

Equality Impact Assessment (EIA) Report – 2017/8

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

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

Where do you work?
Service Area: Poverty and Prevention
Directorate: People

(a) This EIA is being completed for a:

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

Swansea Council's Prevention Strategy 2017 – 2020 and Prevention Strategy Delivery Plan Performance Framework 2017 – 2020.

(c) It was initially screened for relevance to Equality and Diversity on: 05/01/18

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

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

(e) Lead Officer

Name: Amy Hawkins
Prosperity and Well-being Service Manager
Date: 18/1/18

(f) Approved by Head of Service

Name: Rachel Moxey
Head of Poverty & Prevention
Date: 08/01/18

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

Context

Prevention activity is imperative to our continued delivery of essential services as well as to improving the life chances of Swansea Citizens. The clear and overriding message from research, Welsh and UK Government, think tanks and emerging policy is – *prevention is better, more person centred and more cost effective than cure.*

Prevention is one of three principles underpinning Swansea’s Corporate Plan 2017 – 2022 and priorities:

“We will intervene earlier in order to support people at greatest risk, change behaviours and prevent the need for costly specialist services, often with a long-term support programme. This will help to make families and communities more resilient, reduce the demand for Council services, lower costs and achieve better outcomes. We will adopt a whole-Council approach to managing the demand for services and aim to deepen our understanding of customer contact and how services can be redesigned to eliminate, reduce or divert demand.”

The principles of the Corporate Plan are essential to delivering our well-being objectives and as such are woven into the way that we work:

“The Council needs to continue to develop its preventative approach and has to that end developed a Prevention Strategy. This strategy will further embed early intervention and prevention into the Council’s business and place an even greater focus on improving well-being.”

This first Swansea Council Prevention Strategy is about delivering more sustainable services that meet people’s needs and deliver better outcomes. It is about supporting the development of a community and urban fabric which has future resilience and independence in both the medium and long term. Our citizens are central to our future and delivery, and as such, are the focus of our developments, driving cross cutting working across Council Departments and with partners. Consequently, the strategy forms a key part of our corporate transformation programme and the way we will continue to develop our services with our partners.

Sustainable Swansea – fit for the future, is our long term plan for change. Prevention is one of four Sustainable Swansea priorities, “Sustainable solutions, with prevention at its heart.”

A Prevention Strategy for Swansea 2018 - 2021

Swansea Council has always taken a prevention approach. This was borne from a longstanding recognition that prevention activity is better, less time consuming and ultimately less costly and damaging to individuals and organisations than cure.

Two key aims drive the Prevention Strategy:

1. A desire for increased organisational and personal resilience;
2. Sustainable services.

However, savings do not drive our agenda – better, more personalised and joined up services do.

A strong UK evidence base exists demonstrating the cost benefit ratio of investment in preventative services and the return on investment in the medium to long term.

The Prevention Strategy seeks to build upon the successful pilot preventative approaches such as Local Area Co-ordination and the Domestic Abuse Hub while bringing greater emphasis to preventative activity being everybody’s business. The Prevention Strategy Delivery Plan will report activities which contribute positively to this agenda.

The Prevention Strategy has been framed on the six outcomes outlined by the Swansea Public Services Board Well-Being Assessment. They are:

- A. Children have a good start in life;
- B. People learn successfully
- C. Young people and adults have good jobs;
- D. People have a decent standard of living;
- E. People are healthy, safe and independent;
- F. People have good places to live and work.

Placing the Prevention Strategy in this context, we have aligned our intended outcomes to these outcomes as our headings for actions within the Delivery Plan.

The Prevention Strategy recognises that at the heart of demand management is good customer service. It seeks to deliver the following benefits:

1. Delivering better outcomes to residents and communities by:
 - a) Developing residents' independence and community resilience
 - b) Better targeting support and services to where they are most needed
 - c) Delivering better quality services which target root causes rather than the effect of problems.
2. Saving money through achieving operational and financial efficiencies by:
 - a) Removing duplication and waste
 - b) Enabling customers to serve themselves
 - c) Targeting resources, and aligning supply more closely to demand
 - d) Introducing modern ways of working ensuring we are up to date with technology

The principles we will adopt as Swansea's prevention optimum model are:

