part of the role is to identify any community tensions that may arise as a result of Brexit and to coordinate a multi-agency response in developing community based solutions. The Community Cohesion Officer has established a forum of young people to participate in a School Swap project across the Western Bay region to learn about themselves and others of different backgrounds, cultures, faiths and communities and to provide safe opportunities for facilitated discussions around issues of community cohesion.

We have also undertaken a number of other activities to promote community cohesion in Swansea and across the Western bay region including the promotion and participation in Mosque open days, working with Swansea Interfaith Forum as part of their awareness raising week in November 2019, supporting EYST's BAME Forum and promoting the LGBT+ agenda and the annual Swansea Pride event. We supported the annual Eid Festival which was held in Singleton Park and attended by more than 3,000 people. We are also continuing to work closely with South Wales Police, Swansea University and the Health Board to participate in staff training and promote social, cultural, religious and sporting events such as the Community Cohesion netball cup to promote community cohesion in our communities.

5.8 United Nations Convention on the Rights of the Child (UNCRC)

We are continuing to ensure that Children and Young People have the opportunity to be involved in decisions made by the Council which affect them. The Council adopted the United Nations Conventions on the Rights of the Child (UNCRC) in 2014 which means that the Council must perform all its functions in a manner that Children and Young People must be provided with meaningful opportunities to influence decisions concerning their lives.

The Council remains committed to respecting the Human Rights of children, the work of which is set out in our Children and Young People's Rights Scheme. A large element of this has been to ensure effective rights based education is sustainable when financial resources are required. We continue to work with schools, Unicef, the Children's Commissioner's Office for Wales and with learners themselves, to develop models that are most fit for purpose and aligned to the new curriculum, moving forward.

We have continued to disseminate information about the UNCRC through a range of forums, events and projects across Swansea, including an online social media presence and celebrating our 5th International Children's Rights Day in Swansea by presenting our work to over 100 guests from across Wales

We continue to respect the right of every child to be listened to in decisions that affect them through a range of engagement mechanisms that fall within the Big Conversation:

- During 2019-20, 9 county-wide Big Conversations took place involving 795 children and young people and members of the public, exploring topics such as LGBTQIA+, alternative education, ALN codes of practice, city redevelopment, housing and homeless, stronger communities and working with nature. 32 primary schools and 13 secondary schools engaged;
- Big Conversations for those who have experienced care: 67 children took part in forums to let us know what is important for children in care;
- Big Conversations to discuss Community Cohesion: 50 young people took part in opportunities for facilitated discussions around issues such as extremism, rumours in communities, community cohesion, racism and prejudice;
- School Project Work: 609 children worked with through visits to schools, to school councils and other school clubs.

Outcomes of this engagement work include influencing the Scrutiny Equalities Enquiry; Informing ideas on new, alternative education provision in Swansea; Designing initiatives that have informed how period poverty is addressed in Swansea; Co-producing resources for Care Experienced CYP, and young children, participating in the recruitment of senior staff; Developing specific projects relating to priorities young people have voiced, e.g. Counter Extremism.

This year, the age range of participants in the Big Conversations was also extended from 11-18 yrs to 50yr +, including older people at Intergenerational Forums. Members of the public and 50+ Network group, along with residents from care homes and day centres, joined children and young people in structured activities, discussions and explorations of key issues pertaining to people of all ages, including the Council Budget, Children's Rights and Human Rights, commonalities and differences between different age groups and digital assistive technology.

Future plans include;

- a review and refresh of the Children and Young People's Rights Scheme based on academic review, and engagement with children, young people, families, the wider public, members, council staff and wider partners.
- a review of rights based education, with a view to develop sustainable and effective mechanisms for learning about rights,
- a review of mechanisms that fulfil our statutory duty to engage in children and young people in decisions that affect them (Children and Families (Wales) Measure (2010), to ensure that a whole council approach, that is fit for engagement in the current climate, is developed,
- The publication of the Annual progress Report, including recommendations moving forward, will be published upon ratification from all Council Members.

5.9 Education and schools

The new Additional Learning Needs and Tribunal Act (Wales) 2018 will place new mandatory duties on Local Authorities and other responsible bodies such as Health Boards and Welsh Government to improve support for Children and Young People with Additional Learning Needs, or Learning Disabilities. It is envisaged that it will be implemented from September 2021 and represents a significant change to the nature of provision and support for Children and Young People with ALN (Additional Learning Needs) and Learning Disabilities. Although the new ALNET Act and Code will not replace the duties of the Equality Act 2010, it aims to strengthen provision by increasing the involvement of children, young people and their families in the development of holistic Individual Development Plan and will cover children from the early years up until the age of 25yrs.

We have made good initial progress in raising awareness and starting work with other agencies and the region to develop an integrated local offer that will meet the needs of learners with ALN across the 0 to 25 age range. We have developed an ALN Strategy and Implementation Plan and created an ALN Strategy Steering Group of key stakeholders including parent/carers to oversee the implementation of the Strategy. We are also leading on workforce development for ALNET (Wales) Act 2018 across the region by coordinating a training plan for the region. We are also undertaking a re-structure of the ALN teams within the Local Authority in order to ensure that we can meet the needs of learners in a timely manner and build capacity for ALN within our schools and our specialist teaching facilities. We are also continuing to develop partnership working with Early Years Services, Health and Social Services. For example, this year Additional Learning Needs (ALN) training was delivered by Flying Start staff and Education professionals to the private childcare sector in order to raise awareness about the ALNET (Wales) Act

2018 and to develop more robust relationships between childcare practitioners and schools in relation to transitions.

During 2019-20 we have also continued to work with the Show Racism the Red Card programme and supported a number of workshops and events in schools. We funded specific training, provided by Show Racism the Red Card, for learners and staff across our schools. The sessions explored various issues related to racism, stereotyping, terminology and media influence. Schools from Swansea were also well represented at the annual Show Racism The Red Card Wales creative competition awards. There was a range of categories from clothing design and creative writing to digital media and poster design. Swansea City supported the initiative by wearing anti-racism t-shirts prior to kick off in matches during October 2019.

The Welsh Government has now launched its new guidance on bullying. Nearly all schools in Swansea now use software called My Concern to record safeguarding issues, including all incidents of bullying. We are currently working with My Concern to source software that will provide an overview of all these incidences so that we can plan support accordingly. We are continuing to ensure that schools are directed to relevant Welsh Government guidance so this can be practiced in schools, for example: the provision of counselling, specific equality-related advice and information and any relevant training for school staff, pupils and governing bodies. Schools are all signposted to relevant Welsh Government guidance e.g. revised bullying guidance and counselling is offered across all our schools by The Exchange.

5.10 Work with Older People

We have continued to implement the steps in Swansea's Wellbeing Plan action plan to meet one of our key partnership objectives – Live Well, Age Well and ensure activity is aligned to Ageing Well work.

Live Well Age Well work of the PSB

This year we have revisited existing steps in Wellbeing Plan under this objective to establish what is business-as-usual and what actions would benefit from a collective approach. We have mapped existing work on Ageing Well into the Live Well Age Well theme to reflect where we have come from and identify key areas of work going forward. The Partnership have identified three priorities; a City for All, Active Travel and Health Literacy. Each priority has a specific working group with a nominated Lead Officer, an action plan with expected outcomes and timelines. The City for All working group has been mapping existing City status and their associated commitments; identifying opportunities, overlaps and commonalities with a strengths based focus. The Active Travel working group has conducted an audit to identify obstacles and barriers to active travel and have explored the use of the OPERAT model (Older People's External Residential Assessment Tool) to assess the suitability of external residential environments for older people (aged 65+ years) with different physical and cognitive capacities The Health Literacy working group has adopted a shared health literacy checklist (

focusing on Dementia, Smoking, Sugar free, Green space, Best Start) and are exploring whether there is a relevant quality mark/standard.

Our (Council) Work with Older People

The Council have initiated Live Well Age Well Forums, aimed mainly at the 50+ age group but open to all. There have been five such events, with the audience increasing each time in line with our strategy of broadening and diversifying our reach. Topics are initiated and voted on by community members from a wide range of groups and individual participants through on-line engagement, community sessions and our “Uk Day of Older Persons” event. The following Forums have already taken place:

- Digital Inclusion and Communication (April 2019).
- Health and Well Being (May 2019).
- Transport and Getting Around (July 2019).
- Staying Safe (Sept 2019).
- Money Matters (February 2020).

Work continues to explore incorporating a rights based approach into staff inductions, on-going training, strategies and assessment tools etc. across adult services. A review of the Ageing Well Engagement Plan is to be carried out over the next few months, incorporating themes and aims from the soon-to-be published, refreshed Welsh Government Strategy for Older People in Wales and also the Older People’s Commissioner for Wales’ key priorities. Our Life Stages Team continues to work with the Commissioner’s Office to support on-going work and campaigns such as #EverydayAgeism etc.

Dementia Friendly Generations – Integrated Care Funded Project

Dementia Friendly Schools:

The project has involved a collaborative digital storytelling project aimed to bring together young and older people in Swansea. This project created an understanding of Dementia and explored issues around being young and old, helping people to learn from each other and celebrate those moments through finding and telling stories. The project delivered a series of Dementia Friends information sessions within pilot schools to teaching staff and pupils at both primary & secondary settings. The pilot project ended with Pontarddulais Comprehensive School being awarded Dementia Friendly School status and being officially recognised by the Alzheimer’s Society. It is the first School in Swansea to receive this award. The project was also shortlisted for a Social Care Accolade. As a result of the successful ICF pilot, 7 more Primary Schools and 2 Comprehensive Schools are working towards Dementia Friendly School status.

Dementia Friendly Home:

As part of the Dementia Friendly Homes element of the project, People Speak Up (PSU) and Sound Memories Radio. We delivered a Dementia Friendly

Generations pilot project 'To be in the Now'. The project was a dementia inclusive life story project empowering 4 older people living in Swansea, their families and their carers to enhance community communication, resilience and connectivity and enable older people living with dementia to be part of their own solution.

We worked in collaboration with Social Services, People Speak Up, Swansea Bay University Health Board Community Resource Team, Local Area Co-ordination and Swansea Carers Centre. Participants and their families had been referred to the project and meetings/sessions had taken place. Several of the participants had completed the pilot with a memory calendar and video produced.

5.11 Poverty

Tackling Poverty continues to be a corporate priority and one of six key objectives within our Corporate Plan. This year we revised the terms of reference for our Swansea Poverty Forum and agreed three priority areas for delivery for 2019/20. The priorities included; employability, financial inclusion and utilising data to target support to tackle poverty. In terms of employability we are continuing to develop employability sessions (pre-year 10) in schools and to develop links with schools and produce a framework that links to employability including work experience across different sectors and all Council. Work is also ongoing in relation to the development of Creative Careers Days and supporting the development of employment routes into creative industries. The "My Choice" website was launched in September 2019 aiming to enable all school leavers to see all the options open to them. Early work is also underway to develop an 8 week programme of volunteering and work placements for Looked After Children. Work is also ongoing in relation to the development of Hubs and Employability and wider support availability in communities / a central hub.

In terms of financial inclusion, we are 1 of 4 Local Authorities in the UK which were selected to participate in a pilot of a Co-ordinated Crisis Support Programme. The aim of the programme is to co-ordinate crisis support for people facing a financial crisis and to prevent the re-occurrence of a crisis. Work is underway to map crisis support and provision in the local area, assess co-ordination capacity and develop programme resources e.g training and raising awareness. The Poverty Reduction Policy Development Committee have also developed an Affordable Credit Policy and a draft Corporate Debt Policy. The aim of the Corporate Debt policy is to provide a clear and consistent approach to the Council pursuing debt across the Council, which is firm, but fair and aims to prevent and provide help at an early stage for residents who are in financial difficulties or having multiple debts owing to the Council. The Poverty Reduction Policy Development Committee have also reviewed a range of Council letters sent to residents about debts, aiming to simplify the process and encourage residents to take help early offers of help and support. We are also in the process of undertaking a Financial Inclusion Commissioning Review which aims to

produce a process for offering a timely offer of benefit checks and money advice to residents at various 'life stages' e.g birth of a child or bereavement.

In terms of using data and information to tackle poverty we have built upon our previous work of utilising the data and information to target support. We have worked in collaboration with departments across the Council to target various specific cohorts of people, families and households (e.g mixed age couples, lone parents and low income households) that could benefit from information and offers of specific support relating to their circumstances as identified in the Single Housing Benefits Extract Data set. We have worked with the Revenues and Benefits Section along with other services such as the Welfare Rights Team, Employability Team and Family Resources Services to raise awareness and target support.

This year we have established a Swansea Poverty Truth Commission. The Poverty Truth Commissions aim to bring together key decision makers with those living at the sharp end of poverty to work together towards overcoming poverty. The Commission aims to put people with lived experience of poverty at the heart of decision making. The Swansea Poverty Truth Commission is the first in Wales. SCVS were selected as the host organisation for the Poverty Truth Commission. A start-up group is in place with partners, Council and community representatives. A funding sub-group has been working on securing the funding required for a delivery team to implement the commission

5.12 Welfare Rights

The Welfare Rights Team have continued to increase awareness and knowledge of welfare rights in Swansea by delivering training to staff, providing an advice line, representation at appeals, complex casework, producing publications and self-help guides and policy work. During 2019/20 the Welfare Rights Training Programme delivered training to 262 participants and provided an advice line three days a week. During 2019/20 the Team represented 76 people at appeals (72 were successful), provided advice in relation 881 enquiries and raised £1,416,282.43 overall.

The work of the team has in many of the cases prevented eviction proceedings being enforced and has reduced both rent and council tax arrears. This has impacted on all our services, including Child and Family services because the children are no longer at risk. In some cases an award of a Disability Benefit not only increases income but will prevent claimants moving over to Universal Credit in the short term and when they do, they will receive significantly more income going forward. Benefit under-claiming remains a huge issue and households affected by welfare reform are at risk of becoming high demand users of our costly services, where effective income maximisation could de-escalate their issues.

5.13 Violence against Women, Domestic Abuse & Sexual Violence

The Violence against Women, Domestic Abuse & Sexual Violence Strategic Partnership Group have reviewed the objectives in the strategy and established actions for 2019/20. These include projects working with young people to ensure they have healthy, safe and equal relationships.

Swansea's Domestic Abuse Hub continues to support children and their families and takes a 'whole family approach' to support. This Hub ensures a more proportionate response and pathway to police PPNs (Public Protection Notices) issued after a police call-out to an incident. As the overwhelming majority of referrals would not necessarily hit the threshold for statutory intervention, the Hub helps to coordinate early intervention, prevention and family support services. This development is enhanced by a Domestic Abuse One-Stop Shop, with open access to anyone (female or male) who has experienced domestic abuse currently or in the past or to anyone looking for information and support.

The Domestic Abuse One Stop Shop (OSS) continues to develop its services through a multi-agency partnership approach. The range of services on offer are across the continuum of need, from crisis drop-in through to the Freedom Programme, Nurturing Programme, and coffee and crafts sessions. Surgeries on a range of issues are on offer including legal advice, substance misuse and debt advice. The OSS services are monitored by the Partnership Group who aim to provide services that cover a continuum of care from prevention, crisis and after care and are accessible by all members of the community. Work is being started to look at implementing specific support for male victims and those from the LGBT community.

A Swansea and Neath Port Talbot commissioning review of domestic abuse provision is underway aiming to ensure that service delivery models are of good quality, financially sustainable, and meet strategic and legislative requirements. The focus of the review will take into consideration the five ways of working and ensure we develop robust data collection across services to evidence impact and ensure there is a continual understanding of client groups and client need. A working group will establish a training package and timetable for delivery. In 2019/20 a new partnership agreement was developed with service users to ensure there is an agreed way of working so people can get the right support at the right time, to enable them and their family to feel safe and not afraid, now and in the future.

The Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Partnership held its annual White Ribbon Day event to raise awareness amongst professionals and the public of issues around violence against women. This was supported and attended by MPs, Councillors, the Swans, Ospreys and a range of public services

5.14 Easy read

Last year we published our annual review in three formats:

- full report
- summary
- easy-read.

We will do the same this year to ensure the information is accessible as possible.

5.15 Wales Interpretation & Translation Service (WITS)

As a result of our membership of the WITS partnership, we have a co-ordinated approach to all interpretation and translation, including telephone and face-to-face provision. This does not include in-house Welsh-English translation through our translation unit.

The top five languages requested in 2018 – 2019 were:

1. Arabic
2. Polish
3. Kurdish (Sorani)
4. Bengali
5. Romanian

5.16 Website

To help us make the Swansea Council website accessible, Digital Services uses the Web Content Accessibility Guidelines (WCAG) 2.1. These guidelines explain how to make web content more accessible for people with disabilities, and user friendly for everyone.

The guidelines have three levels of accessibility (A, AA and AAA) and level AA is the target for the Swansea Council website. We aim to ensure that the site is free of jargon, uses simple, plain English and Welsh, is easy to search and presents information in a logical order. The Web Team provides support to web editors and written guidance via the staff portal (Staffnet) to encourage clearly written, consistent pages. Following on from the work done by Swansea Public Service Board on how to produce Easy Read and Plain English versions of documents, there is now information on Staffnet to which staff can refer.

Digital Services promotes free computer and tablet courses for beginners in Swansea, which are planned and supported by the Digital Inclusion Co-ordinator and delivered by Lifelong Learning tutors. The courses provide a basic introduction to using a device and accessing the internet and provides information on how to keep personal and financial data safe. An important part of the course is teaching attendees how to access money saving deals that are only available online, for example switching energy provider, which supports the Council's anti-poverty agenda. In 2019/2020 there were 302 course attendees, exceeding the target of 300. A grant was successfully bid for and won from The Good Things Foundation to take part in the BT Skills for Tomorrow programme, to help residents with a variety of digital skills through Learn My Way courses, from using a keyboard and mouse to creating a CV

and using social media to keep in touch with others. At present the risk of digital exclusion in Swansea is considered to be low.

The Web Team also helps to promote equality campaigns across the council, including Hate Crime Awareness Week each year and elements of Community Cohesion. Part of this included daily updates from 18 March and also involved rapidly producing Coronavirus advice pages to support shielding residents as well as the wider community. Support was given to the second Swansea Learning Festival with promotion through online advertising as well as facilitating the bookings for various sessions. The Local Well-being Plan pages were updated with easy read documents and promoted both externally and to staff using web banners, and knowledge transfer took place so that the Live Well / Age Well team could use the bulk email system to send their own regular newsletters to their email list.

Staff from Digital Services continued to work with Communications and Trading Standards to raise awareness to staff and Swansea residents about the dangers of scams (including updates on current scams operating in Swansea). Information and regular updates from the Information Security Officer is provided for staff on how to protect their own data and those of our service users both online and offline.

Work started on the new council website and the Web Manager is working with Access to Services and has met with the Disability Liaison group in December and in early 2020 to get advice and guidance. The West Glamorgan Partnership has a new website to go with their rebrand, and as part of this a full accessibility test is being done by the Shaw Trust.

6. Concluding comments

This annual report has allowed us to assess our progress during the final year of our Strategic Equality Plan (SEP) 2016-20. Progress has been made against all of our Equality Objectives and the amount of additional information we have to report over and above our Equality Objectives continues to grow, which is very positive. This demonstrates both our ongoing commitment to the equality agenda and human rights and the additional progress that is being made, particularly as we celebrate the tenth anniversary and reaffirm our commitment to being a City of Sanctuary. Our new Strategic Equality Plan (SEP) 2020-24 was approved by Council in March 2020. This new plan builds upon the work we have already undertaken and the lessons learnt and outlines our vision and ambition to sustain and strengthen our approach to ensuring that equality issues are embedded in our decision making process and the services we deliver to local people.

Appendix B

Service	Equality Objective	Equality Action	Departmental Rep	Progress April 2019	Progress April 2020
Poverty & Prevention	Equality Objective 1 – Ensure equality of access to services	Develop arrangements with the Corporate Complaints Team to ensure accessible mechanisms for addressing any issues arising in relation to children's rights in Swansea (including signposting to advocates and providing feedback)	Jane Whitmore	<i>Process map in place. Work to be carried out with Equality Champions to review mechanisms for raising issues in relation to due regard to UNCRC.</i>	Process map in place. Work to be carried out with Equality Representatives across local authority departments to review mechanisms for raising issues in relation to due regard to UNCRC.
Poverty & Prevention	Equality Objective 1 – Ensure equality of access to services	Continue facilitation of Play Access Group and BME Family and Play Group	Jane Whitmore	<i>The Play Access Group continued to meet bi-monthly throughout 2018/19 with a cross-cutting cohort of parent/carers and representative organisations, feeding into the overall Play Network (and accordingly to the CYP Board). The Play Access Group ensured issues affecting access to play for those with disabilities and their families was fed into Swansea's Play Sufficiency Assessment submitted on 31st March 2019. Capacity issues have meant that the BAME Family & Play workstream hasn't formally met during the year, but issues affecting access to play by minority groups remains a key subject at the Play Network and the circulation list is consulted on play sufficiency.</i>	As with the previous year, the Play Access Group continued to meet bi-monthly (prior to lockdown) feeding into the over Play Network. It has been engaged in a range of consultation and representative issues and continues to push for access to play. The BAME group continues to work virtually
Poverty & Prevention	Equality Objective 1 – Ensure equality of access to services	Provide a range of services through the Families First programme targeted at families with disabled children	Jane Whitmore	<i>During 18/19 Families first funded the following disability related projects: 1. Support for families with preschool children who have an emerging or diagnosed disability. Delivered through Stepping stones. 2. Hollsitic family support and an advocacy service centred around ALN and education, provided by SNAP. 3. Life skills and family support for young people with very challenging behaviour and high end disability via the Local Aid Buddies project. 4. Early Language Development support via the Early Interventions internal team</i>	During 19/20 Families first funded the following disability related projects: 1. Support for families with preschool children who have an emerging or diagnosed disability. Delivered through Stepping stones. 2. Hollsitic family support and an advocacy service centred around ALN and education, provided by SNAP. 3. Life skills and family support for young people with very challenging behaviour and high end disability via the Local Aid Buddies project. 4. Early Language Development support via the Early Interventions internal team

Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Develop a Hate Crime Strategy Increase understanding of hate crime and awareness of how to report it amongst staff and key partners	Craig Gimblett	<p><i>In progress:</i></p> <ul style="list-style-type: none"> • <i>Swansea Hate Crime Stakeholder Action Plan established and is a dynamic document maintained by Swansea Council</i> • <i>HC Stakeholder Planning Group meets quarterly, chaired by Council for 2 and half years, Victim Support taken over chair June 2019</i> • <i>HC E-learning course is being accessed by staff as a mandatory course</i> • <i>Train the Trainer course delivered by Victim Support undertaken by 4 members of Council staff - delivery co-ordinated by Victim Support.</i> • <i>HC awareness week events being planned with partners (Oct 2019)</i> • <i>Victim Support take the lead on this agenda as commissioned by Welsh Government.</i> 	<ul style="list-style-type: none"> • Swansea Hate Crime Stakeholder Action Plan established and is a dynamic document maintained by Swansea Council • HC Stakeholder Planning Group meets 4 monthly, chaired by Council for 2 and half years, Victim Support taken over chair June 2019. Last meeting cancelled due to Covid - 19. • HC E-learning course is being accessed by staff as a mandatory course. • HC awareness week events will be planned with partners (Oct 2020) • Victim Support take the lead on this agenda as commissioned by Welsh Government.
Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Maintain a framework for the delivery of Prevent interventions and support to vulnerable individuals at risk of or being drawn into violent and/or non-violent extremism.	Craig Gimblett	<p><i>In progress:</i></p> <ul style="list-style-type: none"> • <i>Participating in the Home Office Dovetail pilot</i> • <i>Local Authority Channel Co-ordinator managing Counter Terrorism and radicalisation case load</i> • <i>Community Integration and Partnership Manager chairs Channel Panel</i> • <i>Multi-agency Channel Panel meets monthly to discuss cases.</i> • <i>Interventions in place for current cases.</i> • <i>Prevent Action Plan 2017-20 established and maintained.</i> • <i>Community Co-ordinator Counter Extremism vacancy being filled, Summer 2019</i> 	<p>Participating in the Home Office Dovetail pilot - funding confirmed for 2020-21.</p> <ul style="list-style-type: none"> • Local Authority Channel Co-ordinator managing Counter Terrorism and radicalisation case load • Community Integration and Partnership Manager chairs Channel Panel • Multi-agency Channel Panel meets monthly to discuss cases - being held virtually during Covid-19 • Interventions in place for current cases. • Prevent Action Plan 2017-20 established and maintained. • Community Co-ordinator Counter Extremism vacancy filled in September 2019 - engagement projects being undertaken. Funding confirmed by Home Office for 2020-21.

Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Increase awareness amongst staff and partner organisations on modern slavery and how to signpost victims	Craig Gimblett	<ul style="list-style-type: none"> • Assisted colleagues in Swansea Procurement team to embed the Anti-Slavery Wales Victim Response pathway into the Ethical Care Charter for procurement. Currently assisting colleagues with the policy statement. • Swansea Social Services Strategic Working Group has now developed the internal referral pathway, and this will be presented to the next Western Bay Anti-Slavery Forum. • The Coordinator supported the Anti-Slavery Train the Trainer session, 7 people from Western Bay area attended the session. • Anti-Slavery Awareness training - 109 people attended these sessions. • The Swansea Anti-slavery first responder session in March was delivered to Swansea Social work colleagues. 12 people attended this session. • The Cohesion Coordinator currently providing the secretariat to the Western Bay Anti-Slavery Forum. 	<ul style="list-style-type: none"> • The Coordinator supported Anti-Slavery Awareness sessions and First Responder Sessions in Swansea. • The Cohesion Coordinator also delivered a special Anti-Slavery / Human Trafficking workshop to Swansea University medical students. • On the request of Steve Chapman, Welsh Government Anti-Slavery Coordinator, the Cohesion Coordinator arranged a special Anti-Slavery meeting for the Home Office representative to discuss the review of NRM and the role of first responders. The meeting was held on 19th Feb 2020 in Swansea. • Swansea Social Services internal referral pathway was presented as part of the Social Services Managers Awareness session but this is yet to be approved officially at a local level. • The Cohesion Coordinator is currently providing the secretariat to the Western Bay Anti-Slavery Forum.
Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Continue role of BME Family and Play Group within cross-sector Play Network in relation to hate crime awareness and understanding of modern slavery	Jane Whitmore	There was no specific training or awareness relating to this area delivered via the Play Network or Early Years during 2018/19 as it has been provided in recent years.	As 18/19, no specific additional training through the Play Network and Early Years Training
Poverty & Prevention	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Establish a working group to explore opportunities in relation to confidence and safety in getting around the City and County of Swansea	Craig Gimblett	No change	No change

Poverty & Prevention	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	Jane Whitmore	<p>Funded projects supported by the CYP Fund are required to evidence how children & young people are involved in the planning and delivery of services, in line with the UNCRC</p> <p>Workforce development opportunities offered by Life Stages Team through Poverty and Prevention, Education and Child and Family Services training programmes.</p> <ul style="list-style-type: none"> • UNCRC training provided to Governors and Councillors and bespoke sessions include human rights sessions for Young Families and Rights in cultural services. 	<p>Funded projects supported by the CYP Fund are required to evidence how children & young people are involved in the planning and delivery of services, in line with the UNCRC. Children's Rights training has been provided to 192 members and officers.</p> <ul style="list-style-type: none"> • Rights in Early Years • Rights in Schools • Rights in Child and Family Services • Children's Rights as Human Rights
Poverty & Prevention	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Jane Whitmore	<p>In addition to a range of examples of where Children's Rights have been central to our work, a significant success for awareness of children's rights has been with the 'Dilly Footprints' work that will form a key part of the new Kingsway development. With the intention of highlighting the city centre as belonging to children & young people just as much as adults, Dilly footprints will be embedded into paving slabs along the streets, with an additional awareness campaign which got underway in 2018/19, to promote children's rights. Dilly Dragon, the rights mascot is disseminated by teams to raise awareness of the UNCRC and the Council's commitment through the Children's Rights Scheme. This is done in a number of ways: a Dilly flag flies during planned periods from the Civic Centre Building. #DillyDragon #DdraigDilly is linked to the Corporate Facebook and Twitter</p>	<p>Children's rights and the council's commitment to the UNCRC is publicised most broadly through the use of Dilly Dragon mascot and #dillydragonswansea social media handle. Promotional Dilly resources have been procured, uniforms purchased, and the flag continues to fly at Civic buildings during appropriate periods.</p>

<p>Poverty & Prevention</p>	<p>Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme</p>	<p>Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them</p>	<p>Jane Whitmore</p>	<p>UNCRC due regard information is disseminated by The Children's Play Team at every opportunity to support awareness and responsibility across departments and members. Different forums, events and projects across Swansea through Big Conversations – open, safe and fun ways for children and young people to be heard:</p> <ul style="list-style-type: none"> • Big Conversation Forum – 539 11-18 year olds explored topics including extremism, gender equality and Swansea Council's Budget. • Pupil Voice Forum – 165 children and young people aged 7-18 took part in the Pupil Voice Forum. Topics included Identity and Equality, The Future of Education in Swansea (Abertawe 2025) and a consultation on services for children whose first language is not English • Forums for Children who have experienced care – 67 children took part in forums to let us know what is important for children in care and those who have been, and have now left. • School Visits – 617 children worked with through visits to schools, to school councils and other school clubs. The 2019 Play Sufficiency Assessment was submitted in March 2019 and incorporated the views of over 600 children & young people. Additionally, specific consultation was undertaken on several new and upgraded play areas, as well as the design of the Dilly Trail (detailed above). 	<p>1,521 children and young people had opportunities to have their voices heard.</p> <ul style="list-style-type: none"> • Big Conversation Forums: 795 children and young people participated in Big Conversations exploring topics such as LGBTQIA+, alternative education, ALN codes of practice, city redevelopment, housing and homeless, stronger communities and working with nature. 32 primary schools and 13 secondary schools engaged. • Big Conversations for those who have experienced care: 67 children took part in forums to let us know what is important for children in care. • Big Conversations to discuss Community Cohesion: 50 young people took part in opportunities for facilitated discussions around issues such as extremism, rumors in communities, community cohesion, racism and prejudice • School Project Work: 609 children worked with through visits to schools, to school councils and other school clubs. Some of the outcomes include: Influencing the Scrutiny Equalities Enquiry; Informing ideas on new, alternative education provision in Swansea; Designing initiatives that have informed how period poverty in addressed in Swansea; Co-producing resources for Care Experienced CYP, and young children, participating the recruitment of senior staff; Developing specific projects relating to priorities yp have voiced, e.g. Counter Extremism.
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Poverty & Prevention	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Continue to embed Children's Rights in all practice and procedures within the department and with partner commissioned organisations	Jane Whitmore	<p>Continued incorporation of UNCRC standards in the following;</p> <ul style="list-style-type: none"> • Strategic Equality plans in schools • Child and Family Services Participation Strategy • School Council Audit • Corporate Parenting Strategy • The Early Years Strategy • Our approaches to school readiness in Childcare settings • Healthy and Sustainable Pre-School Scheme • Play Sufficiency Assessment • Young People's Service plans • Child and Family Service's Participation and Children's Rights Plan • Swansea's Public Service Board's Wellbeing Plan On International Children's Rights Day, children and adults in Swansea presented their success to over 100 guests from across Wales <p>A new contract to embed and sustain the Rights Respecting Schools Award at a cost that is free to Schools in Swansea is progressing. A number of internal staff have been trained to undertake assessments on behalf of the Council. This will begin in Summer 2019.</p>	<p>We have worked together to consider how rights based approaches underpin practice by: 1. Ensuring children's human rights are included in key policies such as: the Strategic Equality Plan, the Consultation and Engagement Plan within the 'Live Well, Age Well' components of Swansea's Well-being Plan, Swansea's Co-Production and Engagement Strategy, 2. Extending learning from children's rights based approaches more broadly to think about every person's human rights by: Exploring what it means for Swansea to be a Human Rights City, Applying learning to what rights means for people across the life stages, ensuring Swansea is a city for all, where every person has the opportunity to have the best start in life, and live and age well, Developing a Poverty Truth Commission. Last year saw the celebration of the 5th anniversary of Swansea's Children's Rights Scheme in Swansea. The event was a celebration of Swansea's Rights journey so far, and of the many people from schools, communities and services who work together to make Swansea's commitment to rights a reality for children and young people. 204 children, young people and service providers participated in, and 72 children, young people and service providers facilitated stall and activities at the National Waterfront Museum, where rights were celebrated through activities, speeches, information stalls and consultation opportunities.</p>
Poverty & Prevention	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Raise awareness of "Big Conversation Mechanisms", ensuring children & young people have an understanding of a variety of opportunities to have their voice heard	Jane Whitmore	<p>This year has seen the first Big Conversations for children aged 7-10, and also Intergenerational Big Conversation for people across the life stages to come together to have their voices heard.</p>	<p>The Big Conversation now operates successfully for children aged 7-18 years, and three Intergenerational Big Conversations per year take place for any person aged 7+. The Big Conversation model has been extended and adopted to successfully engage children and young people in Child and Family Services and in projects within the Community Integration Service.</p>

Poverty & Prevention	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Develop a communication strategy and campaign plan with key objectives to be delivered across the whole of Swansea	Jane Whitmore	Gender equality continues to feature within discussions through the Big Conversation for Primary & Secondary school aged children. The Equalities Scrutiny Enquiry saw councillors participate in Big Conversations across the age range and gender equality with regards to service provision, sports and within our schools featured heavily in the discussions.	In 2019, an academic review of Swansea's Children and Young People's Scheme was undertaken as part of a Master's Dissertation at Cardiff University. 'From Rhetoric to Reality: How Effectively Does Swansea Council Enact its Children and Young People's Rights Scheme?' details how council officers, managers and members interpret the Children's Rights Scheme in their day to practice. The study considers where this has work well and where improvements can be made, concluding with recommendation made to Members, and will inform a review of the Scheme moving forward. In the next 12 months we will evaluate how well the Scheme works, and co-produce a revised version of the Scheme based on feedback. A communication strategy and action plan will be developed to act on strategy outlined within the revised Scheme.
Poverty & Prevention	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Establish a working group to explore issues around gender stereotyping	Jane Whitmore	Dilly Dragon, the rights mascot is disseminated by teams to raise awareness of the UNCRC and the Council's commitment through the Children's Rights Scheme. This is done in a number of ways: a Dilly flag flies during planned periods from the Civic Centre Building	Gender equality continues to feature within discussions through the Big Conversation for Primary & Secondary school aged children. The Equalities Scrutiny Enquiry saw councillors participate in Big Conversations across the age range and gender equality with regards to service provision, sports and within our schools featured heavily in the discussions. Though specific Big Conversations planned, to further detail this subject from the perspective of CYP, have been postponed, work will continue to address these issues in the future.
Poverty & Prevention	Equality Objective 5 – Improve pupil attainment and continue to close performance gaps	Reduce inequalities in school readiness	Jane Whitmore	The Flying Start Programme continued to operate with the Foundation Phase Profile adapted for pre-school children and the Wellcomm speech and language screening tool rolled out across all childcare settings. Further development of the Best Start Campaign through Social media, posters and events. Consolidation of the Jig-so Project supporting young parents during their child's 1st 1000 Days. Collaboration with the Health Board and Public Health Wales to facilitate a 1st 1000 Days multi-agency event to inform a new action plan.	Consolidation of the Jig-so Project supporting young parents during their child's 1st 1000 Days. Ongoing delivery in respect of Flying Start programme. Significant progress in respect of hosting the 1,000 days event together with further collaboration in terms of an integrated Early Years Programme via the WG Pathfinder agenda. Increased online profile of Best Start Social media presence.

Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Through the Families First and Flying Start programmes, deliver a range of services to children, young people and their families to improve outcomes, through interventions such as Parenting, Language and Play etc	Jane Whitmore	<p>Families First continues to develop new and initiative ways to deliver services to children, young people and their families.</p> <p>In 2018/19 Families First engaged with 5,328 cases, comprised of 10,780 individuals</p> <p>Flying Start continues to provide the Best Start in life for children in our most deprived areas.</p> <p>In 2018/19 2925 children benefitted from the Flying Start programme. The childcare attendance average was 79%.</p>	Families First continues to develop new and initiative ways to deliver services to children, young people and their families. Services delivered through the programme include Parenting, Early Language Development, Young Person key working, Play and preventative mental health services. In 2019/20 Families First engaged 12,278 individuals Flying Start continues to provide the Best Start in life for children in our most deprived areas. In 2019/20 2886 children aged 0-3 benefitted from the Flying Start programme.
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Promote and provide a range of upskilling opportunities on a multi-agency basis in order to achieve quality services through the workforce development approach. This will include training on Motivational interviewing, Team Around the Family (TAF), Solutions Focused Thinking, etc.	Jane Whitmore	1,014 training places filled covering 20 different subject matters.	948 training places offered covering 23 different subject matters
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Identify those young people who are most at risk of becoming NEET (not in employment, education or training) and provide them (and their families) with the personal support they require to remain engaged with education, employment and training	Jane Whitmore	Regular meetings take place between, schools, careers, evolve and partner organisations to regularly track those at risk during year 11. This information is used to broker the most appropriate support for each individual. The attached provides an overview of the most recent review of data by area, school and level of need.	Regular meetings take place between, schools, careers, early help and partner organisations to regularly track those at risk during year 11. This information is used to broker the most appropriate support for each individual. This year has seen an extra layer of checking take place with the education department compiling a further checklist of pupils due to the covid 19 risks. The 19/20 cohort saw the lowest school leavers rate for the past 10 years at 2.9%.
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Continued use of Child Poverty Impact Assessments (CPIAs) for Play	Jane Whitmore	No change	Continued use but no specific CPIA's undertaken

Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Food Poverty Community Interest Company: Create a food enterprise to tackle food poverty and feed people well in Swansea	Jane Whitmore	No change	During 2019/20 grants totalling £111,291 were awarded to organisations in Swansea to address Food Poverty and Food Insecurity. These included funding for accessible cookery and healthy eating workshops in young people's housing projects, teaching kitchen installations, infrastructure for new foodbanks, mobile foodbank, fridges and freezers, food share projects, a surplus food app and emergency food packs.
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Deliver a range of services through the, Communities for Work Plus and Communities for Work Programmes, and through the effective allocation of the Legacy Fund that support people and families in our most deprived communities to improve their opportunities and reach their potential	Amy Hawkins	<i>The Communities for Work, Communities for Work Plus and Legacy fund provision is now fully implemented and is operational in delivery areas across Swansea. The Swansea Working approach has also been implemented with closer links and a single referral point being key objectives achieved in the first year.</i>	CfW and CfW+ programme delivery is ongoing and targeted at those experiencing poverty. During the last 18 months the introduction of Welfare Benefits and Financial Inclusion support (funded through the WG Legacy Fund) has been linked with specific alignment to employability delivery. Swansea Working referral process has continued to make sure clients are matched appropriately in line with their needs to employability support programmes. The Council, through its Swansea Working approach have ensured that clients from all Swansea wide programmes (internal and external) are able to access training provision, enabling them to enter employment. Targeted work with those the most at risk of poverty (including introductory training with NEET groups, work with prison leavers and young people leaving care). 22% of CfW+ participants had a work limiting illness or a disability and services were delivered in line with participant need. The Welsh Government Legacy Fund supported third party organisations directly working with families and contributed toward the first year of the Swansea Poverty Truth Commission contributing to alleviating poverty at a community and strategic level.

Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	New action added for 2018 Lifelong Learning Service: Provide a wide range of high quality accredited and non-accredited Adult Education provision throughout Swansea, supporting learners to improve and enhance their employment skills and prospects through various learning opportunities	Amy Hawkins	<p><i>The Lifelong Learning Service continues to develop and deliver Essential Skills, digital literacy, family learning and learning for life courses across Swansea. The Service works with partner providers to ensure clear progressive pathways between learning opportunities from engagement to accredited provision and training opportunities are available. The Service has worked with employability partners to develop and deliver a number of bespoke programmes to meet a range of learners' needs and improve employability prospects. These include sector specific accredited courses, accredited training opportunities and intensive employability programmes addressing literacy, numeracy, digital literacy and essential employability skills. Partnership working between providers and employability services continues to strengthen and increase both learning opportunities and employability prospects.</i></p>	<p>The Lifelong Learning Service worked with partners to deliver the Swansea Learning Festival engaging over 9,000 learners in new learning activities and training opportunities. The Festival provided a first step for many into learning and training, building confidence in addressing skills and highlighting opportunities available. Partnership working has focussed on employability outcomes for learners with the Service delivering employability courses in a range of working context eg LSAs and Food Hygiene. Fast track higher level essential skills courses in literacy and numeracy have enabled numerous learners to overcome accreditation barriers to access in work or HE training opportunities. The Service has worked with GP Surgeries to develop and deliver a series of courses to support learners health and wellbeing. Learning for life, family programmes and essential skills classes continue to be delivered alongside bespoke delivery for partner employability organisations.</p>
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	New action added for 2018 Ensure the adoption, delivery and effective monitoring and reporting of the Council's Poverty Strategy and Prevention Strategy	Amy Hawkins	<p><i>In progress: Swansea's Tackling Poverty Strategy continues to support the premise that Tackling Poverty is Everyone's Business. Key actions from the Delivery Plan have ensured a cross departmental approach to delivering on utilising the Policy In Practice Data to target appropriate services at households in need or at risk. Steps have been taken to establish a Swansea Poverty Truth Commission which will bring together key decision makers with people with direct lived experience of poverty. A mid-term review is planned of the Delivery Plan during 19/20.</i></p>	<p>Swansea's Tackling Poverty Strategy continues to support the premise that Tackling Poverty is Everyone's Business. An Internal Poverty Forum has been set up chaired by the Deputy Chief Executive. Meeting monthly, the forum focusses on key issues and a cross departmental approach to actions. The Swansea Poverty Partnership Forum and Financial Inclusion Steering group continue to meet quarterly. Key milestones have been achieved in establishing a Swansea Poverty Truth Commission: Funding for year 1 has been secured, SCVS has been selected as the host organisation and the facilitation team has been recruited. Swansea is one one of four pilot areas in the UK partnering with the Children's Society and wider services to improve crisis support. The Covid-19 pandemic has had a significant impact on the experiences of poverty in Swansea and the demand for services. This will influence the evolution of the strategy in the coming year. One such aspect will be a focus on food poverty and food insecurity. A Swansea Food Poverty Network will be established in the wake of the crisis.</p>

Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide a welfare rights training programme to support staff from Swansea Council and partner organisations to negotiate the significant changes to the benefits system resulting from Welfare Reform	Amy Hawkins	<i>In progress: The Welfare Rights Training Programme delivered training to 219 participants. The 19/20 Training Programme has been planned and the initial courses have been advertised.</i>	The Welfare Rights Training Programme delivered training to 262 participants.
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	New action added for 2018 Provide a specialist advice line service to support staff of Swansea Council and partner organisations negotiate the welfare benefit system to ensure that clients are receiving their correct entitlement.	Amy Hawkins	<i>In progress: The Welfare Rights advice line runs three days a week – Monday, Wednesday and Friday. The queries on the advice line have become more complex due to the significant changes within welfare reform, including Universal Credit and right to reside cases. The team have also opened up an advice email advice - this is currently being monitored</i>	The Welfare Rights advice line runs three days a week - Monday, Wednesday and Friday and 144 were delivered during the 2019/20. At the start of lock down the advice line was opened up daily and longer term the opening hours have been extended.
Poverty & Prevention	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	New action added for 2018 Appeal Representation at both first tier and Upper Tribunal hearings	Amy Hawkins	<i>Appeal outcomes: Successful = 64 Withdrawn = 4 Unsuccessful = 3 Money raised from appeal representation: £876,206.23</i>	Appeal outcomes: Successful = 72 Unsuccessful = 4 Money raised overall: £1,416,282.43

Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Ensure that the Big Conversation continues to encompass a range of mechanisms that aim to facilitate the widest possible participation of all children and young people	Jane Whitmore	<p>The Big Conversation continues to expand and different forums, events and projects across Swansea through Big Conversations – open, safe and fun ways for children and young people to be heard:</p> <ul style="list-style-type: none"> • Big Conversation Forum – 539 11-18 year olds explored topics including extremism, gender equality and Swansea Council's Budget. • Pupil Voice Forum – 165 children and young people aged 7-18 took part in the Pupil Voice Forum. Topics included Identity and Equality, The Future of Education in Swansea (Abertawe 2025) and a consultation on services for children whose first language is not English • Forums for Children who have experienced care – 67 children took part in forums to let us know what is important for children in care and those who have been, and have now left. • School Visits – 617 children worked with through visits to schools, to school councils and other school clubs. <p>The Big Conversation has also successfully been delivered with primary school aged children as well as intergenerational opportunities for people aged 7+ in 2019 and will continue in 2019/20.</p>	<p>The Big Conversation continues to expand.1,521 children and young people had opportunities to have their voices heard. Big Conversation Forums: 795 children and young people participated in Big Conversations exploring topics such as LGBTQIA+, alternative education, ALN codes of practice, city redevelopment, housing and homeless, stronger communities and working with nature. 32 primary schools and 13 secondary schools engaged, Big Conversations for those who have experienced care: 67 children took part in forums to let us know what is important for children in care, Big Conversations to discuss Community Cohesion: 50 young people took part in opportunities for facilitated discussions around issues such as extremism, rumors in communities, community cohesion, racism and prejudice. School Project Work: 609 children worked with through visits to schools, to school councils and other school clubs. Some of the outcomes include: influencing the Scrutiny Equalities Enquiry,informing new alternative education provision in Swansea, designing initiatives to address period poverty, oo-porducing resources for CYP in care ,participainting the recruitmen of senior staff and developing specific projects relating to priorities yp have voiced, e.g.Counter Extremism. In light of the Covid pandemic, Big Conversation and digital and online mechanisms for engaging cyp will be reviewed,</p>
Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue a range of inclusive play specific consultation with identified groups and individuals. Undertake specific consultation with key groups with protected characteristics as part of the 2016/19 Play Sufficiency Assessment	Jane Whitmore	<p>A Parent Carer Forum has been commissioned in Swansea and this mechanism will support much of the on-going consultation and engagement of parent carers on a wider range of subject matters. Through the Big Conversation, the Life Stages Team continue to explore opportunities to engage with more vulnerable cyp and make existing mechanisms accessible to all and this includes STF units and Special Schools etc.</p>	<p>All consultation undertaken regarding play areas and play considers the 'Key Considerations' for inclusion and involves engagement with the Play Access Group</p>
Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Engage with traveller communities via Play on Wheels mobile play	Jane Whitmore	<p>Play on Wheels attended sessions at the Morganite site during Q1, however a decision was made for the team not to return for the time being due to a concern on site that impacted upon the very important relationship between the team and the community. It is hoped to return once this has been resolved.</p>	<p>Due to relationship issues identified in 18/19 it is still considered inappropriate to visit the Morganite site but we remain hopeful this won't always be the case</p>

Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Ensure a wide range of engagement by local people, including the most marginalised members of the community, in the Communities First (CF) Programme. Activities will include information sharing, active participation, collaboration and partnership working between individuals and organisations, and empowering local people	Jane Whitmore	<i>Consultation and engagement is a key theme of all Children's and Community grant delivery.</i>	Communities 1st programme has ended. See No.23 for update on new programmes.
Poverty & Prevention	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Ensure that the relevant aspects of the Ageing Well Plan are embedded within these Equality Objectives from 2017 onwards	Jane Whitmore	<i>The Life Stages Team have continued to raise awareness of the Human Rights Principles for Older Persons and the Human Rights Declaration more broadly. The Ageing Well Engagement Plan has incorporated Human Rights principles. The review of the 50+ Network to develop a more Big Conversation like forum for those that are 50+ has enabled us to make explicit links to human rights and ensure that citizens that are 50+ are engaged in a more meaningful mechanism to have a voice on issues that impact on their lives.</i>	Five Live Well Age Well Forums held since the last progress report, targeted at those residents aged 50 + but open to all. The themes were: Digital Communication and Information, Healthy Living, Transport & Getting About, Staying Safe and Employment & Money Matters. The Council's Rights Co-ordinator and Officers from the Older People's Commissioner's Office were present giving presentations, supplying resources and advice and making themselves available to participants. Consultation element always included in these events. The Older People's Commissioner visited the former 50+ Forum to give a presentation on her priorities, which include tackling ageism and ending age discrimination. Quarterly newsletter provides Welsh Government, OPC, Council and any other relevant consultation information. Regular provision of information to those on Ageing Well circulation list. Strong relationship built with Swansea University's Centre for Ageing & Dementia Research (CADR), who provided speakers, some funding for the events and information/resources. National and local strategies and policies, e.g. Welsh Declaration of the Rights of Older People, taken into account in planning and decision-making

Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Deliver appropriate and suitable levels of training on the UNCRC & Children's Rights	Jane Whitmore	Ongoing bespoke workforce development opportunities including: sessions to develop understanding of rights for young families in cultural services and for those championing participation of children who are care experienced. 2019 has seen progress toward a programme of workforce development that explores rights across the life stages, exploring children's human rights in line with other human rights declarations.	Children's Rights training has been provided to 192 members and officers. <ul style="list-style-type: none"> • Rights in Early Years • Rights in Schools • Rights in Child and Family Services • Children's Rights as Human Rights. Online training provision will form part of a review of the Children's Rights Scheme in the next 12 months, as will develop children's rights as human rights, in an attempt to aid understanding of human rights for all. Human rights workforce developments have been planned with Equality Champions to support connections between human rights and the principles, policy, regulation and law relating to equality. This has been postponed due to Covid lockdown. Work with adults services is also ongoing to transfer knowledge and learning regarding children's rights based practice in Swansea to an adult environment, considering how a similar approach can be taken to human rights based practice.
Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Re-circulate the staff survey first completed in 2014 to all staff and Councillors to measure knowledge and understanding of children's rights and the UNCRC	Jane Whitmore	Work continues across the Directorates to ensure there is increased knowledge and understanding of Rights based practice.	Work continues across the Directorates to ensure there is increased knowledge and understanding of Rights based practice. A review of the Children's Rights Scheme will form a new baseline from which to develop appropriate and relevant action and strategy to embed children's rights in Swansea.
Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Deliver Asylum Seeker and Refugee Awareness Training to enable staff to understand issues facing asylum seekers and refugees and make services more accessible and welcoming	Craig Gimblett	In progress: This year information sessions have been held with Housing, Social Services and Communities for Work staff. Future training is imminently planned for Team Around the Family and Local Area Coordinators	Information sessions and training have been held with Social Services and Team Around the Family
Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Develop and disseminate information on Swansea's migrant communities for staff and elected Members	Craig Gimblett	In progress: Relevant and current information passed on to elected members (including Cabinet members), and staff as required and appropriate. This includes information on the EU settlement Scheme and the Windrush Scheme.	Relevant and current information is passed on to elected members (including Cabinet Members) in terms of the refugee and asylum seeker population, EU citizens and the wider migrant community. This has led to engaging with the Intercultural Cities' agenda, progressing on becoming a Human Rights City and reviewing and developing practices to support City of Sanctuary status

Poverty & Prevention	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Deliver awareness events and Workshop to Raise Awareness of Prevent (WRAP) Training to appropriate frontline staff and Elected Members	Craig Gimblett	<p><i>In progress:</i></p> <p><i>In this reporting period, April 18 – March 19</i></p> <ul style="list-style-type: none"> <i>• 233 individuals (including staff from Schools, Housing Services, Gwalia, Coastal, Evolve, Social Service and Environmental Health) received Prevent awareness training</i> <i>• 145 members of staff completed the mandatory Prevent e-learning course (these figures are up to Dec '18 as now unable to access the figures as the Home Office has closed access to the portal)</i> 	WRAP training has now been de-commissioned by the Home Office and are developing a new package. 126 frontline members of staff and colleagues undertook Prevent Awareness training since the last report. E-learning package also available for Council and Education staff. A programme of training had been arranged from March 2020 to June 2020 but only 1 session was undertaken due to COVID - 19 in March. The subsequent six sessions to be re-scheduled when safe to do so.
Communications and Customer Engagement	Equality Objective 1 – Ensure equality of access to services	Introduce a new British Sign Language service at the Contact Centre	Julie Nicholas-Humphries	<p><i>Complete:</i></p> <p><i>The Council now use existing internal resources to deliver a British Sign Language Service with two officers available at Level 1 BSL and three officers available at Level 2 BSL. We also have access to higher level resource as required through our partnership with the Welsh Interpretation & Translation Service and residents can request a preferred translator if they are available.</i></p>	Complete
Communications and Customer Engagement	Equality Objective 1 – Ensure equality of access to services	Introduce a SMS texting service for residents	Julie Nicholas-Humphries	<p><i>Complete:</i></p> <p><i>Service in place with 546 texts received between April 2017-March 2018 (SMS: 07919 626434)</i></p>	Complete
Communications and Customer Engagement	Equality Objective 1 – Ensure equality of access to services	Provide additional support to Contact Centre customers by having staff positioned at the entrance to assist as needed	Julie Nicholas-Humphries	<p><i>Complete:</i></p> <p><i>The Council continues to have 'floor walkers' at the entrance of the Civic Centre to assist with resident with their queries or make payments at the payment kiosks.</i></p>	Complete
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	<p>Continue programme of equality engagement with key forums and groups including: Disability Liaison Group, BME Forum, LGBT Forum and 50+ Network</p> <p>Continue to support equality-related events in association with these forums and groups</p> <p>Improve engagement with local disability groups via the Disability Liaison Group (DLG)</p>	Tracey Meredith/Jane Whitmore	<p><i>The work of the LGBT forum has continued and the group met four times over this period. The forum continues to support events such as Swansea Pride and LGBT History Month. There is a West Wales Regional BME forum which we are members of, although meetings have been quiet this year. We have been reviewing the Disability Liaison Group including the membership, terms of reference, code of conduct and encouraging departments to have stronger links to the group through the departmental equality reps.</i></p>	We have continued to support the work of the LGBT forum. The forum continues to support events such as Swansea Pride and LGBT History Month. There is a West Wales Regional BME forum which we are members of. We have supported the Disability Liaison Group to review its membership, terms of reference, code of conduct and have encouraged departments to have stronger links to the group through the departmental equality reps.

Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Review the City and County of Swansea Local Service Board & Healthy City Board Ageing Well and Strategy for Older People Action Plan 2015 – 2019 Include work with Swansea Network 50+ and other relevant engagement mechanisms / methods with older people in the annual review	Jane Whitmore	A Health & Well-being Forum was held with a variety of community groups and individual 50+ members. Report findings from the Health & Well-being Forum were circulated to relevant internal colleagues and external organisation across the local authority area. We continue to work with a variety of community groups, engaging through the newly formed "Live Well, Age Well Forums.	Public Service Board Workshop held in July 2019 to review the Live Well Age Well objectives, followed by two further workshops to clarify those actions chosen and focus on delivery. The workshops were open to all and invitations sent to a wide audience. Three themes were identified: A City For All, Health Literacy and Active Travel. Due to the COVID 19 pandemic the objectives will need to be revisited to reflect the current situation A Health & Well-being Forum was held in May 2019 with a variety of community groups, individual 50+ members and Public Service and Third Sector organisations. Report findings from the Health & Well-being Forum were circulated to relevant internal colleagues and external organisations across the local authority area. We continue to work with a variety of community groups, engaging through the newly formed Live Well, Age Well Forums.
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Organise an event to include an Annual Meeting of Swansea Network 50+ and a public event to mark UK Day of Older People	Jane Whitmore	As a result of feedback from participants at UK Day For Older People which took place on 1st of October 2018, the Life Stages Team have progressed a Live Well, Age Well Forum, which has focussed on prioritise identified for exploration and discussion as matters that are important to those ageing well within Swansea and. Forum themes inc. Digital Inclusion, Health & well-being, Transport & Safety.	Planned work undertaken with the 50+ Network in liaison with SCVS to enable the group to become independent of the Council and establish new governance rules . Members of the group have been invited to contribute to and support the new Live Well Age Well Forums and the two Intergenerational Big Conversations held during the year. The UK Day of Older People was celebrated as part of the Staying Safe Forum on 28 September, held in Gendros Community Centre. Over 100 people attended and the event received positive coverage by Swansea Bay TV. All the Forums have include a consultation element and ahve been reported on and evaluated to identify the way forward.
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue to provide and promote service-specific equality training / information where needed	Lee Wenham	Communications: The Communications team helps promote equality issues via our internal Communications platforms to all staff and training opportunities are promoted and discussed within the team	No change
Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue to operate the Equality Impact Assessment (EIA) process across the organisation	Tracey Meredith	In progress: This process continues to be applied to the subject of all Corporate Reports submitted to Corporate Briefing, Cabinet and Council (as well as other Committees). It is also applied to the budget setting process, major projects as well as all commissioning reviews.	No change

Communications and Customer Engagement	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue to quality assure completed EIA screenings and reports, providing feedback to departments	Tracey Meredith	<i>In progress: Officers are supported by the Access to Services Team via meetings, initial informal feedback and bespoke team sessions on request. The EIA quality assurance process includes officers with expertise in equality, children's rights, poverty, Welsh language, consultation and engagement</i>	No change
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Develop a Rents Strategy. Part of this strategy will ensure that the arrears recovery process is easy to understand and takes account of customer needs, particularly those who may be vulnerable	Mark Wade	<i>Resourcing the Rents Strategy has been difficult particularly due to the demands of dealing with Universal Credit. Delivering the Rents Strategy is a key priority for the Rents Team, it is anticipated that it will be completed by December 2019</i>	A draft rent strategy was completed and scheduled for wider consultation, however the draft will now be subject to review due to the financial impact of the Covid 19 crisis.
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Continue with programme of customer access audits of Housing and Public Protection services to ensure that services are accessible to everyone	Mark Wade	<i>The next round of customer access audits will be completed by November 2019.</i>	Reception audits completed in November 2019. The next audit will be done in November 2021
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Incorporate all relevant equality issues into the new Local Housing Strategy (LHS)	Mark Wade	<i>Latest LHS will be under development shortly and will be published in 2020. There will be a dedicated equalities chapter as per previous strategies.</i>	Development of the strategy is underway. A draft strategy will be subject to consultation with a range of stakeholders and the timeline for this engagement is currently being reviewed.

Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Raise awareness of the availability of Disabled Facilities Grants (DFGs) particularly in terms of disabled children and young people	Mark Wade	Ongoing promotion of these services.	Ongoing promotion of these services
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Produce a strategy as part of the More Homes project for using Housing Revenue Account resources to provide more Council Housing, which will help meet the needs of a diverse community	Mark Wade	Cabinet approved the Housing Revenue Account Development Plan in February 2019. This sets out the programme to develop over 140 new homes up to 2022. Following on from the first Passivhaus pilot at Colliers way, the second phase of the More Homes project is underway with development commencing at a further 2 sites at Parc Y Helyg and Colliers Way Phase 2. As part of this phase, 34 new homes will be built as 'Homes as Power Stations' using funds from a £1.5m Innovative Housing Programme grant from the Welsh Government. The homes will have innovative features such as solar panels and battery storage and will be built to DQR (Development Quality Requirements.)	<p>Cabinet has approved a 10 year delivery ambition for 1000 new Council homes from 2021-2031. The second phase of the More Homes project is underway at a Parc Y Helyg and Colliers Way Phase 2. A planning application has been approved for 25 homes on Hill View Crescent, Clase. All these homes have been awarded Innovative Housing Programme funding and will have renewable technology such as solar panels and battery storage.</p> <p>Work is underway on the conversion of a former social services building in West Cross into 2 new family homes.</p> <p>Following publication of the HRA PIN to explore interest from potential partners in delivering a development programme across 30 potential HRA sites in phases, a Cabinet report in January 2020 approved the commencement of the next steps in progressing the procurement of a development partner or partners. The aim will be to deliver mixed tenure housing on the Council owned sites, whilst maximising the delivery of affordable housing to meet local need.</p>
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Provide burial/cremation arrangements in line with the requirements of Swansea's diverse community	Mark Wade	Ongoing, there is minimal demand.	Ongoing, there is minimal demand.
Housing & Public Health	Equality Objective 1 – Ensure equality of access to services	Develop protocol for inspection of dwellings proposed to be used to accommodate asylum seekers	Mark Wade	Ongoing	Completed.

Housing & Public Health	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Review the Statement of Policy for Licensing in respect of alcohol, entertainments and late night refreshment, taking particular account of the need to ensure protection of children	Mark Wade	<i>Policy adopted by Council July 2018. Next full review is due in July 2023. The Special Policy, which is contained within the main policy is due for review in July 2021.</i>	The Special Policy which is contained within the main policy is due for review in July 2021 and the next full review is due July 2023.
Housing & Public Health	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Review the Council's policy in respect of gambling, taking particular account of the need to ensure protection of children and vulnerable people	Mark Wade	<i>The Policy was adopted by Council in 2018. The next review is due January 2022.</i>	Policy in place with the next review in January 2022.
Housing & Public Health	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Raise awareness of doorstep crime and scams to prevent people becoming victims	Mark Wade	<i>Ongoing, periodic awareness campaigns undertaken.</i>	The service continues to undertake ongoing information campaigns. Currently there is a particular focus on raising awareness in relation to Covid 19 scams.
Housing & Public Health	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Provide training and raise awareness with support agencies in identifying scams	Mark Wade	<i>Ongoing</i>	Ongoing.
Housing & Public Health	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Implement an updated Local Tenant Participation Strategy (LTPS) 2015-18	Mark Wade	<i>The new TP Strategy 2019-2021 will be published in September 2019 and launched with tenant groups.</i>	The strategy was launched with the Tenants Steering Group (TSG) and Cabinet Member in Sept 2019. Implementation of the action plan is being progressed and jointly monitored with the TSG during 2020/21.

Housing & Public Health	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Continue to work in partnership with the Youth Inclusion Team, to encourage participation of young people in housing matters (with the aim of setting up a group exclusively for young people and encouraging them to join other groups)	Mark Wade	Big Conversation housing session took place in March 2019 on homelessness issues, future session planned for WHQS environmental improvements later this year. A council housing facebook group has been established. We hope to increase the membership during 2019 with the aim of engaging with younger people and other harder to reach groups.	A housing facebook page is in place and membership numbers are growing steadily. Children of tenants and leaseholders were asked to help design the front cover of the June 2020 edition of Open House. Housing's contribution to the Big Conversation group will continue when face to face sessions can safely resume.
Housing & Public Health	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Promote and raise awareness of the availability of: <input type="checkbox"/> Same Sex Marriage into the Civil Marriage ceremony and the legal process which enables couples who have previously entered into Civil Partnerships to convert them into marriage	Mark Wade	Ongoing and regularly monitored.	Ongoing and regularly monitored.
Housing & Public Health	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Deliver a Tobacco Action Plan for Swansea, which will concentrate on areas identified in local needs assessments and mapping exercises	Mark Wade	Continuing investigations being undertaken to deal with the illicit supply of tobacco in the Swansea area in conjunction with HMRC / partners.	The service continues to undertake investigations to deal with the illicit supply of tobacco in the Swansea area in conjunction with HMRC / partners.
Housing & Public Health	New*** Equality Objective 1 – Ensure equality of access to services	Ensure that the Homelessness Strategy reduces homelessness and improves access to the service by implementing a range of actions over the life time of the strategy 2018-2022	Mark Wade	New Action for 2018-19	Youth Homelessness Charter co-produced with young people. Easy read version of Homeless strategy produced and available on line. Improvements made to processes for collection of equality monitoring data
Legal & Dem Services	Equality Objective 1 – Ensure equality of access to services	Continue to review Polling Stations; seeking to improve them to ensure a positive experience for the voter	Tracey Meredith Huw Evans Rhian Millar	The Review for 2019 has just been completed. It was presented to Council in April 2019. Some comments were received and we are looking at following up any suggestions, in order to improve access wherever possible.	The Review will be repeated again in 3-5 years; however, the Head of Democratic Services is constantly seeking to improve voter facilities to ensure a positive voter experience for all.

Legal & Dem Services	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Tracey Meredith Huw Evans Rhian Millar	<i>In progress: Children's rights continue to be considered as part of the report clearance cycle and during the decision making process. Impact assessments will include any relevant considerations.</i>	During the report writing process children's rights issues continue to be considered as part of relevant considerations for decision makers
Legal & Dem Services	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	To provide 6 monthly updates on legal section of intranet site as to case law dealing with equality issues	Tracey Meredith Huw Evans Rhian Millar	<i>Regular bulletins are produced by the legal department relating to equality issues/considerations and published on internal website.</i>	Regular bulletins are produced when relevant and published on internal website.
Cultural Services	Equality Objective 1 – Ensure equality of access to services	Continue project in libraries to introduce or improve the computer skills of people of all ages	Tracey McNulty	<i>Swansea Libraries are in the process of rolling out access to Learn My Way a free digital tool to support improved digital literacy and provided by the Good things foundation. This will see all libraries registered to enable access to a new digital learning tool. The service is continuing to promote its growing digital resources which makes access to online information and reading materials more accessible. It supports this with e-resources workshops across libraries delivered by library staff.</i>	Swansea Central Library is registered as an Online Centre with the GTF. Swansea Libraries have worked with Digital Communities Wales to develop a plan to maximise the use of various online tools, resources and training (including Learn My Way) to improve the digital skills of customers and staff. The library has continued to offer a venue for the delivery of training in digital skills, especially for Get Swansea Online and Lifelong Learning also. Libraries across Swansea worked with colleagues in Transport to support significant numbers of Swansea residents to be able to renew their concessionary bus passes online in late 2019 where they had no access to IT or insufficient skills or confidence or other support to do this. By the end of the second month this totalled over 4000 requests for support. During the closure of libraries as result of Covid, Libraires supported a increasing number of people to access electronic resources including ebooks, audio and magazines. During this time and up to the end of May 2020 staff supported over 200 people remotely to access electronic resources successfully and users of ebooks increased by 95% and eaudio by 65%.on the preceding period.