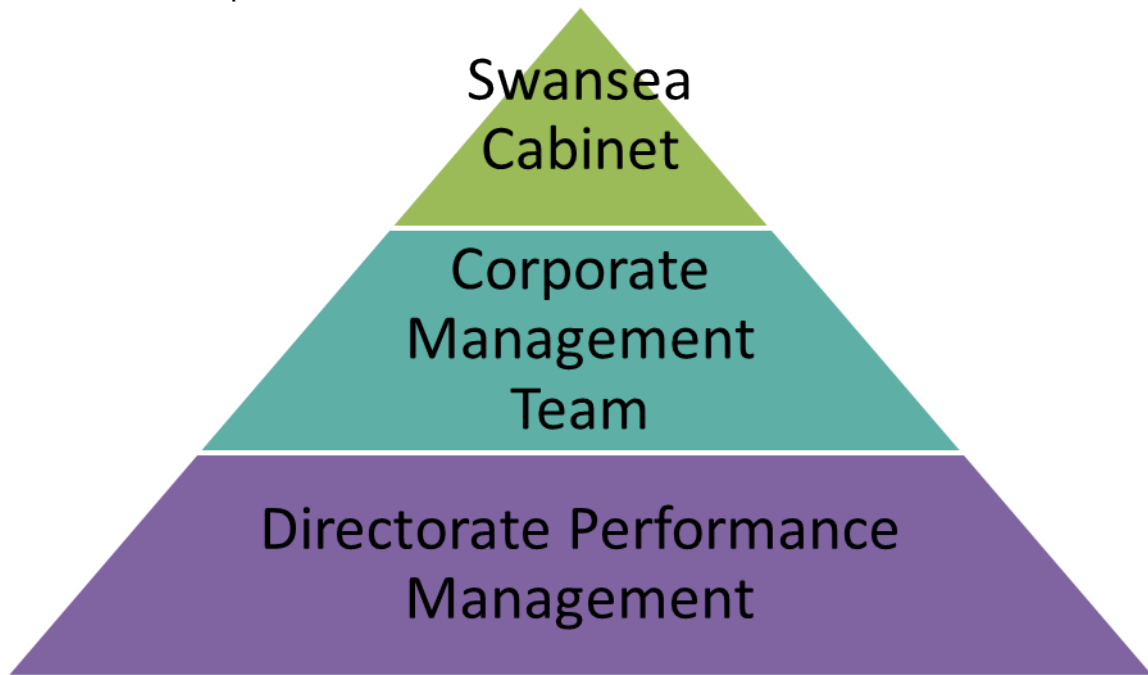
1. A whole Public Service Board and whole Council approach;
2. Making every conversation count
3. Holistic universal and early intervention services
4. A culture where all services are acting at every point to de-escalate need and build on strengths
5. Adopting strength based approaches using the strengths of individuals, families and communities
6. Supporting independence at all stages, with different levels of interventions offered
7. Building resilience, social capital and social networks
8. Delivery partners have confidence in the approach
9. Making evidence based investment decisions of what reduces demand
10. Learning about 'what works' is fundamental to future delivery.

Who has responsibility?

- The strategy overall is led by the Poverty and Prevention Service.
- In addressing 'making prevention everyone's business', a Prevention Strategy Delivery Plan has been developed of cross directorate actions with Key Performance Indicators to support delivery. The Delivery Plan is dynamic.
- Corporate Directors take responsibility for work and actions in their area and manage these through regular performance and financial monitoring meetings and reporting mechanisms.
- Progress of key performance indicators will be reported on a quarterly basis. Progress is reported through Corporate Management Team and onto Swansea's Cabinet. Decision making is regulated through Swansea's scheme of delegation and standing orders.

The following diagram shows how the Prevention Strategy will be managed within Swansea

Council. Actions will be reported to the Council's Cabinet, escalating through the structure for decision where this is required.



Who are the stakeholders?

Swansea Council Departments, elected members, third sector and partner organisations, employers and local businesses, community groups, Public Service Board Members and all Swansea residents including children and young people.

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

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

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

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

Examples include:

The [Swansea Profile \(PDF, 886KB\)](#) provides a demographic and socio-economic overview of the City & County of Swansea, including a summary of Swansea's population, information on population characteristics and recent change, together with background information on a range of matters including health and the economy. (updated in December 2016)

The [Swansea Economic Profile \(PDF, 240KB\)](#) provides a statistical overview of Swansea's labour market and economy which brings together recent published data from various official sources:

The [Ward Profiles](#) bring together a range of key statistical and other information about each ward or electoral division in Swansea, including the most recent (2014) local rankings from the Welsh Index of Multiple Deprivation (Welsh Government),

The [One Swansea Strategic Needs Assessment \(SNA\), fourth edition](#) was published in December 2015. Considering all of the relevant data available when it was produced, and in recognition of the changing context in which we operate, locally and nationally. Data, commentary and analysis are offered under all six Population Outcomes which the Council, along with Public Service partners has committed to striving towards.