<p>Cultural Services</p>	<p>Equality Objective 1 – Ensure equality of access to services</p>	<p>Consider sourcing and implementation of additional/improved visual impairment computer aids in libraries</p>	<p>Tracey McNulty</p>	<p><i>The improvement to libraries hardware continue this year and we are working closely with IT to install currently purchased improved hardware and to replace additional to ensure Windows 10 compliance on the public network. This will also allow us to evaluate alternative accessibility tools to improve accessibility in libraries. The CodeClub at the Central Library continue to grow providing opportunities for young people to learn coding skills outside of the school environment in a structures way. We are shortly to become a centre for the Assisted Digital Service for UK Visa applications.</i></p>	<p>The installation of new hardware and Windows 10 across the Libraries has been completed. Staff have been provided with guidance on the improved functionality of the accessibility features of Windows 10 so they can support customers to apply setting changes where needed to meet their needs. Libraries are keeping the use of these features under review and have consulted with IT support as to the additional value and benefit of supplementary accessibility software or packages. An update to the Libraries website and online catalogue is being tested currently and the new version will have improved accessibility features. Swansea Libraries have linked up with colleagues in the Vale of Glamorgan to share best practice ideas regarding Code Club and coding projects have been shared via social media whilst libraries have been closed to support children to continue to learn and develop these skills at home. Libraries have also secured some additional microbits for loan via the Micro:bit Educational Foundation and these will be available to borrow for free from selected community libraries when these libraries reopen. Swansea Central Library is registered as a centre for the Assisted Digital Services on behalf of the Home Office for UK Visa Applications and has supported a number of citizens with their resettlement application as part of the Brexit requirements and will continue to do so when able to.</p>
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Cultural Services	Equality Objective 1 – Ensure equality of access to services	Continue variety of activities that takes Swansea Museum to older people and groups	Tracey McNulty	<p><i>We offer volunteering opportunities at Swansea Museum, at the moment we have 20. Most of whom are Retirees. This provides opportunity to socialise whilst developing new skill and knowledge. We also continue to provide outreach talks to the county of Swansea with 320 attending in 2019 so far, with groups such in Killay Libraries & St Davids Church in Morriston participating.</i></p>	<p>Swansea Museum will continue volunteering opportunities at Swansea Museum, this has increased to 30 active volunteers. Most of whom are Retirees and students. This provides opportunity to socialise whilst developing new skill and knowledge. Total volunteer hours at the museum in 2019 -20 totalled 3593 hours. Outreach is delivered with talks throughout County of Swansea with 1512 attendees in 30 outreach talks though year. 2020 talks have included groups such as hard of Hearing at Swansea Library, Wide Horizons Women's Group, Montana Park Community Centre, Norton Lodge and St John's Day Centres. The later have also used museum memory boxes in addition to talks. Subsequently as a result of lockdown both the Mumbles Railway and Swansea in WW2 have been transformed by one of the Fusion volunteers into films and are now available online. The Mumbles Railway film which was first put online has been viewed by over 800 people and Swansea in WW2 uploaded 2 weeks later has been viewed by 453 people as at mid-June. A further round of films is currently being developed. Staff have also created mini 'vlogs' on their favourite museum items, all of which has created a new dialogue with audiences.</p>
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Cultural Services	Equality Objective 1 – Ensure equality of access to services	Explore the history and heritage of the LGBT community as an option for the Museum programme	Tracey McNulty	<p><i>We have explored diversifying collections to better represent LGBT community. Museum has held a collecting Stall at Pride event and held an exhibition highlighting the relevant collections we hold for the Pride celebrations</i></p>	<p>We have continued to explore diversifying collections to better represent LGBT community. Museum has held a collecting Stall at Pride event and held an exhibition highlighting the relevant collections we hold for the Pride celebrations. Meeting have been held with WGAS and Swansea Pride to ensure we have an active collecting policy in place for LGBTQ+ objects, images and oral histories by ensuring an active presence in all events as well as putting calls out to relevant groups to highlight the fact we are collecting. It is hoped that we will via grant funding and donations look to actively develop a contemporary communities collection to better reflect our diverse audiences. Unfortunately plans to develop this area at Pride 2020 have stalled due to lockdown, however we will include an element of LGBT campaign work in the forthcoming exhibition on protest.</p> <p>In 2019 the museum continued to work in partnership with a variety of groups with protected characteristics particularly BAME community on Crossing Borders, Windrush and First Waves projects and also young people with a disability for Museum Take Over Day. Museum will use relevant collections to take part via online platforms in events such as International Refugee Week.</p>
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Cultural Services	Equality Objective 1 – Ensure equality of access to services	Undertake a range of equality-focused activities at the Glynn Vivian, working with groups such as children & young people, disabled people, BME and LGBT communities	Tracey McNulty	<p><i>Our dynamic Exhibitions programmes includes work by emerging and established artists based in Swansea and Wales, together with internationally renowned artists.</i></p> <p><i>N. S. Harsha is an Indian artist whose work featured in the Gallery during summer 2018. As part of the exhibition, schools form Castle ward; St, Helen's, Sandfields, Login Fach and Hafod Primaries, as well as Step Ahead Pupil Referral Unit, worked with the Gallery's learning team to make work for an exhibition called 'The Future'.</i></p> <p><i>In Autumn 2018, we displayed the incredible work by Yinka Shonibare, End of Empire, to coincide with Black History month.</i></p> <p><i>In Spring 2019 Phytopia included work by International Artists from China, Israel, France and Taiwan and the celebrated British artist, Derek Jarman.</i></p> <p><i>India Wales, a joint initiative between Wales Arts International and the British Council that supports artistic collaboration and exchange between creative professionals and arts organisations in Wales and India. As part of the programme supporting the exhibition by N.S. Harsha, Glynn Vivian hosted several events including A Feast of Words – poetry and writing event, Rangoli community workshop and Mindfulness workshop with Neeta Madahar.</i></p>	<p>Exhibitions</p> <p>In April this year we were about to launch a series of exhibitions focussing on our commitment to LGBT. The programme included international and locally based LGBT artists. The series included a major multi-screened installation by New York based artist Charles Atlas called The Tyranny of Consciousness; a collaborative project by painter Catrin Webster and video artist Roy Efrat and photographic work by Dafydd Williams which formed an LGBTQ+ intervention into our permanent collection.</p> <p>In June we were intending to launch a major solo exhibition by artist Carlos Bunga. The work included painting, installation and themes about migration as well as an intervention into our permanent collection. Due to the Covid-19 outbreak we have had to rearrange our programmes – we hope to exhibit some of our LGBTQ+ season from September – March and have postponed Carlos Bunga until Summer 2021.</p> <p>September 2020's Pushing Paper exhibition (partnership with British Museum) also includes world renowned BAME artists such as Anish Kapoor, Hamid Sulaiman, Hew Locke, Ellen Gallagher, Adel Daoud, Bahman Mohassess, Trần Công Dũng, Sun Mu, Nermine Hammam, Imran Qureshi, Marcia Kure, Hajra Waheed, Murni Mo Selle, Yinka Shonibare and Rima Farah.</p> <p>In May this year we developed a 4 day seminar programme entitled Imperial Subjects (partnership with</p>
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			<p><i>(continued). Our Artists in Residence in 2018/2019 included Shiraz Bayjoo, Nazma Botanica, Durre Shahwar, all of whom are from BAME backgrounds Our learning programmes have continued in 2018/2019 with activities for key targeted and core community groups and individuals.including;</i></p> <ul style="list-style-type: none"> • <i>Art Babas Pre-school & Early years children.</i> • <i>Young Art Force Young NEETS (not in education, employment to training).</i> • <i>Wednesday Adult Workshops (55+).</i> • <i>Welcome group - Refugee's and Asylum Seekers.</i> • <i>Alternative Art School Adults with additional and special needs.</i> • <i>RNIB art class Monthly art classes for adults with visual impairments</i> • <i>Glynn Vivian at Night In February 2019, celebration LGBT+ History month with a late night Gallery opening</i> • <i>Pride Workshops - Family Fun Days Holiday workshops to make banners, placards and flags for Swansea Pride 2019.</i> • <i>Gwanwyn Festival Worked with Gwanwyn Festival on an intergenerational/ cross community Festival day.</i> • <i>Sensory Art Backpacks Our Gallery trails and backpacks include sensory toys and resources for visitors with autism</i> • <i>Family Film Club Autism friendly film screenings.</i> • <i>Training with Engage Cymru Dementia Awareness.</i> • <i>Additional film screening Ad hoc screenings for BAME women, LGBTQ+, adults and young people</i> 	<p>(continued) In May this year we developed a 4 day seminar programme entitled Imperial Subjects (partnership with Plus Tate and British Art Network) which examined the relationships between Wales and South Asia. We were able to move these seminars online. Each seminar included approx. 140 people from all over the world. We are also working with Plus Tate on a day seminar which focusses on de-colonising our collection (date to be confirmed).</p> <p>Learning and Outreach We continue to offer children and young people many opportunities to work with us at the gallery. Art Baba's focusses on parents and babies with basic introduction to the Welsh Language and our young people's group is developing and working online while the gallery is closed. We also continue our work with those children who do not usually attend main stream education. Last year we began our Associate Artist scheme as part of our ACW Taking Part Grant. The 3 artist/educators are working with many young people through partnerships with Good Vibes at the YMCA (young LGBTQ+ people), EYST Wales (Ethnic Youth Support Team) and many other local charities and groups. We continue to work with our Welcome Group in partnership with Swansea City of Sanctuary and our wider communities through the Welsh Government's Fusion project.</p> <p>We also continue our work with our adult groups providing opportunities for creative activity for adults with special needs through Swansea's Day Service</p>
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(continued) We also continue our work with our adult groups providing opportunities for creative activity for adults with special needs through Swansea's Day Service provision, vulnerable isolated adults in our weekly sessions for adults over 55 and working with local RNIB to facilitate workshops and activities for their members.

During lockdown we have done our utmost to continue this work through our online content.

The recent programme has included a focus on past exhibitions which included BAME artists, inviting all our communities to participate and share, while behind the scenes ensuring that we provide activities for those who are socially isolated, recovering from Covid as well as providing art packs and resources for children and those receiving food parcels.

We are working with our colleagues in Swansea Council, our advisors and our team to review all policies such as Exhibitions selection, acquisitions, volunteering and internships, employment etc to ensure we challenge conscious and unconscious bias and continue to provide more "equality focussed activities".

Cultural Services	Equality Objective 1 – Ensure equality of access to services	<p>Continue to deliver Dylan Thomas Centre Heritage Lottery Fund Project Activity Plan</p> <p>Action amendment for 2018 onwards: Following completion of the Dylan Thomas Centre's successful HLF project (ended March 18), continue to build on and deliver the range of equality-focused activities developed throughout the project, in line with Corporate Priorities.</p>	Tracey McNulty	<p><i>In Progress</i> <i>Following completion of the Dylan Thomas Centre's successful HLF project (ended March 18), we continue to build on and deliver the range of equality-focused activities developed throughout the project, in line with Corporate Priorities, and despite reduced resource.</i></p> <p><i>Running 'Literature and Trauma' workshops for refugees and asylum seekers and help develop further opportunities for the group, such as readings for Refugee Week and at other venues. Transport costs and children's activities are provided to ensure as many people as possible are able to attend.</i></p> <p><i>Continue to run and develop free family learning opportunities on every day of the school holidays during operating hours, including a programme of tutor-led workshops. All sessions are accessible and open to all, with range of activities provided to appeal to different ages and abilities</i></p> <p><i>Continue to develop and expand free Young Writers Squad workshops for children and young people across Swansea. From one Squad for 11-16 year olds, we now have two Squads for 11-16 year olds and one for 8-11 year olds. We are also trialling off-site writing workshops in libraries such as Morriston.</i></p>	<p>Following completion of the Dylan Thomas Centre's successful HLF project (ended March 18), we continue to build on and deliver the range of equality-focused activities developed throughout the project, in line with Corporate Priorities, and despite reduced resource. Our 'Literature and Trauma' workshops for refugees and asylum seekers continue to run, and we are helping develop further opportunities for the group, such as readings for Refugee Week and at other venues. Transport costs and children's activities are provided to ensure as many people as possible are able to attend. This work was held up as an example of good practice by Pilot Cities</p> <p>We continue to run and develop free family learning opportunities on every day of the school holidays during operating hours, including a programme of tutor-led workshops. All sessions are accessible and open to all, with range of activities provided to appeal to different ages and abilities</p> <p>Continue to develop and expand free Young Writers Squad workshops for children and young people across Swansea. From one Squad for 11-16 year olds, we now have two Squads for 11-16 year olds and one for 8-11 year olds. We have a programme of off-site open access writing workshops held in libraries across Swansea to ensure we reach as many communities as possible.</p> <p>From July 2020 we will begin our Esmee Fairbairn Collections Fund project, which aims to make the</p>
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				<p><i>(continued) Continue to host free community creative writing sessions in partnership with Fusion and Swansea University. Continue working with Swansea People First – a user-led group for people with a learning disability. Member of 4-Site programme delivering workshops for schools across Swansea, including free sessions for SEN . Reminiscence Box sessions available: boxes are themed to Dylan’s work, eg ‘Dylan’s Swansea’, ‘A Child’s Christmas in Wales’, ‘Holiday Memory’ and also work well with school groups as well as with older people in the community. Continue to make our bilingual Dylan Thomas Exhibition even more accessible to groups, including easy read guide produced in partnership with Swansea People First. Continue to develop partnerships with other venues to target resources effectively and develop and share audiences. Continue to work with Fusion and Pilot Cities to develop Diversity Pledge. Continue providing staff training to ensure each visitor is welcomed warmly and confidently: courses already completed include Autism Friendly, Refugees Welcome, Dementia Friendly, Human Rights, Safeguarding Adults and Children. Age Friendly standards achieved, to sit alongside Family Arts Standards award. Esmée Fairbairn funding secured to deliver a three year learning and outreach programme on and off site, focusing on target areas, due to commence later this year.</i></p>
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From July 2020 we will begin our Esmee Fairbairn Collections Fund project, which aims to make the Dylan Thomas Collection and Exhibition accessible to a wider range of audiences via family learning workshops taking place on site and in family centres in target areas. This also includes a volunteer strand and the opportunity for project participants to gain a qualification.

<p>Cultural Services</p>	<p>Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities</p>	<p>Raise awareness of Cultural Services and identify any barriers to participation via engagement with key equality groups</p>	<p>Tracey McNulty</p>	<p>Cultural Services/Pilot Cities- Diversity Pledge</p> <p><i>As part of the Pilot Cities programme, Cultural Services is drawing up a diversity pledge. The pledge enshrines the principle that access to and participation in culture is a fundamental human right, not a privilege. The pledge will incorporate aims and objectives relating to: relationships, communications and participation; creative process and programming; audience, ticketing, welcoming and access; and organisational culture, governance, recruitment and representation to ensure a diverse range of cultural activity that represents and meets the needs of all sectors of the community, taking steps to satisfy the needs of people with protected characteristics as well as those living at economic disadvantage where these are different from the needs of other people. Fusion has supported this area of work by consulting with local people from a variety of age groups, working in partnership with the Life Stages Partnership, visiting other cities to gain knowledge and insight from best practice and putting on pilot projects which embed the aims of the pledge group.</i></p>
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The Diversity Pledge has been peer reviewed and has been completed. The final draft is now awaiting publication. The Pledge has been reviewed by a delegation from UCLG Culture Committee including delegates from Barcelona and Malmo. The Pledge contains a commitment to hold a regular Pledge Panel with our key stakeholders. Arts Council Wales, Coastal Housing and Swansea University have agreed to support the Panel. There is a possibility that Full Council may endorse the work, due to the outline of the work programme to involve BAME communities in designing our services. The Fusion Coordinator has supported this work by contributing to the discussions on the Charter for Rome, sharing the work of the service during Lockdown for the Agenda 21 Covid Report.

				<p><i>(continued) Libraries: Swansea Libraries provide venues for many organisations. Often these are hard to reach groups such as Swansea Association for independent living, Swansea Lip Reading Group, Swansea Hard of hearing group. Libraries are challenged to reach out to hard to reach groups and we are asked to demonstrate examples of this when reporting on the Welsh Public Library Standards. One particular example is an event organised by Oystermouth Library with Whitestone Primary School and a group of children with learning difficulties. The visit involved story reading and activities and an introduction to e-resources that were suitable for the children to access.</i></p> <p><i>Swansea Museum: Crossing Borders. Project led by RCC with partner support from AFC, YMCA and Swansea Museum.</i></p> <p><i>HLF funded and exploring music, dance and identity. Number of visits to the museum looking at the heritage side and oral history. The project includes accredited training on composition skills and will culminate with recording a song at Rockfield Studios on Saturday 9th June and a Grand Finale the following Saturday. Due to space the final event will take place at the National waterfront. An exhibition on the project will be exhibited at the Museum during Black History Month in October.</i></p>
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(continued) First Waves Project in partnership with Parliament and RCC celebrating the 50th anniversary of the 1968 discrimination act. Artist Scarlett Crawford was commissioned by Parliament to work with 6 groups across the UK. The workshops were run at Swansea Museum in July 2018 and apparently were the most diverse group across the country. The work of the Swansea group was displayed in October and November before being transported for the full exhibition at the Palace of Westminster early 2019. Suffrage: As part of Take Over the Museum Day, Lougher Brownies worked with the museum to explore the 100th anniversary of Women's Suffrage. Over a few sessions, one of which at the museum where they considered slogans and create their own banner. The Brownies also achieved their Suffrage badge. Fusion Project: The Fusion Programme aims to engage with people from across the city from a broad range of ages, backgrounds and situations, many of whom don't currently engage with cultural venues or activities.

We also continue our work with our adult groups providing opportunities for creative activity for adults with special needs through Swansea's Day Service provision, vulnerable isolated adults in our weekly sessions for adults over 55 and working with local RNIB to facilitate workshops and activities for their members.

				<p><i>(continued) New activity, partnerships and venues include; Halloween Cinema and free cinema screenings and craft sessions to Clase, North Penlan, Morriston and St Phillips Community centres. Adult Animation at the Glynn Vivian – in the Glynn Vivian for unemployed adults from across the city to learn digital skills and team work. 50 years of Music – a diverse group of volunteers supporting a film making project where participants learn skills in photography and film making including. Music for Wellbeing – free sessions in partnership with the Stroke Association and Swansea Music Hub. Creative Writing Club – Free open access monthly writing sessions for adults of any background and experience. In partnership with the Dylan Thomas Centre and Swansea Uni. 50 Years of St Helen’s Road – A project in partnership with St Helen’s Primary School (where over 20 languages are spoken), local residents and Elysium Artists. Fusion was able to apply for ACW monies to deliver the artistic element of the project. In partnership with DTC, free classes for wellbeing and creative expression. Sport & Health: BME Sports Forum and work of the BME sports officer, Women and Girls Forum and targeted women and and INSPORT integrated sport programme. Our Streetgames/doorstep sport programme agreed with Streetgames UK, delivered in targeted area of poverty.Cultural & Digital Hub working with Race Council Cymru and 15 partners.</i></p>	
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Ensure that relevant equality issues are considered when revising leisure centre (and other venue) timetables	Tracey McNulty	<p><i>Leisure Centres are now operated by Freedom Leisure following the Commissioning process. Equalities issues formed part of the contract and will continue to do so.</i></p>	Leisure Centres are now operated by Freedom Leisure following the Commissioning process. Equalities issues formed part of the contract and will continue to do so.
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Develop Inclusive Futures Programme working on disability sport programmes events and legacy	Tracey McNulty	<p><i>As previously stated, the inclusive futures process has been taken on by Disability Sport Wales and in Swansea has become part of the Disability Sports Officers role through links to generic volunteering and the Young Ambassadors Project.</i></p>	Inclusive futures has now been integrated successfully into the Young Ambassadors programme as was the original intention and is no longer a stand-alone project. AYP officers have recruited pupils with disabilities from a range of settings into the Young ambassadors scheme and will continue to do so as a standard procedure.

Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Continue rollout of Insport to target partners and voluntary organisations to encourage integration of disabled people into mainstream sport clubs through national governing body of sport pathways	Tracey McNulty	We achieved Bronze level accreditation via application and presentation to the disability sports wales board. We are now compiling the requirements for the silver accreditation level which we hope to achieve this financial year (2019-20)	Unfortunately due to staff turnover and a slight change of strategic direction from our Funders (Disability Sport Wales) we have not been able to achieve the silver level of accreditation during 2019-20. DSW have worked with a far more regional approach and officers have worked regularly across borders. However, in terms of our national agreement with our funding partners for outcomes delivery in terms of INPORT, participation, training, we have achieved all of our agreed targets. We will work with DSW to decide whether our aspiration for silver accreditation is still a priority and if so, can be done within the timeframe of 20-21 due to our staff vacancy and the Covid 19 situation.
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Increase opportunities for young people to participate in after-school (extra-curricular) sporting opportunities	Tracey McNulty	As previously stated, this is a fundamental part of the sport and health services delivery plan and is measured both internally and externally against a set of outcomes agreed with key funding partners and linked to Swansea Councils priorities connected to the Well Being of Future Generations Act. Targets and outcomes are measure quantitatively both internally and externally and through the collection of "snapshots" showing outcomes directly contributing to WBFGA and Sustainable Swansea priorities	As previous comments. We continue to collect "snapshots" as examples of good practice in this regard. There are numerous "snapshots" available concerning a variety of different activities in targeted locations and as universal provision. We once again satisfied Sport Wales scrutiny of our Local Sports Partnership plan with them which provides the funding for us to carry out the majority of our activities with young people post curricular. We also have detailed records of projects aimed at young people's participation in community activity that have been facilitated by the team through Community Chest funding, the BAME Sport Swansea project, disability sports wales partnerships as well as contributions by other Sport and Health projects such as Parklives and Street Sports.
Cultural Services	Equality Objective 12 – Work on health and sport initiatives that focus on outcomes for our communities	Continue to take steps to further reduce the gender gap in participation in sport and physical activity	Tracey McNulty	Us girls continues to be delivered as part of our equality programme. Team members have also developed a women and girls sports forum with representatives from a wide range of sporting and community agencies including education, clubs, governing bodies, facilities management and local authority. We have also secured additional funding from sport Wales for specific women and girls sports initiatives for the financial year 2019-20. We have a full development plan agreed with sport wales for this work stream	In the last school sports survey undertaken by Sport Wales, we were able to see that the gender gap has continues to close overall in Swansea and in some areas at certain age groups girls are now participating more than boys. The Survey was carried out in 2018-19, but our action plan which resulted from it was delivered in 2019-20 and will continue until the next school sports survey is due in the summer of 2021. Following this we will consider the new statistics and develop an action plan accordingly. It is worth mentioning that one of our key projects in this area "Us Girls" won a national award hosted by Streetgames UK for the projects we delivered in 2019-20.

Highways & Transportation	Equality Objective 2 – Undertake a range of work focused on safety including hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism etc.	Undertake Safer Routes in Communities (SRIC) project with schools	Lee Davies Gill Walters Stuart Davies	Funding secured for the Clydach Safe Routes in Communities project for 2019/2020	Clydach SRIC completed, funding received for SRIC Gorseinon to be delivered by March 2021
Highways & Transportation	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	Lee Davies Gill Walters Stuart Davies	Staff access training online or by attending face to face sessions. Further 'face to face' sessions are being planned for this year.	All staff required to complete the mandatory online Safeguarding courses. Face to face training delivered to staff who do not have access to a computer.
Highways & Transportation	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Lee Davies Gill Walters Stuart Davies	Safe Routes in Communities schemes continue to be delivered.	Ongoing
Highways & Transportation	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them	Lee Davies Gill Walters Stuart Davies	This was successful. The same approach is being adopted for future SRIC bids.	Ongoing

Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Implement the Pavements for People Policy	Lee Davies Gill Walters Stuart Davies	<i>The Council continues to maintain the standards set out in the policy.</i>	No change
Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Review accessibility of street furniture, e.g. seating	Lee Davies Gill Walters Stuart Davies	<i>Maintenance: React to issues as reported.</i>	Maintenance: React to issues as reported.
Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Consider equality issues when designing highway and traffic schemes	Lee Davies Gill Walters Stuart Davies	<i>No change.</i>	No change
Highways & Transportation	Equality Objective 8 - Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children	Provide permits for qualifying care organisations and carers to park within residents parking bays	Lee Davies Gill Walters Stuart Davies	<i>Where staff are attending a genuine emergency, without a designated permit, then any subsequent appeals against a parking fine will be looked at sympathetically.</i>	No change
Highways & Transportation	Equality Objective 9 - Improve access to public transport by bus for disabled and older people, as well as families with young children	Promote the RNIB REACT system for visually impaired people at the Bus Station The system gives audio messages about the services at each departure bay and provides a wayfinding tool in association with the tactile strip through the concourse	Lee Davies Gill Walters Stuart Davies	<i>Transportation Officers have researched potential alternative provisions. A preliminary meeting and a feasibility study may start during Q1 of 2019/20 to explore the potential for implementation.</i>	The feasibility of a number of options has been investigated and costed but has proved too expensive to implement. Further progress has been halted due to the current Covid 19 situation and the closure of the Bus station for the past 4 months

Highways & Transportation	Equality Objective 9 - Improve access to public transport by bus for disabled and older people, as well as families with young children	Continue to implement programme to provide raised kerbs at bus stops to allow easy access for all passengers. Continued engagement with disability groups	Lee Davies Gill Walters Stuart Davies	No change.	No change
Highways & Transportation	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Continue to provide and promote service-specific equality training / information where needed	Lee Davies Gill Walters Stuart Davies	The H & T Equalities Representative regularly attends the corporate 'Equalities Rep' meetings and training sessions. They provide guidance and advise as and when required.	No change
Child & Family	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	JulieThomas	Participation work is being led by the Children's Rights and Participation officer for the service. This links in with the work ongoing on the UNCRC which is being led by Jane Whitmore	Participation work is being led by the Children's Rights and Participation officer for the service. This links in with the work ongoing on the UNCRC which is being led by Jane Whitmore
Child & Family	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	JulieThomas	This is achieved in day to day practice via the SOS Practice framework.	This is achieved in day to day practice via the SOS Practice framework.
Child & Family	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them	JulieThomas	This is ongoing through our participation offer to children and young people which is reported to SMT and Corporate Parenting Board on a quarterly basis	this is ongoing through our participation offer to children and young people which is reported to SMT and Corporate Parenting Board on a quarterly basis

Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Further develop our front door service in accordance with the Social Services and Wellbeing (Wales) Act to enable equitable access to information, advice and assistance about statutory services and the preventative sector	<i>JulieThomas</i>	<i>Integrated IAA pilot established in November 2018 for a period of 12 months</i>	Complete
Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Develop a service for perpetrators of domestic abuse including 1:1 and group work, informed by service user feedback, which supports the work already being undertaken with women and children where domestic violence is a feature in their lives	<i>JulieThomas</i>	<i>Complete: Completed in 2016 with the development of the DV Hub</i>	Complete
Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Implement the Active Offer of Advocacy Arrangement to help ensure children and young people have access to additional support to have a voice in the decisions that affect them	<i>JulieThomas</i>	<i>Complete: In place as of April 2017</i>	Complete
Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Develop and implement Looked After Children Review arrangements, which enable children and young people to lead on their reviews	<i>JulieThomas</i>	<i>This is ongoing through our participation offer to children and young people which is reported to SMT and Corporate Parenting Board on a quarterly basis</i>	Ongoing

Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Further develop and implement the Signs of Safety Methodology within Social Work Teams. This is a strengths based model which promotes the voice of the child, includes their family and wider networks in safety planning and is focused on outcomes	<i>JulieThomas</i>	Complete: SOS implementation strategy in place and reviewed annually. Recent review, April 2018, by WBCSB acknowledged the impact of SOS in this area.	Complete
Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Develop a Child Disability Strategy consulting with children, young people, families, multiagency partners and the third sector to ensure that disabled children and their families can access a range of provision across the continuum of need – accessing the right opportunity/service from the right place at the right time	<i>JulieThomas</i>	The local offer sub group which includes representatives from Adult Services, Education, the third sector, parent/carers as well as CFS has been established. The aim of this group is to produce a local offer for children with a disability in Swansea. Current priorities are around a better understanding and mapping of provision for transition periods	Ongoing
Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Develop a leaving care service in partnership with a third sector provider. Final 'shape' of the new service to be informed by partners and young people's views	<i>JulieThomas</i>	Completed in 2016	Complete
Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Develop a comprehensive support and review framework for all individuals awarded a Special Guardianship order. Services to include training opportunities for carers, groups for young people and general advice and assistance via a dedicated team	<i>JulieThomas</i>	Completed in 2016	Complete

Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	In accordance with the Social Services and Wellbeing (Wales) Act, develop policy and procedures for a Swansea "When I'm Ready" scheme in line with Welsh Government Guidance. This will enable more young people to remain with their foster carers beyond the age of eighteen and until they are ready for independence	<i>JulieThomas</i>	Completed in 2016	Complete
Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Develop an updated Disability Strategy for Children in accordance with the Social Services (Wales) Act. This will include greater involvement of parents and carers in Care planning via the increased use of Direct Payment packages		Complete: Completed in 2016	Complete
Child & Family	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Further establish Social Services involvement in the provision of support for children who require therapeutic support by • continued and active membership by the Head of Service of Child and Family in the Mental Health Planning Group • developing packages of therapeutic support for children, families and significant adults from the recently established Internal Therapy Team	<i>JulieThomas</i>	Completed. In addition a regional MAPPS service with Clinical Psychology support has been established to provide support to children with complex needs.	Complete

Adult Services	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Further develop safeguarding measures for vulnerable adults in a safer, personal and more timely way	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<p><i>In progress:</i></p> <p><i>Some changes made but work in progress to further improve approach and deal with safeguarding issues in a timely manner and ensure that the approach to safeguarding is as robust as possible. A revised SW structure for various teams in Dept is being progressed and staff/TUs to be consulted as necessary with the aim that changes will be implemented by approx. June 2020</i></p>	<p>Changes continue to be made to further improve approach and deal with safeguarding issues in a timely manner and ensure that the approach to safeguarding is as robust as possible.</p> <p>Work is ongoing as part of staff consultation to fully resource this team from existing establishment as part of the temporary Adult Services Restructure required to sufficiently support the impact on services and community of Covid pandemic Subject to consultation, the aim to fully resource this team approx July/August 2020. A centralised Adult Services safeguarding team will then be fully resourced , further improving consistency and timeliness of safeguarding processes.</p>
Adult Services	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Improve the deprivation of liberty and safeguarding (DOLS) processes	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<p><i>In progress:</i></p> <p><i>Some changes made but work in progress to further improve . A revised SW structure for various teams in Dept is being progressed and staff/TUs to be consulted as necessary with the aim that changes will be implemented by approx. June 2020</i></p>	<p>As part of this work Welsh Government guidance and closed - DOLS team has now been permanently resourced from existing establishment , helping to enable the DOLS team to increase consistency and efficiency with their processes</p>

<p>Adult Services</p>	<p>Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities</p>	<p>Review integration with health in the three community hubs</p>	<p>Lucy Friday, Amanda Williams & Jessica Fitzpatrick</p>	<p><i>In progress: Considerable work has been done to strengthen the role of the multi-disciplinary team of social workers, Occupational Therapists, Physiotherapists and the third sector at the Common Access Point as well as within the Integrated community Hubs. Expansion of this team has also included the addition of Dementia support and Community Psychiatric interventions. More work in progress to further improve through analysis of outcomes and impact.</i></p> <p><i>In addition maximisation of resource across the community Integrated Hubs and the practical implementation of the Practice Framework and 'doing what matters' agenda is being supported through a review of the SW structure for various teams across Adult Services - staff/TUs to be consulted and engaged throughout with the aim that changes will be implemented by approx. June 2020</i></p>	<p>Consultation in progress with Trade Unions and staff re temporary Adult Services Social Work restructure that is required to respond to the COVID19 pandemic and agreed regional processes with Swansea Bay University Health Board and NPT. Aim to ensure that services can be maintained, making the best use of our resources to support communities and critical services, which will also require some changes to working patterns if demand increases. Redistribution of some of our workforce to ensure appropriate staffing to assist with the delivery of those services and specific areas of pressure needing additional support from early on in the pandemic such as our 'front doors' - the Common Access Point and Hospital Social work teams, internal and external service provision and domiciliary care in response to the anticipated level of demand.</p> <p>Integrated working remains key to the successful management of risks associated with COVID and although the temporary restructure moves away from 'hubs' the multi disciplinary team approach remains</p>
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<p>Adult Service</p>	<p>Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user’s needs are at the centre of all planning and commissioning activities</p>	<p>Continue to transform adult service in order to ensure a citizen directed service</p>	<p>Lucy Friday, Amanda Williams & Jessica Fitzpatrick</p>	<p><i>In Progress. A Co-production Strategy and implementation plan has been co-produced and is currently in draft format. Next steps are to agree the strategy, launch and begin implementation in the summer.</i></p> <p><i>• Adult Services Practice Framework has now been developed and training is now being delivered to the teams. This is encouraging social work practitioners and those responsible for assessment to take a more person-centred, outcome focussed approach. A practice handbook has been developed and is due to be implemented.</i></p> <p><i>Collaborative comms - is being rolled out across relevant workforce All the team leaders and senior practitioners to be mentors to influence change in teams, working with Social Care Wales, to link mentors nationally to learn from best practice elsewhere. Supervision template also in progress so that the collaborative comms language runs through this template,</i></p> <p><i>• We continue to develop our in-house service provision in line with the wishes and needs of those we work with. A number of co-produced commissioning projects are in progress.</i></p>	<p>Adult Services Practice handbook has been implemented in July 2019. Ongoing maintenance and development of handbook with working group so that those responsible for assessment take a more person-centred, outcome focussed approach. .</p> <p>Collaborative comms ongoing rollout - workshops held with relevant staff, further work to be done with with mentors to share 3yr implementation plan to influence changes and best practice in teams</p> <p>We continue to develop our in-house service provision in line with the wishes and needs of those we work with. A number of co-produced commissioning projects remain in progress.</p>
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Adult Service	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Further review Commissioning Plans for Adult Services	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<p>Commissioning Reviews across the service are in various stages of progress.</p> <p>Preferred options for both Domiciliary care, the internal provision of residential and day services submitted and approved for 'roll out' - full engagement and consultation with citizens and staffing throughout</p> <p>Citizens engaged and actively involved in recommissioning of Domiciliary care helping to inform and shape provider criteria</p> <p>Strong involvement of citizens and service users across commissioning review of Learning Disability, physical disability. Person centred approach supported through the development of wider systems and support processes</p>	<p>Commissioning Reviews across the service are in various stages of progress, temporarily halted due to Covid 19</p> <p>The internal provision of residential and day services submitted and approved for 'roll out' - full engagement and consultation with citizens and staffing throughout</p> <p>Citizens engaged and actively involved in recommissioning of Domiciliary care helping to inform and shape provider criteria. New contracts awarded to providers following tender.</p> <p>Strong involvement of citizens and service users across commissioning review of Learning Disability, physical disability. Person centred approach supported through the development of wider systems and support processes</p> <p>Commissioning review in progress re current Community Alarms Service</p>
Adult Service	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Web pages updated as appropriate to improve access to information, assistance and advice	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<p>In progress:</p> <p>This continues to be work in progress in line with the requirements surrounding Information, Advice and Assistance contained in the Social Services and Wellbeing Act. Limitations due to the central resource in supporting preventative information sharing via public website but work ongoing to improve and better manage how public communications and engagement are shared.</p>	<p>In progress, resource currently assisting with Covid communications:</p> <p>This continues to be work in progress in line with the requirements surrounding Information, Advice and Assistance contained in the Social Services and Wellbeing Act. Limitations due to the central resource in supporting preventative information sharing via public website but work ongoing to improve and better manage how public communications and engagement are shared.</p>

Adult Service	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Develop Adult Social Work practice framework. This approach needs to be strength based and outcome focused, to promote the voice of service users, their families and the wider community	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<i>We held a co-production session in February 2019 where citizens worked with us to establish a set of guiding principles governing 'what a good assessment looks like' which will be used in developing the new assessment format and assessment practice. We also co-produced a draft handbook for service users and carers to guide and prepare them for the assessment. Next steps include producing a final handbook and ensuring the principles that were co-produced influence the assessment format and practice.</i>	Adult Services Practice handbook has been implemented in July 2019. Ongoing maintenance and development of handbook with working group so that those responsible for assessment take a more person-centred, outcome focussed approach. . Collaborative comms ongoing rollout - workshops held with relevant staff, further work to be done with mentors to share 3yr implementation plan to influence changes and best practice in teams We continue to develop our in-house service provision in line with the wishes and needs of those we work with. A number of co-produced commissioning projects remain in progress.
Adult Service	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Further develop our front door service in accordance with The Social Services and Wellbeing (Wales) Act to enable ease of access to information, advice and assistance and also preventative services	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<i>In progress: some changes made but work in progress to further improve . A revised SW structure for various teams in Dept is being progressed and staff/TUs to be consulted as necessary with the aim that changes will be implemented by approx. June 2020</i> <i>• All Information and Advice Assistants trained to provide information, advice and assistance as well as signpost people to preventative services. • A full Multi-Disciplinary Team is now in place at the Common Access Point to offer information and advice. • A common approach to Information, Advice and Assistance has been developed across Social Services so there is consistency of approach.</i>	In progress: some changes made but work in progress to further improve as a result of Covid 19 a revised temporary SW structure for various teams in Dept is being progressed and staff/TUs to be consulted as necessary with the aim that changes will commence July 2020 • All Information and Advice Assistants trained to provide information, advice and assistance as well as signpost people to preventative services. • A full Multi-Disciplinary Team is now in place at the Common Access Point to offer information and advice. • A common approach to Information, Advice and Assistance has been developed across Social Services so there is consistency of approach. in light of COVID information and signposting has been improved with Community Wellbeing Offer with CAP linking with Corporate team alongside third sector colleagues. This has led to improved sharing of information on community based support and direct referral routes being developed

Adult Services	Equality Objective 4 – Continue to improve Social Services provision within both Adult and Child & Family Services, ensuring that the service user's needs are at the centre of all planning and commissioning activities	Ensure current assessment tool is compliant in accordance with Welsh Government recommendations in preparation for the implementation of The Social Services and Wellbeing (Wales) Act	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<i>We held a co-production session in February 2019 where citizens worked with us to establish a set of guiding principles governing 'what a good assessment looks like' which will be used in developing the new assessment format and assessment practice. We also co-produced a draft handbook for service users and carers to guide and prepare them for the assessment. Next steps include producing a final handbook and ensuring the principles that were co-produced influence the assessment format and practice.</i>	Ongoing
Adult Services	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Continue to provide and promote service-specific equality training / information where needed	Lucy Friday, Amanda Williams & Jessica Fitzpatrick	<i>In Progress Adult Services has developed a Training Needs Analysis which will inform an all Adult Services Workforce Development Plan, to date has this work has involved identifying mandatory training for all AS and C & F roles and is to identify any skills gaps.. Equality Training will form part of this.</i>	Ongoing
Education	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	Rhodri Jones Helen Morgan-Rees Brian Roles	<i>All staff continue to be encouraged to complete the online UNCRC corporate training.</i>	All staff continue to be encouraged to complete the online UNCRC corporate training.
Education	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Rhodri Jones Helen Morgan-Rees Brian Roles	<i>The Education Department promotes and raises awareness of the UNCRC at every opportunity</i>	The Education Department promotes and raises awareness of the UNCRC at every opportunity.

Education	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them	Rhodri Jones Helen Morgan-Rees Brian Roles	<i>The Education Directorate ensures that the voice of children and young people is heard with all major policy and service development by utilising the Big Conversation, School Councils and pupil specific consultation meetings.</i>	The Education Directorate ensures that the voice of children and young people is heard with all major policy and service development by utilising the Big Conversation, School Councils and pupil specific consultation meetings. We are currently working with the Children's Commissioner's office to see how this could be further developed in the future.
Education	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Children and young people from ethnic minority backgrounds continue to achieve at least as well as their peers at end of Key Stage 4 (KS4)	Rhodri Jones Helen Morgan-Rees Brian Roles	<i>In progress: 67.1% in 2018 compared to 59.4% for other pupils</i>	Children and young people from ethnic minority backgrounds achieved 64.8% in 2019 compared to 56.2% for other pupils.
Education	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Learners from Asian / Bangladeshi backgrounds achieve at least as well as their peers at end of Key Stage 4	Rhodri Jones Helen Morgan-Rees Brian Roles	<i>In progress: Asian: 74.7% in 2018 compared to 59.4% for other pupils. Bangladeshi: 63.8% compared to 59.4% for other pupils</i>	In 2019, learners from Asian backgrounds achieved 65.1% and learners from Bangladeshi backgrounds achieved 61.3% compared to 56.2% for other pupils.
Education	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Maintain improving trends in assessment of boys and girls at Key Stage 2 (KS2) and Key Stage 3 (KS3)	Rhodri Jones Helen Morgan-Rees Brian Roles	<i>In progress: KS2: In 2018 the gender gap widened slightly and is the largest for 5 years.. KS3: 2018 gender gap is slightly smaller than 2017 but 5 year widening trend remains.</i>	In Key Stage 2, the 2019 gender gap was 1.9% smaller than in 2018. However, this was due entirely to a decline in girls' performance. In Key Stage 3, the gender gap was 1.1% smaller than 2018, however both genders showed decline compared to 2018.

Education	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Close the performance gap between boys and girls	Rhodri Jones Helen Morgan-Rees Brian Roles	In progress: KS2: gender gap -4.1% in 2017 increase to -7.8% in 2018.	he Key Stage 2 gender gap was 5.9% in 2019, an improvement compared to 2018. However, this was due to a decline in girls' performance and boys showed no improvement.
Education	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Close the performance gap between pupils who receive free school meals (FSM) and those who don't	Rhodri Jones Helen Morgan-Rees Brian Roles	In progress: KS2: FSM gap has widened to 20.3% below non-FSM in 2018. KS3: Upward trend for FSM pupils continues, but the gap remains at 17.8% below non-FSM.	In Key Stage 2, the FSM gap has reduced to 16.2% below non-FSM in 2019. In Key Stage 3 the upward trend for FSM pupils continues, and the gap in 2019 was 20.7% below non-FSM.
Education	Equality Objective 6 - Provide equality support for schools	Continue progressive improvement to access to infrastructure in schools	Rhodri Jones Helen Morgan-Rees Brian Roles	In progress: The Council's 21st Century Schools Programme (Band B) is progressing well with a number of projects due to start on various sites in the near future. This will continue the progressive improvement to access to infrastructure in schools	A new school for Gorseinon Primary will open later this year, the new build for the Pupil Referral Unit at Cockett is well advanced, and work is also now underway at Bishopston Comprehensive School, Ysgol Gyfun Gwyr, and at a new build for YGG Tirdeunaw
Education	Equality Objective 6 - Provide equality support for schools	Young people from Gypsy and Traveller communities are offered appropriate access to secondary education and support in engaging with those opportunities	Rhodri Jones Helen Morgan-Rees Brian Roles	We will shortly be consulting on a policy that is concerned with ensuring the inclusion of and raising standards for pupils from minority ethnic backgrounds (including young people from gypsy and traveller community) attending maintained schools in Swansea.	A new policy was consulted upon, agreed and disseminated in September 2019. The policy covers the principles that underpin good practice in inclusive education for Gypsy Traveller learners. This includes that Gypsy Traveller pupils should be educated within mainstream settings. A consultation took place in late Autumn 2019 and concluded with the outcome that Gypsy Traveller children should be incorporated into mainstream provision.
Education	Equality Objective 6 - Provide equality support for schools	Launch tool for Recording of Identity Based Bullying across all schools	Rhodri Jones Helen Morgan-Rees Brian Roles	The Welsh Government has consulted on new bullying guidance for all schools in Wales - we await the final publication of this guidance before deciding on a way forward for recording all incidence of bullying in Swansea schools.	The Welsh Government has now launched its new guidance on bullying. Nearly all schools in Swansea now use software called My Concern to record safeguarding issues, including all incidents of bullying. The Council is currently working with My Concern to source software that will provide an overview of all these incidences so that we can plan support accordingly.

Education	Equality Objective 6 - Provide equality support for schools	Review guidance to schools on Strategic Equality Plans and present update to Headteachers at a termly meeting and via the schools newsletter	Rhodri Jones Helen Morgan-Rees Brian Roles	Complete	Complete
Education	Equality Objective 6 - Provide equality support for schools	Continue the contractual agreement with UNICEF UK to embed the Rights Respecting Schools Award in all schools in Swansea	Rhodri Jones Helen Morgan-Rees Brian Roles	Complete	Complete
Education	Equality Objective 6 - Provide equality support for schools	Ensure schools are protecting children and young people from being drawn into terrorism by having robust safeguarding policies in place to identify children at risk, and intervening/supporting them as appropriate	Rhodri Jones Helen Morgan-Rees Brian Roles	Complete	Complete
Education	Equality Objective 6 - Provide equality support for schools	Ensure schools are directed to relevant Welsh Government guidance so this can be practiced in schools, for example: provision of counselling, specific equality-related advice and information and any relevant training for school staff, pupils and governing bodies	Rhodri Jones Helen Morgan-Rees Brian Roles	Further work is planned in 2019/2020.	Schools are all signposted to relevant Welsh Government guidance e.g. revised bullying guidance. Counselling is also offered across all our schools by The Exchange. In 2019/2020 the Council funded specific training, provided by Show Racism the Red Card, for learners and staff across our schools. We are looking for this to continue in 2020/2021.
Education	Equality Objective 6 - Provide equality support for schools	Develop and publish Transgender Guidance for schools	Rhodri Jones Helen Morgan-Rees Brian Roles	Complete	Complete
Education	Equality Objective 6 - Provide equality support for schools	Stonewall training offered to all schools via Education through Regional Working (ERW)	Rhodri Jones Helen Morgan-Rees Brian Roles	Complete	Complete

Education	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Continue to provide and promote service-specific equality training / information where needed	Rhodri Jones Helen Morgan-Rees Brian Roles	All staff are required to complete the online corporate equalities training module	All staff are required to complete the online corporate equalities training module.
CBS	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Increase knowledge and understanding of the UNCRC by ensuring all staff attend/participate in the UNCRC corporate training	Emma Lewis	Safeguarding training delivered at all inductions for new employees, we are one of the few departments with 100% completion of training.	Safeguarding training continues to be delivered at all inductions for new employees/apprentices, we are one of the few departments with 100% completion of training.
CBS	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Promote and raise awareness of the UNCRC by embedding children's rights within day to day practice and utilising the Children's Rights logo in all promotional activity	Emma Lewis	Safeguarding remains a regular topic with updates added frequently.	Safeguarding remains a regular topic with updates added frequently.
CBS	Equality Objective 3 – Develop a whole council approach to the United Nations Convention on the Rights of the Child (UNCRC), to meet our commitments contained within the Children and Young People's Rights Scheme	Ensure quality opportunities for Children & Young People's voice in policy/service developments that affect them	Emma Lewis	EIA's completed for major projects, impact on future generations always considered.	EIA's completed for major projects, impact on future generations always considered.
CBS	Equality Objective 7 - Provide opportunities via apprenticeships and work placements	Work experience placements – provide quality opportunities to students to experience the real workplace. Enable a student to understand and develop the necessary skills to equip them for their chosen career path	Emma Lewis	We continue to offer work placements for school leavers which has proven to be popular in all areas of Swansea.	We continue to offer work placements for school leavers and this is still popular. We are also heavily involved with Careers Wales on their Cynnydd Project. This involves offering school pupils a 12-week placement in their chosen trade. These are completed throughout the academic year.

CBS	Equality Objective 7 - Provide opportunities via apprenticeships and work placements	Ensure that all future recruitment within CB&PS continues to be undertaken within the realms of the Equality Act 2010; paying particular attention to the apprenticeship recruitment programme. Further develop links with external groups/organisations to enable wider awareness of the initiative and support CB&PS. The continuation of the apprenticeship programme is dependent on future budget approval	Emma Lewis	No further action to date.	The Equality Act continues to play a part in any recruitment completed by Building Services.
CBS	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Review current consultation with local access groups to improve physical access to buildings and services	Emma Lewis		Building Services staff are always available to attend any meetings to provide advice from a Building perspective
Economic Regeneration and Planning	Equality Objective 11 - Ensure consultation and engagement is inclusive and undertake awareness raising activities	Focus on engagement arrangements and methods with equality groups to ensure inclusivity and help improve the delivery of ongoing work programmes	Phil Holmes	In progress: Significant further engagement undertaken as part of the planning application process for the Swansea Central scheme and sub contractor engagement in the pre-construction process. The LDP has been adopted following a final round of consultation.	In Progress: The process of engagement is ongoing for our programme of regeneration, new policies and procedures, and planning applications. Engagement with key stakeholders as part of capital schemes, during design stages, such as SAFE, DLG. Ensuring completion of all EIA reports are done so in good time and are updated. Cross sector work on Partnerships to aid community led project development and delivery. Application process and supporting documents incorporates questions around equalities and diversity, actively encouraging organisations to incorporate policy in projects delivered under RDP and in alignment with Swansea Councils values. Provides opportunity through funding to enable rural communities to prosperous and healthy places to live and work, through volunteering and skill building projects.
Economic Regeneration and Planning	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Help people of all ages to gain qualifications and skills to enter, re-enter, and succeed in work or further learning through a range of programmes targeted at specific needs and demographics.	Phil Holmes	N/A, newly added as of 2020	In Progress: A range of employability projects including Cam Nesa, Cynnydd, and Workways+ are delivering against this objective. Delivering apprenticeships, and other employability projects to build and improve skills and abilities within our communities on local projects, ultimately improving our city's offer and closing skill gaps.

Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide support for Universal Credit (UC) applicants by providing two digital self-serve zones in the Contact Centre, as UC is an on-line application. Our customer service team will provide digital support, assistance with making on-line applications and UC advice and information to customers. A Personal Budgeting Support service has also been arranged for appropriate UC customers	Ben Smith	<i>The digital zones are still available for clients to make their claim for Universal Credit, however, the support we have provided has been very minimal. We will continue to provide some basic assistance however from April 2019 responsibility for assistance with making Universal Credit claims has been transferred from the local authority to CAB along with the funding for that service.</i>	Digital zones continue to be available for clients to make their claim for Universal Credit but in the main this has now transferred to CAB. Clients still use the digital zone where they need support to print evidence for the Council Tax Reduction and/or Housing Benefit claim. This is a successful scheme which helps clients to provide the required evidence at the point of application to speed up the processing of their claim and helps avoid loss of income from, for example, failed benefit claims.
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide a dedicated take-up advice line and email address to offer welfare advice to customers, which includes advice on how to claim Housing Benefit (HB), Council Tax Reduction (CTR), Discretionary Housing Payment (DHP) and help and advice on welfare reform changes and other welfare benefits	Ben Smith	<i>This service remains as-is from April 2019</i>	This service remains as-is from April 20 although demand has increased due to the Covid pandemic.
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Proactively support all HB cases affected by the Benefit Cap	Ben Smith	<i>This service remains as-is from April 2019</i>	This service remains as-is from April 20 although demand has increased due to the Covid pandemic.
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Work with other organisations such as Age Cymru, Swansea Carers' Centre and DWP Visiting Team to provide advice and guidance on Benefits, Council Tax Reduction and Council Tax discount schemes	Ben Smith	<i>This service remains as-is from April 2019, however, we now advise customers needing support to make UC claims to visit CAB who have contracted to provide this service from 01/04/19.</i>	This service remains as-is from April 20 although demand has increased due to the Covid pandemic.
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Work with Foodbanks such as the Swansea Foodbank (where we are the highest distribution agent), Eastside Foodbank and the Swansea Mosque Foodbank. For all foodbanks we will act as a referring agent and provide welfare benefit advice to the foodbanks to assist customers in food crisis	Ben Smith	<i>This service remains as-is for 2019</i>	This service remains as-is from April 20 although demand has increased due to the Covid pandemic.
Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide advice to parents and schools on Free School Meals (FSM) and Uniform Grant queries	Ben Smith	<i>This service remains as-is for 2019</i>	This service remains as-is from April 20 although demand has increased due to the Covid pandemic and changes in Free School Meals legislation to offer transitional protection to entitlement.

Finance & Delivery	Equality Objective 10 – Ensure we tackle and alleviate the effects of poverty	Provide advice and information to customers on a range of assistance available, e.g. Warm Home Discount, Welsh Water Assist, Healthy Start Vouchers, Discretionary Assistance Fund, Passport to Leisure, etc.	Ben Smith	From 12/06/19 Benefits staff will manage the administration and delivery of the Passport to Leisure scheme on behalf of Cultural Services. This service will primarily be for on-line applications however, face to face applications can be taken by the Benefits Customer Services team. We continue to provide advice and signposting as previously for other discounts that may be available.	This service remains as-is from April 20. Additional work arose for a period as the service supported applications to DAF for flood relief payments - this will end in August 2020
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Regularly review training material to ensure it is up-to-date and covers emerging work areas e.g. age-friendly communities, dementia, UNCRC, etc	Adrian Chard Rachel Healion	CSE has recently been reviewed and this training is now online Otherwise no change to 2018 comments	Currently reviewing Equalities Training to ensure fit for purpose and suitability for re-launch across the Council
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Ensure that all school based staff and teachers have access to appropriate equality-related awareness raising training	Adrian Chard Rachel Healion	No Change to 2018 comments	An action for the Education Directorate and not HR&OD nor the Service Centre.
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Develop a suite of e-learning courses on a modular basis to cover subject areas such as dementia, hate crime, trafficking etc.	Adrian Chard Rachel Healion	Hate Crime is now available on Learning Pool – Currently updating the formatting but the content will remain unchanged Otherwise – no change to 2018 comments	The E-learning module on Equalities, and Face to face training provision is being reviewed and refreshed in consultation with the Equalities Group for delivery in 2020/21.
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Regularly review Corporate Induction to ensure training is up-to-date and covers emerging work areas e.g. age-friendly communities, dementia, UNCRC, etc.	Adrian Chard Rachel Healion	Corporate Induction training is currently being reviewed A proposed face to face Corporate Induction day is in the design phase and will be available in due course	Currently reviewing induction training for Council launch
HR&OD	Equality Objective 13 – Continue to improve staff and Member awareness of equality and diversity issues	Ensure that monitoring of corporate training is carried out to reflect accurately the attendance on all corporate training courses	Adrian Chard Rachel Healion	No Change.	No change.

Commercial Services	Equality Objective 14 - Comply with the Procurement and Assessment of Impact regulations set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011	When procuring works, goods or services, we will have due regard to whether it would be appropriate: <ul style="list-style-type: none"> • for the Pre-Qualification and/or award criteria for that contract to include considerations to help meet the general duty • to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty 	Chris Williams	<i>This is part of business as usual for Procurement. We have signed up to the Welsh Governments Ethical Employment in the Supply Chains Code of Practice.</i>	No change
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Equalities Data report – Year end 31 March 2020

The Council acknowledges that there remain gaps in our employment and training data due to the employees right not to provide the information. However we are working with our employees and unions to improve the data and we continue to work on our systems to collect such data. The Council is investing in a new cloud-based employee management system, which will be introduced during 2021/22; this should ensure that information is more readily available as the system is embedded and matures. In addition, although requested, employees are not required to provide information concerning their characteristics and many choose not to do so. We will continue to work with employees to encourage them to supply this information and will work closely with the Trade Unions to look for other ways to encourage staff to provide this information.

Note: Data includes all school staff including teachers, and will be based on headcount unless stated otherwise.

Workforce Profile – Gender and Working pattern (headcount)

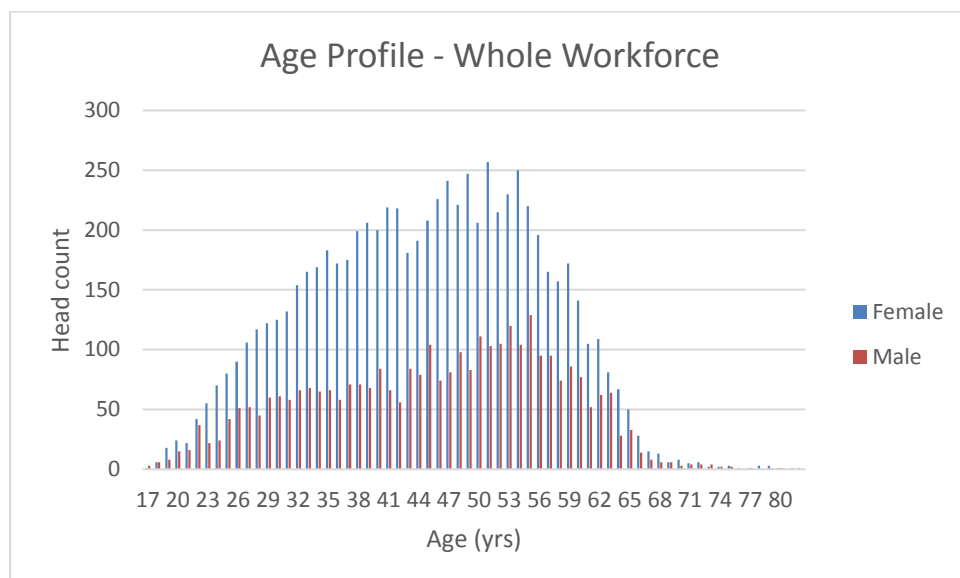
Count of Employee Number	Gender		
Employment Category	Female	Male	Grand Total
Permanent - Full Time	2005	2340	4345
Permanent - Job Share	62	5	67
Permanent - Part Time	2730	333	3063
Temporary - Full Time	564	324	888
Temporary - Job Share	6	1	7
Temporary - Part Time	1937	232	2169
Temporary - Seasonal		2	2
Grand Total	7304	3237	10541

*Data run on 30 March 2020, just prior to end year.

**Excluding relief: last year 10628 (7378 female, 3250 male)

There is a slight decrease in establishment headcount compared to last year: 24 females, 13 males overall, a total of 87. However the starters and leavers shows a change in workforce profile where there are significant reductions in lower grade posts and increased in middle level roles such as technical specialists and qualified professionals.

Age Profile by Gender



The graph shows that the age profile is heavily concentrated in the 40 to 60 years age range. Many over 60s have left the organisation on planned and early retirement arrangements. The younger workforce is increasing year on year but there remains considerable work to do to gain more interest from the younger labour market.

Leavers by Gender

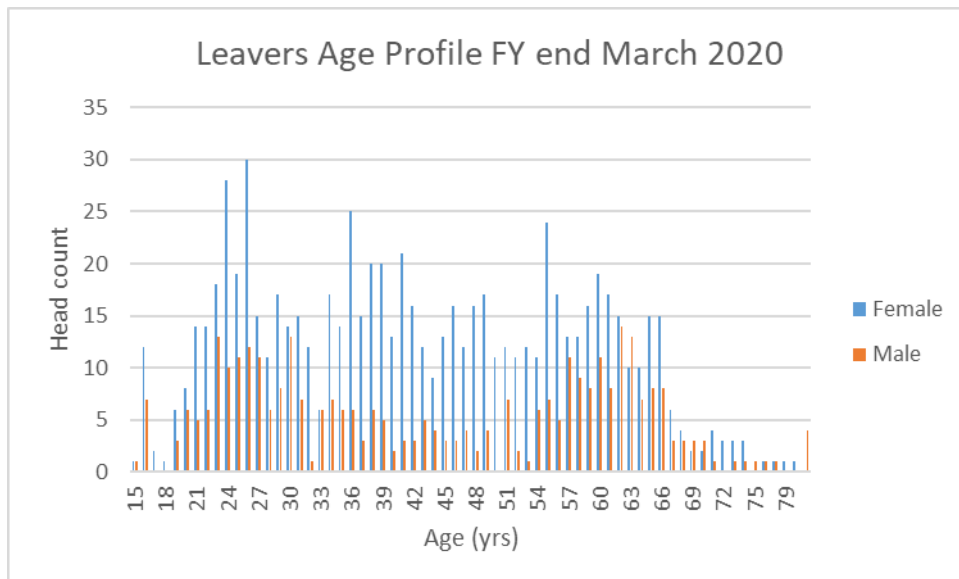
Count of Employee Number	Gender		
Employment Category	Female	Male	Grand Total
NULL	7	9	16
Permanent - Full Time	99	110	209
Permanent - Job Share	3		3
Permanent - Part Time	213	32	245
Relief/Casual - Full time		1	1
Relief/Casual - Part time	104	53	157
Relief/Casual - Seasonal	2		2
Supply Teacher	10	1	11
Temporary - Full Time	71	70	141
Temporary - Job Share	1		1
Temporary - Part Time	260	62	322
Temporary - Seasonal	1	1	2
Grand Total	771	339	1110

Although there was relatively low headcount reduction over the last financial year, there was 10.5% attrition if including relief and casual workers.

The attrition rate reduces to 9% if relief are excluded, which is higher than we would like; however as the Council is continuing to transform its workforce to meet the needs of the future, high levels of leavers is not considered a concern at this stage, but it will be monitored.

What is concerning is that younger employees are one of the highest group of leavers, and this will be monitored and potential for action considered.

Leavers by Age / Gender



Protected Characteristics (Total headcount at time of download = 10536)

(Data reports run on 5 April 2020, after end year, hence the slight difference in figures as the HR data system is 'live').

Disability Declaration

Count of Assignment Number	
Disability	Total
No	602
Undeclared	9886
Yes	48
Grand Total	10536

Ethnicity Declaration

Count of Person Name	
Ethnic Origin	Total
Asian or Asian British - Any Other	*
Asian or Asian British - Bangladeshi	*
Asian or Asian British - Chinese	*
Asian or Asian British - Indian	*
Asian or Asian British - Pakistani	*
Black or Black British - African	*
Black or Black British - Any Other	*

Black or Black British - Caribbean	*
Mixed - Any Other	*
Mixed - White and Asian	*
Mixed - White and Black African	*
Mixed - White and Black Caribbean	*
Not declared	8493
Other Ethnic Group	*
Prefer not to say	*
White - Any Other	57
White - British	1935
Prefer not to say	*
Grand Total	10536

*Numbers less than (0.1%) therefore too few to report

Gender reassignment

None declared

Maternity and Pregnancy

Maternity = 1.4% workforce

Pregnancy = data unavailable

Marital Status

Count of Person Name	
Marital Status	Total
Civil Partnership	42
Divorced	396
Legally Separated	22
Living with Partner (not married or in civil partnership)	232
Married	4930
NULL	1023
Partner	64
Prefer not to say	18
Separated – but still legally in Civil Partnership	2
Separated – but still legally married	46
Single	3717
Widowed	44
Grand Total	10536

Sexual Orientation

Headcount	Total	%Workforce
Bisexual	9	
Gay/Lesbian	34	
Heterosexual/Straight	1511	
Undeclared	8942	
Prefer not to say	40	
Grand Total	10536	

Sex

Headcount	Total
Male	3261
Female	7275
Prefer not to say	0
Grand Total	10536

Religion/Belief

Count of Person Name	Total
Q8 Religion	
Buddhist	12
Christian	781
Hindu	*
Muslim	*
No Religion or belief	696
Undeclared	8938
Other	47
Prefer not to say	51
Sikh	*
Grand Total	10536

* Numbers too small to report (less than 0.1%)

Agenda Item 10.



Report of the Cabinet Member for Delivery and Operations

Cabinet - 17 September 2020

Sustainable Landscapes, Sustainable Places 2020-2021

Purpose:	To seek approval from Cabinet to accept a 100% grant from Welsh Government for specified projects totalling £135,000 in accordance with Financial Procedure Rule 5.7.
Policy Framework:	<p>The purpose of the funding is to support the following projects:</p> <ul style="list-style-type: none">• Clyne Valley Country Park Regeneration• Decarbonising Countryside Management• Bishopswood Sustainable Drainage & Access <p>The projects were identified under the WG “Sustainable Landscapes, Sustainable Places” scheme, in partnership with Gower AONB. The projects will support policies within the LDP, along with other CCS plans and policies.</p>
Consultation:	Local Members, Access to Services, Finance, Legal
Recommendation(s):	<p>It is recommended that:</p> <ol style="list-style-type: none">1) Approval is given to accept a 100% grant of £135,000 from Welsh Government, to enable the projects to be developed and delivered within 2020/21.
Report Author:	Mike Scott
Finance Officer:	Liz Bennett
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The Welsh Government, through its “Sustainable Landscapes, Sustainable Places” programme (which is only open to Welsh AONBs), have made a grant offer of 100% funding towards three projects, based upon discussions with the Gower AONB Team. The funding totals £135,000, and is for 2020/21.

- 1.2 The projects all support, and contribute towards, the Welsh Governments “Valued and Resilient” priorities for the Welsh AONBs and National Parks, as well as Council policies contained within the LDP, and other plans and policies. The projects support and contribute towards the provision of local access to green space, and sustainability.
- 1.3 The projects will be coordinated by the AONB Team, with work carried out by Countryside Access and Nature Conservation Teams. Other Council teams have been involved, and officers intend to continue and expand this to include wider stakeholders, in drawing up detailed specifications and work plans.
- 1.4 Following advice from Democratic Services and Legal Services, the NGA2 process has been used to approve the acceptance of the funding offered, within a reasonable timescale. Due to the Cabinet meeting schedule, retrospective approval is being sought for the funding.

2. Project outlines

- 2.1 **Clyne Valley Country Park Regeneration (£100,000)** is a proposal to stimulate regeneration and a sustainable future for Clyne Valley Country Park.
- 2.2 The Country Park - on the eastern fringe of Swansea - is one of the largest contiguous areas of land in the stewardship of Swansea Council (over 300ha). Clyne Valley has multiple special features and assets (historical and ecological), and is an area easily accessible to much of the city’s population. A number of visitor attractions and assets operate adjacent to the Country Park, including Blackpill Lido, Clyne Gardens, the Railway Inn and Clyne Farm Centre.
- 2.3 Capital works and improvements are required to the network of footpaths and bridleways, including the installation of new and replacement bridge structures. Heritage and biodiversity assets require restoration, protection and interpretation measures. Other visitor assets – particularly carparks at Blackpill, Upper Killay and Mill Lane – need improvement. Development/feasibility work is needed to assess the potential for associated tourism-related development in and around the Country Park and linkages with the Railway Inn, Blackpill Lido etc.
- 2.4 This project will make improvements and additions to the permissive route network to enable better visitor access to, and within, the Country Park. Car parking and public realm improvements will improve its appeal to local visitors and tourists, and improve business opportunities for nearby businesses.

- 2.5 **Decarbonising Countryside Management (£5,000)** - The project will reduce use of two-stroke petrol, reducing the Countryside Sections carbon footprint as an exemplar of adaptation of services, in recognition of the Climate Change Emergency. Moving to electric versions of chainsaws, trimmers and brushcutters will enable better, cleaner and quieter working – supporting better access to countryside and green space in Gower AONB. Swansea Council manages more than 400 miles of Rights of Way on Gower, along with three Local Nature Reserves and other sites. These capital purchases will reduce carbon emissions from countryside management and deliver revenue savings by improving work efficiency.
- 2.6 **Bishopswood Sustainable Drainage & Access (£30,000)** - This is a proposal to provide a sustainable drainage solution and surfacing for the key access route to Bishop's Wood Local Nature Reserve (LNR). Bishop's Wood is situated immediately north of Caswell Bay – one of Gower's four Blue Flag beaches. The LNR is part of the Gower Ashwoods Special Area of Conservation (SAC) and very well used by visitors to Caswell Bay. The LNR is the main site used by Swansea Council for on-site environmental education.
- 2.7 The main access route into the LNR is from Caswell Bay car park northward along the valley floor. The porous limestone geology of the valley presents drainage problems – during periods of heavy rainfall, high volumes of water issue from various points and drain down the access route. Surface and sub-base material is washed away from the path, needing remediation works on a regular basis. This situation means that access into the LNR is not suitable to wheelchair users or others with limited mobility. The proposed works would include the investigation, design and implementation of a sustainable drainage and surfacing solution to the path. The surface will be suitable for all users and will minimise future maintenance requirements.

3. Legal Implications

- 3.1 The Council must comply with the terms and conditions attached to the offer of grant funding and must ensure that any procurement of goods, works or services complies with the Council's Contract Procedure Rules.

4. Equality and Engagement Implications

- 4.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the Act.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

- 4.2 An EIA Screening Form has been completed with the agreed outcome that the acceptance of the offer of Welsh Government funding does not require a full EIA report. The individual projects will be subject to individual EIA screening, once more details are available. The Welsh Government offer is specifically for these projects, which are fundamentally to address existing maintenance and safety issues. In developing the projects, the increased provision of access and the removal of barriers will be a fundamental consideration. The recognition of “least restrictive option” approaches is fundamental to the work of the Teams involved, leading to the provision of “all-ability access” wherever possible. Our approach will ensure that consultation takes place at the most appropriate stage.

5. Financial Implications

- 5.1 The Authority already has responsibilities in these areas, and this offer of funding will assist the Council in achieving its ambitions as set out in a number of plans and policies (for example the LDP, the Gower AONB Management Plan, and draft Green Infrastructure Strategy). The funding has been offered at 100%, and is expected to cover the costs of the projects.

Background Papers:

NGA2
SLSP Grant Offer Letter 2020/21
EIA Scoping Report

Appendices:

None

Agenda Item 11.



Report of the Cabinet Member for Environment Enhancement and Infrastructure Management

Cabinet – 17 September 2020

Welsh Government Circular Economy Capital Fund FY 2020-21 - Offer of Capital Support for the setting up of a Wood Reuse and Recycling Centre

Purpose:	To provide details of the Welsh Government Circular Economy Capital Fund FY 2020-21 to support the setting up of a Wood Reuse and Recycling Centre
Policy Framework:	Swansea Waste Management Strategy. Welsh Government's Towards Zero Waste
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) Approval is given to accept any grant offer following the submission of a funding bid to the Welsh Government Circular Economy Capital Fund FY 2020-21 to support the setting up of a Wood Reuse and Recycling Centre.
Report Author:	Chris Howell
Finance Officer:	Paul Roach
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The purpose of this paper is to provide the Cabinet with the background regarding a Welsh Government (WG) grant opportunity that will be used to support the Council in the setting up of a Wood Reuse and Recycling Centre.

- 1.2 The Authority receives over 4,000 tonnes of waste wood at its Llansamlet Recycling Centre and through its Trade Waste business. This wood currently costs the Authority £60/T to dispose of.
- 1.3 Ash Dieback is also necessitating the felling of the majority of Ash Trees across the Authority, which is generating a significant amount of waste timber.

2. Welsh Government Circular Economy Capital Fund

- 2.1 The Welsh Government issued a letter on 11th June 2020 asking for bids against this Capital Fund for a variety of activities including “Prioritise the use of wood and remake and recycle more items”. Bids needed to be returned by 27th July 2020.
- 2.2 Successful bids are due to be announced October 2020, with funding spent or committed by 19th March 2021.
- 2.3 The Authority’s submission is for the capital funding required to set up a Wood Reuse and Recycling Centre, complete with its own workshop, to maximise the reuse and recycling of waste wood.
- 2.4 The funding would be utilised to erect a covered workshop area, provide a vehicle and trailer to collect waste wood/wood products and deliver finished products, and woodworking equipment, loading plant, generator, and storage containers.
- 2.5 Segregation, retrieval, and stockpiling of waste wood/wood products would commence on approval of the grant funding, in readiness for the Centre being up and running in the summer.

The full process will be as follows:

- Separate reusable wood/wood products, as they are discarded, as far as is practicable.
 - Retrieve reusable wood/wood products from storage, prior to transporting to re-processor.
 - Repair wooden products where appropriate.
 - Reuse materials from waste wood/wooden products to make new products.
 - Set aside reusable wood/wooden products for use by others, including third sector.
 - Minimise waste through seeking markets for sawdust and woodchip.
- 2.6 Some of the key waste products identified include:
 - Wooden furniture
 - Doors and worktops
 - Bed bases
 - Pallets
 - Flooring

- Strip timber
- Waste timber/trees
- Wood products from the Bulky Waste Collection Service

2.7 The intention is for the Centre to be self-financing from product sales from the end of the first year. Sales will be facilitated through the Council's Tip Treasures Re-Use Shop, online sales, products required by the Council itself, partners, and other community groups.

2.8 In terms of alignment with the circular economy, this initial start-up would create at least 2 FTEs, bring discarded waste wood materials/products back into use, reduce the use of virgin materials, provide low cost wood materials/products for our local residents, and link in with the Third Sector wherever possible.

2.9 The re-use of waste wood/wooden products would contribute to decarbonisation by protecting existing forest stocks and reducing the impacts of felling, processing, and transporting virgin wood.

3. Equality and Engagement Implications

3.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

3.2 An Equality Impact Assessment (EIA) screening tool confirms that a full EIA is not required at this stage. We will revisit the assessment if the funding bid is successful.

4. Financial Implications

4.1 This funding bid is for the provision of Capital funding to enable the Authority to provide the necessary infrastructure changes to set up a Wood Reuse and Recycling Centre.

The total sum of Capital funding bid for under this application amounts to £98,850.

This sum can be broken down as follows:-

- Workshop and Containers £ 28,000
- Vehicles £ 35,000
- Plant £ 24,700
- Tools £ 11,150

WG are requiring that the funding be fully spent in the 2020/21 financial year.

The revenue implications of operating the Centre are estimated at £65K once fully set up, and it is anticipated that these costs will be covered by the sales income/cost avoidance of the goods produced.

	2020-21	2021-22	2022-23	2023-24	2024-25	Total	Ongoing
	£	£	£	£	£	£	£
Total project cost:							
Capital	98,850 committed	Remainder reserved	Nil	Nil	Nil	98,850	Nil
Revenue	16,250	65,000	65,000	65,000	65,000	276,250	65,000
Grant applied for:							
Capital	98,850	Nil	Nil	Nil	Nil	98,850	Nil
Revenue	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Deficit	16,250	65,000	65,000	65,000	65,000	276,250	65,000

5. Legal Implications

5.1 The Council will need to ensure that it complies with any terms and conditions attached to this Welsh Government grant funding.

Background Papers: None

Appendices:

Appendix A EIA Screening Form
Appendix B Wood Waste Funding Bid

Equality Impact Assessment Screening Form – Appendix A

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

Section 1

Which service area and directorate are you from?

Service Area: Waste, Parks and Cleansing

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

(b) Please name and describe here: Wood Reuse and Recycling Centre

The Wood Reuse and Recycling Project is to set up a Centre, complete with its own workshop, to maximise the reuse and recycling of waste wood. The Council has a space available for the Centre with secured storage, but needs a covered woodworking area, improvements to waste wood segregation, equipment to both collect waste wood and deliver repaired/manufactured products, and the woodworking equipment to maximise re-use and minimise waste.

The funding would be utilised to erect a covered workshop area, a vehicle and trailer to collect waste wood/wood products and deliver finished products, woodworking equipment, a loading tractor, generator, and storage containers. Orders would be placed for all items, committing the funding by the 19 March 2021 deadline, although some items would not be delivered until early in the new financial year.

Segregation, retrieval, and stockpiling of waste wood/wood products would commence on approval of the grant funding, in readiness for the Centre being up and running in the summer 2021.

Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line
service delivery

(H)

Indirect front line
service delivery

(M)

Indirect back room
service delivery

(L)

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

Because they
need to

(H)

Because they
want to

(M)

Because it is
automatically provided to
everyone in Swansea

(M)

On an internal
basis
i.e. Staff

(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"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group	<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"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<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"/>

Equality Impact Assessment Screening Form – Appendix A

Sexual Orientation	→	<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"/>
Welsh Language	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	→	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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"/>
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"/>

Q4 WHAT ENGAGEMENT / CONSULTATION / CO-PRODUCTIVE APPROACHES WILL YOU UNDERTAKE?

Please provide details below – either of your planned activities or your reasons for not undertaking engagement

To date there has been discussions with Penllergare Valley Woods and the Swansea Environment Centre regarding the project, and this will be expand to other 3rd Sector, community, and private organisations

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

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

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 an EIA report, you must provide a full explanation here. Please ensure that you cover all of the relevant protected groups.

This project seeks to reduce wood waste in the county, The public will not need to change their behaviour in any way.

There will be future element of sale of products which the public can take advantage if they choose to.

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: Keith Coxon
Job title: Contracts and Project Manager
Date: 17/07/20
Approval by Head of Service:
Name: Chris Howell
Position: Head of Waste, Parks and Cleansing
Date: 17/07/20

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

APPLICATION FORM

Our aim is to move to a circular economy in Wales. Where waste is avoided and the things we use are kept in use as long as possible. This is an important part of the action needed on climate change. It also brings many new job opportunities as part of the move to a low carbon economy.

The public sector is central to Wales' move to a circular economy.

This £6.5m Circular Economy Fund open to local authorities and other publicly funded bodies* will help accelerate Wales' shift towards a circular economy driving further increases in recycling and decarbonisation. It also directly supports post-covid response and recovery improving resilience in Wales.

Activities eligible for funding are those helping to deliver actions within the Circular Economy Strategy consultation document; Beyond Recycling;-

1. Become the world leader in recycling
2. Phase out single use plastic
3. Invest in clean technology for materials collection
4. Make more efficient use of our food
5. Prioritise the purchasing of wood, remanufactured and recycled content
6. Enable communities to take collective action
7. Create the conditions for business to seize the opportunities
8. Take full responsibility for our waste

Key dates:


- The closing date is 27th July 2020. Late applications will not be accepted.
- We aim to inform applicants of the outcome by October 2020.
- Claims, including evidence of expenditure, are required to be submitted to the Welsh Government by 19 March 2021 at the very latest.
- Please only submit an application if you are able to meet these deadlines.

Please note:

- Applicants must be a publicly funded body in Wales*.
- The project activity must be located in Wales.
- Grants are available up to £500,000.
- Complete one application form per project.

Email here: CircularEconomyFund@gov.wales

Address: Resource Efficiency and Circular Economy Division,
Welsh Government, Cathays Park, Cardiff, CF10 3NQ.

Organisation Name	Swansea Council
Project Title	Wood Reuse and Recycling Centre
Location of Activity	Ferryboat Close, Llansamlet, Swansea
Funding requested for 2020-21	£ Total project cost £98,850 capital £65,000 revenue £ Amount of capital grant requested £98,850
Circular economy key action area (more than one may be applicable)	<ol style="list-style-type: none"> 1. <input checked="" type="checkbox"/> Become the world leader in recycling 2. <input type="checkbox"/> Phase out single use plastic 3. <input type="checkbox"/> Invest in clean technology for material collection 4. <input type="checkbox"/> Make more efficient use of our food 5. <input checked="" type="checkbox"/> Prioritise the use of wood and remake and recycle more items 6. <input type="checkbox"/> Enable communities to take collective action 7. <input type="checkbox"/> Create the conditions for business to seize the opportunities 8. <input checked="" type="checkbox"/> Take full responsibility for our waste
Project Contact Name, telephone and email address	Chris Howell 01792 761759 Chris.howell@swansea.gov.uk
Bid authorised by <i>*In authorising this application you are confirming that the information given is correct to the best of your knowledge. You are also confirming that any match funding identified is in place</i>	Name: BEN SMITH Job Title: CHIEF FINANCE OFFICER/SECTION 151 OFFICER  Signature:

1. Project Description and alignment to circular economy actions (Score 10)

Provide a brief description of the project including how it aligns to the circular economy actions and decarbonisation. If your application is for a project that will take longer than a financial year to complete, please provide a description of the whole project and of the specific outputs to be delivered in this financial year.
(Maximum 500 words)

The Wood Reuse and Recycling Project upon which this application is based is to enable the Council to set up a Centre, complete with its own workshop, to maximise the reuse and recycling of wood that would otherwise be discarded as waste. This would assist Welsh Government in meeting its circular economy and decarbonisation aims and objectives by protecting existing forest stocks, reducing the impacts of felling, processing, and transporting virgin wood. The project would also enable refurbished products and materials to be made available to residents/charities and 3rd sector organisations.

The Council has a space available to accommodate the proposed Centre, but needs funding to provide:-

- A covered area in which to undertake the necessary woodworking activities.
- A storage area to enable the safe storage of wood/wood products.
- An improved system to identify and segregate wood suitable for reuse.
- Equipment to both collect suitable wood and deliver repaired/manufactured products to their new homes.
- Purchase woodworking equipment to maximise re-use of suitable wood and minimise waste.

The project will help increase the repair and reuse of wood and wooden items help the development of a circular economy and reduce carbon emissions.

Subject to the bid being approved orders would be placed for all items detailed, and a Claim, including evidence of expenditure, submitted to the Welsh Government by 19 March 2021.

The segregation, retrieval, and stockpiling of waste wood/wood products would commence on approval of the grant funding, in readiness for the Centre being up and running at the earliest opportunity.

The full process will be as follows:

- Enable the separation and storage of reusable wood/wood products, as they are discarded, as far as is practicable.
- Retrieve reusable wood/wood products from storage, prior to transporting to re-processor.
- Repair wooden products where appropriate.
- Reuse materials from waste wood/wooden products to make new products.

- Set aside reusable wood/wooden products for use by others, including third sector.
- Minimise waste through seeking markets for sawdust and woodchip.

Some of the key waste products identified as suitable for inclusion in the project include:

- Wooden furniture
- Doors and worktops
- Bed bases
- Pallets
- Decking
- Flooring
- Strip timber
- Waste timber/trees
- Wood products from the Bulky Waste Collection Service

The Council intend to organise workshops/open days where residents and other parties will be shown how to undertake repairs to wood products and also how to make items from reclaimed wood.

The intention is for the Centre to be self-financing from product sales from the end of the first year. Sales will be facilitated through the Council's Tip Treasures Re-Use Shop, online sales, products required by the Council itself, and partners including the Swansea Environment Centre, Penllergare Valley Woods, and other community groups.

In terms of alignment with the circular economy, this initial start-up would create at least 2 FTEs, bring discarded waste wood materials/products back into use, reduce the use of virgin materials, provide low cost wood materials/products for our local residents, and link in with the Third Sector wherever possible.

2. Ways of working (Score 10)

The Well-being of Future Generations (Wales) Act 2015 requires public bodies to think more about the long-term, to work better with people, communities and each other, look to prevent problems and take a more joined-up approach.

The Well-Being of Future Generations (Wales) Act 2015, places a duty on public bodies to seek to achieve the well-being goals and objectives in everything they do.

Please describe how you have followed the five ways of working in the development and delivery of your proposal.

The Five Ways of Working	
<p>Long Term – please describe how you have considered long term needs. What are the impacts of your proposal on future generations?</p> <p>(Maximum 100 words)</p>	<p>The Wood Reuse and Recycling Project will reduce the need for tree felling for virgin timber, preserving forests, reducing carbon emissions, and improve air quality for future generations. The Project will create long term employment, provide training opportunities and reduce the adverse environmental impacts of felling, processing, and transporting virgin timber. It is also the aim of the Council to become a beacon of good practice that can be copied by others in the sector.</p>
<p>Prevention – please describe how you considered options to prevent the problem from getting worse or occurring in the first place.</p> <p>(Maximum 100 words)</p>	<p>Both repair of wood products, and re-use of waste wood prevents this material from being landfilled or incinerated, and reduces the need for virgin materials, which themselves would eventually also become waste wood. The Council intend, as part of the project, to organise workshops/open days where residents and other parties will be shown how to undertake repairs to wood products and also how to make items from reclaimed wood.</p>
<p>Integration – please describe how you have considered the well-being objectives of other public bodies.</p> <p>(Maximum 100 words)</p>	<p>This project aligns well with Welsh Government's Circular Economy and decarbonisation drives. It is also the aim of the Council to become a beacon of good practice that can be copied by others public bodies/charities and 3rd sector organisations. It also links in with the Council's own Bulky Waste</p>

	Collection Service for furniture and other large items.
<p>Collaboration – please describe who you collaborated with and how, in the development and appraisal your proposal.</p> <p>(Maximum 100 words)</p>	<p>The Council in drawing up its plans to develop the project has undertaken market research. It has drawn on the experience of other similar projects such as the Wood Store in Brighton, spoken with WRAP, the Community Wood Recycling Association, the Environment Centre and other similar projects already in existence. It has also visited craft fairs spoken with existing customers of our ‘Tip Treasures’ reuse shop and identified that there is a demand for the type of products that the scheme will produce and the wider benefit such a scheme would generate.</p>
<p>Involvement – please describe who you have involved and how, in the development and appraisal of your proposal</p> <p>(Maximum 100 words)</p>	<p>As detailed above, in developing this project, the Council has liaised with and spoken to various bodies and organisations including WRAP, The Community Wood Recycling Association, the Penllergare Valley Woods Trust, and the Swansea Environment Centre. It has also researched and spoken with numerous similar initiatives regarding the project, to identify good practice and how best to initiate and develop such a project. The Council aims to expand the involvement to other 3rd Sector, community, and private organisations when the project is up and running to ensure maximum benefit is achieved.</p>

3. Contribution to Well-being Goals and impact assessment (Score 10)

Projects must seek to maximise their contribution to the well-being goals. Please provide a summary of the impacts of the project to the well-being goals and statutory description of each goal.

Well-being Goal	Impact (select one for each goal)
A prosperous Wales	<p>Positive</p> <p>The project promotes a low carbon society as it uses resources efficiently and acts on climate change. It will enable residents/charities and other organisations to access reused/refurbished</p>

	<p>cost effective products and raw materials at low cost.</p> <p>It also will generate skilled training and employment opportunities and will be included in the Councils trainee programme for waste management employees. The Council will also be able to pass on its experiences to other Authorities/charities/3rd sector organisations to enable other similar schemes to be developed.</p>
A resilient Wales	<p>Positive</p> <p>The project helps to preserve existing forest stocks, protecting the natural environment and improving our economic and ecological resilience.</p>
A healthier Wales	<p>Positive</p> <p>The project helps to preserve existing forest stocks contributing to decarbonisation and improved air quality. It will also encourage residents, via access to low cost raw materials, to engage in DIY and other similar activities, benefiting their overall wellbeing.</p>
A more equal Wales	<p>Positive</p> <p>The project will provide low cost wood materials/products for our local residents, supporting those in poverty, and linking in with the Third Sector wherever possible</p>
A Wales of cohesive communities	<p>Neutral</p> <p>The project aims to link in with community groups, charities and 3rd sector organisations wherever appropriate.</p>
A Wales of vibrant culture and thriving Welsh language	<p>Neutral</p> <p>The project does not contribute significantly to this Well-being Goal</p>

A globally responsible Wales	<p>Positive</p> <p>This project helps Wales to improve the economic and environmental well-being of the country and the wider global well-being.</p>
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4. Project management (Score 10)

Please provide information on the project plan identifying timelines for activities appropriate to the scale of the project. Include information on any risks, statutory processes/planning consent, land acquisition, procurement, construction, project opening and completion as applicable. (Maximum 500 words)

Timeline

October 2020 - Funding announced

October 2020 – January 2021

- Place orders and commit funding for the purchase of the building, vehicles, plant, and other equipment through existing frameworks or quotations as necessary.
- It has been confirmed that planning permission for the proposed building for this project is not required due to the nature and height of the structure being proposed.
- Set up a wood storage area and begin the process of separating suitable waste wood/wood products for re-use/recycling.
- Set up a sales process, including eBay account for the immediate sale of re-usable wood, and develop a catalogue of potential products using waste wood for when the project is up and running.

February 2021 onwards

- Erect and assemble the wood working workshop.

Note: It has been confirmed that planning permission for the proposed building for this project is not required due to the nature and height of the structure being proposed.

- Fit out the wood working workshop with the necessary wood working equipment
- Develop a wood products store, to enable the storage of items identified as suitable for repair/restoration

- Set up and develop a sales network internally, on line and with other organisations/partners.
- Develop an ongoing promotion strategy, stakeholder strategy, product catalogue based on market needs.
- Organise workshops/open days where residents and other parties will be shown how to undertake repairs to wood products and also how to make items from reclaimed wood.
- Monitor performance and seek to engage with other similar projects/organisations/charities 3rd sector organisations to ensure that lessons are learned and best practice is being developed

Key Risks

- Unsuccessful funding bid
- Waste wood supply – As the project comes under the umbrella of the Waste, Parks and Cleansing Service the Council is able to fully control the supply of wood and wood products intended for use within this project
- Sales network – The Council already operates a successful Re-use Shop, and have good links with 3rd Sector, but will need to develop improved online facilities to enable the products to be more widely available.
- Income not covering costs – The staff who will be engaged on this project have experience of running a wood working business, and in addition the cost avoidance for the recycling/reprocessing of waste wood/products reused/recovered under this project will also contribute to the project becoming self-financing.

5. Costs (Score 10)

Please explain the costs of the project by providing a full breakdown. If the project will be match funded clearly set out the details (e.g. cash contribution by applicant or other)? (Maximum 250 words)

Equipment	Reason for purchase	Cost
Portable Sawmill	Cutting Wood to allow waste wood to be made into products for reuse.	£3,700.00
Trailer with loading hiab arm	Collecting waste wood/products and capable of scavenging from wood pile	£13,000.00
Petrol Chainsaw	Cut up timber to length , to move to workshop	£950.00
Tipper Truck	To tow trailer and carry materials and products for delivery and storage.	£35,000.00
Cross Cutting Saw	Efficient precision cutting timber length in the workshop	£2,300.00
Belt & Disc Sander	Rough edges on any timber we reclaim can be sanded and made suitable for reuse.	£300.00
Pillar Drill	Needed for drilling larger products such as tables and benches.	£300.00
Kindling Machine	For any products we can't re use into other products for use as firewood	£3,000.00
Containers for Storage of Wood Products	For storage prior to sale	£5,000.00
Thickness Planer	To ensure wood is uniform thickness, enabling the use of unprocessed or reclaimed timber.	£800.00
Log Splitter	For any products we can't re use into other products for use as firewood	£1,500.00
Wood Chipper	For any products we can't re use into wood chip for gardening projects	£8,000.00
Woodworking Workshop	5x10m prefabricated workshop with 5x10m side canopy	£23,000.00
Racking	For storing waste timber prior to reuse	£2,000

Grant Bid Total

£98,850.00

The Council will be providing the following at a cost of circa £65K per year:

- a site with an annual revenue cost
- two full time members of staff
- running costs, incl. fuel
- vehicle and plant maintenance

6. Value for Money (Score 10)

Please explain what steps have been taken to ensure costs have been kept as low as possible and to quantify if the funding requested will represent overall value for money. (Maximum 250 words)

The assessment of the set up needs of the project has value engineered the requirements down to the minimum to ensure that the Wood Reuse and Recycling Centre is fit for purpose, sustainable, and can be expanded in future years. The building and equipment proposed for use in this project are designed to be portable if the project outgrows its site, and the loading and transport plant/vehicles are multi-purpose to keep costs to a minimum.

The vehicles/plant will be purchase through existing competitive call off schedules where available.

It is anticipated that, once fully operational, the Wood Reuse and Recycling Centre will re-use/recycle in the region of 150 tonnes of waste wood/timber per year, with zero wood to landfill, a target income of £65k per year.

The Council will create 2 FTEs initially to operationally run the Centre with additional management, innovation, marketing, and sales resources provided as required.

7. Scheme outputs (Score 10)

What are the specific outputs that the scheme will deliver (including objectives and outcomes)? (Maximum 250 words):

The project is designed to deliver a fully functional woodworking workshop, which will enable the Council to undertake the effective collection and segregation of waste wood/wood products. It is intended that the materials/products collected will be repaired/repurposed or manufactured in to products/raw materials that can be offered to members of the public/ charities/3rd sector organisations at cost effective rates to prevent the materials being treated as a waste product. This will reduce the carbon footprint of the products made and contribute to developing a true circular economy. The Council also intend to organise workshops/open days where residents and other parties will be shown how to undertake repairs to wood products and also how to make items from reclaimed wood.

The project also aims to ensure that zero of the materials/products used in the scheme is sent to landfill.

It is intended to commence waste wood/wood product collection if/once notification of grant has been received, and have the Centre operational by the March 2021.



8. Monitoring and Evaluation (Score 10)

How and when will you measure if the project has been successful? Please provide details of your post-delivery monitoring plan, data collection, and relevant targets (Maximum 250 words):

The initial installation and commissioning of the Wood Reuse and Recycling Centre, complete with its equipment will be the first measure of success for the project.

The post-delivery monitoring of the scheme will include quarterly statistics covering the following:

- Tonnage and nature of wood/wood products removed from the waste stream
- Tonnage and nature of wood products/raw materials processed under the project that are sold or donated
- The costs of operating the Centre
- Income generated by the Centre

In addition the project will be monitored to ensure that it evolves to try and enable it produces goods and raw materials that are most in demand. The Council will also work with other similar projects to share experiences and good practice and be able to offer advice and practical help to other organisations looking to develop similar schemes in the future.

The first full year target for “Tonnage of waste wood/wood products re-claimed” will be 150 tonnes, with the Centre also becoming self-financing by the second year.

Agenda Item 12.



Report of the Cabinet Member for Cabinet Member for Investment, Regeneration & Tourism

Cabinet - 17 September 2020

Councillor's Community Budget - Play

Purpose:	To approve the addition of £1m to the Councillor's Community Budgets. To comply with Financial Procedure Rule No.7 (Capital Programming and Appraisals) - to commit and authorise schemes to the Capital Programme or to include new schemes in the Capital Programme.
Policy Framework:	Financial Procedure Rule No. 7
Consultation:	Finance
Recommendation(s):	That the addition of £1m capital monies to the Councillor's Community budget is approved.
Report Author:	Geoff Bacon
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The current Councillor's Community Budget scheme was adopted by Cabinet on 28th May 2013 and subsequently amended by Cabinet on 19th November 2015 and 19th October 2017 and more recently 19th March 2020 when an additional Capital allocation and bidding process was introduced. This revenue and capital scheme is intended to support delivery of small local measures that are a priority for individual Councillors and their local community but are not funded by other Council budgets. Furthermore, it is intended to help deliver the Council's strategic objectives.

- 1.2 As part of the main scheme, a sum of revenue money has been divided equally between all 72 elected Councillors to use on supporting initiatives within their Ward.
- 1.3 The Community budget provides each Councillor with a budget currently set at £10,000 per annum (as at 20/21 financial year). There is no minimum amount a Councillor may spend on funding.
- 1.4 The introduction of a Capital allocation in the March Cabinet report, set out the criteria for bidding and funding.

2. Proposal

2.1 The report on the 19th March made a provision to deal with any allocation of capital monies with £1m already allocated for this purpose. In addition it is proposed that a further £1m is allocated to support this initiative which is specifically ring-fenced to improve access to play facilities. The following criteria still apply based on the initial report.

- The eligibility criteria in place would be the same as set out for revenue funding under the main scheme. In addition they would need to satisfy the criteria for capital projects as set out in the Council's financial procedure rules i.e. the work is intended to "add" to the asset such as new equipment or maintain the longevity of an asset by replacing something that already exists. Acquisition of assets or donations are not permitted from this budget.
- As the project will be capital in nature the minimum scheme value would be £20,000.
- There would be a cap on the amount that can be drawn from a capital budget of a maximum of £30,000 **per ward** per year. The capital contribution cannot represent more than 80% of the total costs of the scheme with the balance being derived from other sources which could include grant, revenue community budget allocation or wider community donations.
- No more than 2 such schemes can be approved for a single ward in any financial year i.e. one or two scheme drawing a maximum of £30,000.
- Once the budget has been fully committed no further schemes can be considered until a new allocation is made. A deadline or series of deadline may be declared to allow a phasing approach to bid consideration.
- In year one of the scheme projects would be eligible provided they have not physically commenced on site.
- Any capital budget remaining at the end of the council term will be rolled over to the next cycle and added to any new amounts allocated.
- Decisions as to eligibility for each submitted scheme would be delegated to the leader, Cabinet member for Investment, Regeneration and Tourism, Cabinet Member with the responsibility

for Community budgets, and Director of Place. In the event of the scheme being submitted in one of the respective wards then the deputy leader would sit on the panel.

- In the event of more approved bids that the remaining money available the panel could decide to “ration” the approval on pro rata basis.
- As the schemes are likely to be larger than normal community budget projects a deadline will be set for final submission and approval of schemes 1 year prior to the end of the municipal term.

2.2 In addition as this budget is ring-fenced to “play” the following additional criteria are proposed

- Scheme must be on council owned land although if the asset has been transferred to a community group such the project would still be permissible.
- Schemes could include the refurbishment of existing playgrounds/ equipment enhancements of related facilities or the creation of a new facility subject to the overall funds being available.
- Members will be provided with an overview of their current facilities within their ward to assist in their decision making or priorities.
- Any addition revenue implications would need to be dealt with in the same way as outlined within the overarching community budget scheme.
- As no resources currently exist to manage this new strand it is suggested that a project manager is appointed to coordinate the delivery of the programme funded out of the overall budget.
- In line with the guidance contained with the community budget scheme approved by Council on the 19th March 2020 if wards wish to collaborate on schemes that will be considered on a case by case basis but the assumption would be the spend would normally be contained within a ward boundary.

3. Equality and Engagement Implications

3.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

3.2 Our Equality Impact Assessment process ensures that we have paid due regard to the above.

- 3.3 An Equality and Impact Assessment screening has been undertaken the outcome being that a full EIA report is not required for the Community Budget itself, individual schemes will be screened in their own right as per the corporate process.

4. Financial Implications

- 4.1 The additional £1M allocation for Play equipment is to be funded by unsupported borrowing and will be added to the Capital Programme for 20/21 and 21/22 initially apportioned £250k and £750k respectively.
- 4.2 The ongoing administrative costs will be undertaken by the current Community Budget Manager however any identified Project Management activity will be funded out of the total £1M allocated as allowable capital expenditure.
- 4.3 Whilst the criteria states that any scheme must be on council owned land, if the asset has been transferred to a community group then any future liability or responsibility will pass onto that group or organisation.

5. Legal Implications

- 5.1 No additional legal implications over and above those outlined in the main body of the report.

Background Papers:

Cabinet Report – 19 March 2020 – Members Community Budget – Updated Guidance;
EIA Screening form

Appendices:

None

Agenda Item 13.



Report of the Cabinet Member for Homes, Energy & Service Transformation

Cabinet – 17 September 2020

FPR7 – Solar Photovoltaic (PV) Farm Development Opportunity

Purpose:	To confirm approval of capital investment required for the development of a 3MW ground mounted Solar PV farm and benefits of such an approach.
Policy Framework:	Corporate Energy Strategy
Consultation:	Finance, Legal, Access to Services
Recommendation(s):	It is recommended that Cabinet: 1) Approves the scheme and its financial implications and commits the scheme to the capital programme; 2) Approves the scope of the project to enable Officers to commence detailed discussions/negotiations and authorises the Director of Place to agree final terms of the third party agreements, as considered appropriate in line with these recommendations; 3) Authorises the Chief Legal Officer to prepare any legal documentation required to conclude the agreement and to execute the documentation on behalf of the Council.
Report Author:	Geoff Bacon
Finance Officer:	Jeff Dong
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 The City and County of Swansea with the support of Welsh Government Energy Services have carried out model financial scenarios towards the development of a 3MW Ground Mounted Solar PV farm located on a capped land filled area at Tir John Site, Port Tennant, Swansea, SA1 8NS.
- 1.2 Local Authorities in Wales are under increasing pressure to reduce their carbon emissions, facing the competing pressures of real terms reductions to their revenue budgets and the ongoing need to deliver services. This project provides considerable potential for long-term revenue generation which will contribute towards easing pressure on finances and enable more effective delivery of front line services.
- 1.3 Renewable energy generation in Wales is supported and encouraged through Welsh Legislation as follows:
 - In Wales we are already delivering on our international commitments through the Environment (Wales) Act and the Well-being of Future Generations Act 2015. The goals in the Well-being of Future Generations Act provide a shared national vision for all public bodies and, along with the Sustainable Development Principle it provides a clear framework for public sector decision-making.
 - The Environment (Wales) Act 2016 sets a target for Welsh Government to reduce greenhouse gas emissions by at least 80% (on 1990 levels) by 2050. Welsh Government declared a climate emergency on 29th April 2019 and, as a response, accepted the recommendations from the UK Committee on Climate Change for emission reduction of 95% by 2050 with ambition to be net zero by 2030.
 - Prosperity for All: A Low Carbon Wales' (March 2019) sets out the Welsh Government's approach to cut carbon emissions and increase efficiency in a way that maximises wider benefits for Wales, ensuring a fairer and healthier society. It sets out 100 policies and proposals that directly reduce emissions and support the growth of the low carbon economy
 - Welsh Government has an ambition for a net carbon neutral public sector by 2030, and will be supporting the public sector to baseline, monitor and report progress towards carbon neutrality (Policy 20, 'Prosperity for All: A Low Carbon Wales') with Net Zero Carbon Reporting Guide, publication delayed due to COVID-19.
 - Welsh Government and Swansea Council members declared a 'Notice of Motion' Climate Change Emergency in 2019.
- 1.4 Within the Authority's Energy and Carbon Management Plan (2020 – 2030) there are a number of key principles which support the development of a solar farm. These include:-

- Reducing the carbon footprint of Swansea Council estate by 3% per annum
- Increasing the use of renewable energy from various sources where practicable and economically viable to do so
- Exploring potential initiatives for generating income from energy generation.

1.5 Confidential information in relation to this report is outlined in agenda item 15 “for information” report of this Cabinet agenda pack (17 September 2020).

2. Proposal

2.1 The Council have considered a number of locations and have now identified part of the Tir John Landfill site (**Appendix A; 'Proposed Solar PV Site' - (Capped Landfill)**) as being the most suitable location given its orientation, ease of access and high irradiance (solar) levels. The proposed development would provide a 3MW supply and these units could be sold back to the grid, or alternatively sold to a nearby ‘off-taker’.

2.2 The scheme will provide an income for the Authority through the sale of electricity it generates. These sales will be through a Power Purchase Agreement (PPA) which is a contract between an electricity generator (generator) and the party who is purchasing the power (off-taker) which incorporates the commercial terms for the sale and purchase of electricity for a project.

2.3 The existing business case has been developed on the basis the generation will be sold back to the grid as the export connection is available (pending formal offer from Western Power Distribution). It should be noted that the level of return per kWh is less than private wire but still provides an attractive and sustainable return for the authority. Whilst the Council will investigate the possibility of sourcing an ‘off-taker’ for a private wire scheme, there are limited opportunities given the complexity of supply costs to nearby operators/employers. Therefore, it is assumed the costs of access would outweigh any benefits.

2.4 The total payback period is in the region of 20 years. It should be noted that the life expectancy of the PV panels is approx. 25-30 years with appropriate maintenance with the associated degradation in efficiency over time. Therefore the site will have the ability to generate revenue for the authority long after the capital has been repaid (subject to usual running costs).

2.5 The scheme will assist towards meeting carbon emission targets/objectives which form part of Swansea Council’s Carbon and Energy Management Strategy, whilst covering its own costs and having some residual financial benefits over the course of the lifetime of the asset.

2.6 The electricity generated by a PV module decreases over time. Over the asset lifespan (35 years) it is predicted 101,302,731 kWh of renewable energy (source: Welsh Government Energy Services) will be generated.

Based on 2019/20 UK Government grid emission factors for 'on site generated electricity' equates to 23,405 t/CO₂.

- 2.7 The scheme will help to support Welsh Government legislations and aspirations for 70% of energy consumed in Wales to be from renewable energy generated in Wales by 2030.
The projected finance model has evaluated that a 3MW solar farm would provide maximum electricity generation (assuming no downtime) of 3,189,600 kWh/year, equating to 737 t/CO₂. The electricity consumption across the Authorities building portfolio was 25,435,260 kWh in 2019/20, representing 12.54% of renewable energy generation.
- 2.8 This project is an integral part of Swansea Council's Energy and Carbon Management Plan if we are to meet legislative drivers, carbon targets and reducing the effect caused by the sensitivity in energy prices. The generation of renewable energy will be taken as a credit against Swansea Council's carbon emissions building portfolio.
- 2.9 The development will also create local green jobs (installation to maintenance of the PV system) and help to support biodiversity simultaneously.
- 2.10 Another advantage of utilising the Tir John site is to create 'value', especially as the existing use and ground conditions make the site undevelopable. The scheme will initially cover the capped area of the landfill site although there may be an opportunity to extend the scheme in future years once the remaining landfill areas reach capacity and the land has settled accordingly. It is understood the remaining landfill has approximately 2-3 years before it is considered full.
- 2.11 In total, Tir John Landfill is approximately 107 acres with the capped area extending to circa 17 acres. Only the capped area will be required for the initial scheme which translates to approximately 16% of the total landfill site.
- 2.12 The closed landfill site is subject to an environmental permit for approximately the next 60 years. As such, any development will need to be agreed by the landfill regulator, Natural Resources Wales (NRW). NRW's primary consideration will be to ensure that the Solar PV development has no negative impact on the surrounding environment or existing environmental controls (e.g. gas, leachate and surface water management systems). Therefore, the design & proposed layout of the scheme needs to be sympathetic to these considerations in order to avoid unnecessary downtime and additional compliance costs. The Council's Waste Management team will be consulted throughout the course of the project and will require specialist input during the design stage.

3. Project Programme and Timeline

- 3.1 A high level project programme guide has been developed with Welsh Government Energy Services who will continue to provide specialist

support throughout the delivery of this project. The current programme has the following phases:

Phase 1: (2020) Development

- Formal Connection Application of Power Generating Modules to DNO Distribution Networks in accordance with EREC G99 has been submitted to Western Power Distribution
- Preliminary Ecology Appraisal and Topographical survey are being arranged

Phase 2: (2020/2021) Detailed Design

Phase 3: (2021/2022) Procurement

Phase 4: (2022) Proposed Installation of the Solar PV System

4. Financial Implications

- 4.1 The capital costs will initially be funded through additional Council borrowing (the most economically advantageous source available at that time e.g PWLB). The Welsh Government Energy Service business case and financial model for the proposal which has been appraised includes sensitivity analysis for the wholesale price of electricity sold, other costs, and efficiency and output of the asset. Based on these assumptions payback period is in the region of 20yrs and projected cash flows meet debt servicing in the medium term, all subject to those assumptions. Other preferential funding routes may exist given the 'green' infrastructure but it is anticipated that the payback period will not meet the funding criteria of such bodies such as Salix. Given recent Government announcement, all other grant opportunities will be explored in addition during the next phase.

5. Resources

- 5.1 The project is likely to require a cross cutting number of expertise given the specialist nature of the development. As such, the feasibility model has been adjusted to reflect the need for initial consultancy advice and a separate provision has been included for project management costs.
- 5.2 In addition to the above, Welsh Government Energy Services are jointly committed to delivering the Solar PV project and will therefore continue to support the development until practical completion of the scheme.
- 5.3 Welsh Government Energy Services (WGES) are currently supporting other public sector Solar PV farms which are at advanced stages of development:
- Cardiff City Council are currently installing a ~9 MW solar farm at Lamby Way landfill site.

- Torfaen County Borough Council have gained planning consent for a 3 MW solar farm at Ty Coch.
- Flintshire County Council are developing two solar farms, one of which is just starting construction and the second has applied for planning consent.
- Monmouthshire County Council have an operational 5 MW solar farm which was supported under Green Growth Wales (the previous version of WGES).

6. Equality and Engagement Implications

6.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

6.2 An EIA screening form has been completed and reviewed (**Appendix B**). The agreed outcome was that a full EIA report was not required as the equalities and engagement implications were considered low.

6.3 However, community involvement will be an integral part of this development. The local community will be engaged with communication campaign and consulted throughout Phase 2 of the project – *Detailed Design* - for their views and opinions which will be taken into consideration prior to submitting planning applications. Communications campaign will continue throughout Phase 4 of the project – *Installation* – ensuring the community is informed of installation activities.

6.4 Opportunities for community benefit will be explored wherever practical and agreed with local community organisations.

7. Legal Implications

7.1 The Landfill operations are currently sub contracted to Enovert until 2022. In order to formalise Enoverts occupation of the site, a separate lease agreement was arranged to reflect the terms of the service contract and to ensure the Council were protected from any security of tenure claims. Enovert occupy the whole site of which part is required for the proposed Solar PV development.

- 7.2 The occupational lease is dated 2nd February 2015 and was originally granted to Cory Environmental (Gloucestershire) Limited on a 5-year term and is therefore 'holding over'. It is understood Cory Environmental were Enoverts predecessors and this lease is now vested in Enovert.
- 7.3 The lease benefits from an option to renew in the event of the service contract being extended and this has now been mutually triggered to ensure both agreements are co-terminus.
- 7.4 As part of the renewal lease, an option agreement has been negotiated with Enovert which will enable the authority to 'call in' the redundant capped area of land so that the Solar PV development can proceed. A right of way will also be reserved to allow access to the site.
- 7.5 To clarify, the option to 'call in' part of the site to facilitate the scheme will not impact on the existing operations as the capped area of land is of no use to Enovert other than to provide overspill storage.
- 7.6 At the expiry of the landfill lease period Enovert will be granted a license to complete capping and restoration of the current active areas of the landfill site. This will not impact the development of the solar PV area.

Background Papers: None

Appendices:

Appendix A - Tir John Landfill Site Plan

Appendix B – EIA Screening Form

Equality Impact Assessment Screening Form – Appendix B

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:	Property Services
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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe below

The City and County of Swansea with the support of Welsh Government Energy Services have carried out model financial scenarios towards the development of a 3MW Ground Mounted Solar PV farm located on a capped land filled area at Tir John Site. Port Tennant, Swansea, SA1 8NS

A report to Cabinet is now required to approve the scheme and its financial implications and commits the scheme to the capital programme. As part of the project, the Council will need to enter into a long term Power Purchase Agreement (PPA).

The total cost of the project will be funded by borrowing from Public Works Loan Board (PWLb).

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 type="checkbox"/> (M)	<input checked="" 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"/>

Equality Impact Assessment Screening Form – Appendix B

Sexual Orientation	→	<input type="checkbox"/>	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	→	<input type="checkbox"/>	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	→	<input type="checkbox"/>	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	→	<input type="checkbox"/>	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	→	<input type="checkbox"/>	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>

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

x 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

Community involvement will be an integral part of this development. The local community will be engaged with communication campaign (Appendix D) and consulted throughout Phase 2 of the project – Detailed Design - for their views and opinions which will be taken into consideration prior to submitting planning applications. Communications campaign will continue throughout Phase 4 of the project – Installation – ensuring the community is informed of installation activities.

Opportunities for community benefit will be explored wherever practical and agreed with local community organisations.

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

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

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

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

**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**

Equality Impact Assessment Screening Form – Appendix B

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.

The development of the Solar PV farm not only has the opportunity to provide the Authority with long term income generation, it will also contribute towards Welsh Government ambition on climate change and sustainability, exemplified by the Well-being of Future Generations (Wales) Act and the 'Prosperity for All: A Low Carbon Wales' and City and County of Swansea Climate Emergency declared motion to be net carbon zero by 2030. There are a number of environmental and educational benefits to the Council to engage in this opportunity. There are no specific equality implications in relation to this project.

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:	Alex O'Brien
Job title:	Property Manager
Date:	6/7/2020
Approval by Head of Service:	
Name:	Geoff Bacon
Position:	Head of Property Services
Date:	6/7/2020

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

Agenda Item 14.



Report of the Chief Legal Officer

Cabinet – 17 September 2020

Exclusion of the Public

Purpose:	To consider whether the Public should be excluded from the following items of business.	
Policy Framework:	None.	
Consultation:	Legal.	
Recommendation(s):	It is recommended that:	
1)	The public be excluded from the meeting during consideration of the following item(s) of business on the grounds that it / they involve(s) the likely disclosure of exempt information as set out in the Paragraphs listed below of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007 subject to the Public Interest Test (where appropriate) being applied.	
	Item No.	Relevant Paragraphs in Schedule 12A
	15	14
Report Author:	Democratic Services	
Finance Officer:	Not Applicable	
Legal Officer:	Tracey Meredith – Chief Legal Officer (Monitoring Officer)	

1. Introduction

- 1.1 Section 100A (4) of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007, allows a Principal Council to pass a resolution excluding the public from a meeting during an item of business.
- 1.2 Such a resolution is dependant on whether it is likely, in view of the nature of the business to be transacted or the nature of the proceedings that if members of the public were present during that item there would be disclosure to them of exempt information, as defined in section 100I of the Local Government Act 1972.

2. Exclusion of the Public / Public Interest Test

- 2.1 In order to comply with the above mentioned legislation, Cabinet will be requested to exclude the public from the meeting during consideration of the item(s) of business identified in the recommendation(s) to the report on the

grounds that it / they involve(s) the likely disclosure of exempt information as set out in the Exclusion Paragraphs of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

- 2.2 Information which falls within paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended is exempt information if and so long as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.
- 2.3 The specific Exclusion Paragraphs and the Public Interest Tests to be applied are listed in **Appendix A**.
- 2.4 Where paragraph 16 of the Schedule 12A applies there is no public interest test. Councillors are able to consider whether they wish to waive their legal privilege in the information, however, given that this may place the Council in a position of risk, it is not something that should be done as a matter of routine.

3. Financial Implications

- 3.1 There are no financial implications associated with this report.

4. Legal Implications

- 4.1 The legislative provisions are set out in the report.
- 4.2 Councillors must consider with regard to each item of business set out in paragraph 2 of this report the following matters:
 - 4.2.1 Whether in relation to that item of business the information is capable of being exempt information, because it falls into one of the paragraphs set out in Schedule 12A of the Local Government Act 1972 as amended and reproduced in Appendix A to this report.
 - 4.2.2 If the information does fall within one or more of paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended, the public interest test as set out in paragraph 2.2 of this report.
 - 4.2.3 If the information falls within paragraph 16 of Schedule 12A of the Local Government Act 1972 in considering whether to exclude the public members are not required to apply the public interest test but must consider whether they wish to waive their privilege in relation to that item for any reason.

Background Papers: None.

Appendices: Appendix A – Public Interest Test.

Public Interest Test

No.	Relevant Paragraphs in Schedule 12A
12	Information relating to a particular individual.
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 12 should apply. Their view on the public interest test was that to make this information public would disclose personal data relating to an individual in contravention of the principles of the Data Protection Act. Because of this and since there did not appear to be an overwhelming public interest in requiring the disclosure of personal data they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
13	Information which is likely to reveal the identity of an individual.
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 13 should apply. Their view on the public interest test was that the individual involved was entitled to privacy and that there was no overriding public interest which required the disclosure of the individual's identity. On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
14	Information relating to the financial or business affairs of any particular person (including the authority holding that information).
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 14 should apply. Their view on the public interest test was that:</p> <ul style="list-style-type: none"> a) Whilst they were mindful of the need to ensure the transparency and accountability of public authority for decisions taken by them in relation to the spending of public money, the right of a third party to the privacy of their financial / business affairs outweighed the need for that information to be made public; or b) Disclosure of the information would give an unfair advantage to tenderers for commercial contracts. <p>This information is not affected by any other statutory provision which requires the information to be publicly registered.</p> <p>On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>

No.	Relevant Paragraphs in Schedule 12A
15	<p>Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 15 should apply. Their view on the public interest test was that whilst they are mindful of the need to ensure that transparency and accountability of public authority for decisions taken by them they were satisfied that in this case disclosure of the information would prejudice the discussion in relation to labour relations to the disadvantage of the authority and inhabitants of its area. On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
16	<p>Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.</p>
	<p>No public interest test.</p>
17	<p>Information which reveals that the authority proposes:</p> <p>(a) To give under any enactment a notice under or by virtue of which requirements are imposed on a person; or</p> <p>(b) To make an order or direction under any enactment.</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 17 should apply. Their view on the public interest test was that the authority's statutory powers could be rendered ineffective or less effective were there to be advanced knowledge of its intention/the proper exercise of the Council's statutory power could be prejudiced by the public discussion or speculation on the matter to the detriment of the authority and the inhabitants of its area. On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
18	<p>Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 18 should apply. Their view on the public interest test was that the authority's statutory powers could be rendered ineffective or less effective were there to be advanced knowledge of its intention/the proper exercise of the Council's statutory power could be prejudiced by public discussion or speculation on the matter to the detriment of the authority and the inhabitants of its area. On that basis they felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>

Agenda Item 15.

Yn rhinwedd paragraff(au) 14 Atodlen 12A
o Ddeddf Llywodraeth Leol 1972
fel y'i diwygiwyd gan Orchymyn Llywodraeth Leol (Mynediad at
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Document is Restricted

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