[2011 Census](#) – Office for National Statistics

Policy In Practice research 'The cumulative impact of welfare reform in Swansea' (May 2017) This report sets out the findings of an analysis of the impact of welfare reform in Swansea carried out by Policy in Practice and commissioned by City and County of Swansea Council (CCSC). Single Household Benefit Extract (SHBE) data for the month of March 2017, which contains information on every household in Swansea receiving Housing Benefit, was analysed to examine the impact of the main welfare reforms that have already taken place; those yet to be implemented; the mitigation measures put in place by the government; and the cumulative impact of all these on individual, low-income households in Swansea.

Careers Wales provide monthly figure regarding the number of young people who are NEET under 18 in the Swansea area this is provided to the Poverty & Prevention Service, particularly to the Young People Services section – as part of the Youth Progression & Engagement Framework. The Young People Services work with NEETS at Tier 1 and Tier 2 on Careers Wales 5 tier ladder any work done with referrals is tracked.

[Western Bay's Population Assessment](#) – In Western Bay, Bridgend County Borough Council, Neath Port Talbot County Borough Council, Swansea Council and the Abertawe Bro Morgannwg (ABMU) Health Board have joined forces with partner organisations in the Third Sector to undertake this needs assessment. It considers:

- 1) The range and level of services required to meet the care and support needs of people living within the region
- 2) Where there are gaps in service provision, and how these can be addressed, and
- 3) What changes are required to improve services in the future. The assessment also takes into account the support needs of carers, as well as considering the range and level of preventative services available across the region.

Carer's Needs Assessment Data – In the 2011 census, 30,347 people in Swansea identified themselves as carers. Of these, over 8,500 provide 50 or more hours of unpaid care to family and friends every week.

In addressing 'making prevention everyone's business' the Prevention Strategy has been developed of cross directorate actions, each directorate would also have a range of data available specific to its service area

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

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics.

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

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

The Prevention Strategy will have a positive impact across all protected characteristics as it outlines proactive steps to further embed a preventative approach across the Council in order that the Council can continue to deliver essential services as well as improving the life chances of Swansea citizens. Through the Prevention Strategy, resources are targeted to maximise the impact of preventative actions for all Swansea residents. For example:

Children have a good start in life – examples of actions include:

- Work with Health Partners and the PSB to seek to extend Early Years provision via the Best Start campaign.
- Work with Health Partners to seek to improve early speech and language provision.
- Work corporately and in partnership to deliver Welsh Government extended childcare offer.

People learn successfully - examples of actions include:

- Invest in and fundamentally remodel our Education Other Than At School (EOTAS) approach, supporting young people through schools.
- Remodel Adult Community Learning to focus on well-being and support our Learning City ambition.
- Deliver a council wide apprentice and trainee strategy aimed at developing training and employment opportunities for young people and targeting those in greatest need.

Young people and adults have good jobs - examples of actions include:

- Through our economic regeneration activities we will maximise skills development and job opportunities to local people using the principles of Beyond Bricks and Mortar throughout the development process.

- Maximise job and training outcomes through Swansea Working.
- Examine how local benefit can be extended through positive encouragement of social value throughout our whole development process.

People have a decent standard of living – Key preventative actions sit within the Tackling Poverty Strategy Delivery Plan’ **People have a decent standard of living’ population outcome**

People are healthy, safe and independent - examples of actions include;

- Develop an adult support continuum promoting resilience and independence.
- Continue to develop the approach to reablement services in homes to enable people to be supported independently for longer.
- Expand the partnership approach to addressing domestic abuse through the DV Hub and Key 3 Worker.
- Respond to the outcomes of the Family Support Continuum Commissioning Review, using existing spend to deliver options for change cross child and family, poverty and prevention, health and education services.
- Extend the Local Area Coordination approach across Swansea.
- Continue to provide and facilitate affordable and accessible leisure services across Swansea having a positive impact upon the physical and mental health and well-being of Swansea Citizens of all ages and abilities, through encouraging more active lives.

People have good places to live and work - examples of actions include;

- Attain the Welsh Housing Quality Standard improving the accommodation and well-being of our citizens.
- Maximise homelessness prevention work to ensure people who are homeless or facing homelessness receive help as early as possible.
- Continue to sustain tenancies and prevent homelessness through the provision of a Tenancy Support Service (TSU).
- Maximise investment, regeneration and access to job and training opportunities through Swansea’s City Deal proposals.

Section 4 - Engagement:

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

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

Between 26th June and 6th October 2017, residents and stakeholders in Swansea were invited to give their feedback to the Draft Prevention Strategy public consultation including a full online / paper survey, and an easy read online / paper survey (available in English and Welsh). Online Word documents were also available for people who could not access the surveys using screen reader. Hard copies were distributed to all libraries throughout the Swansea area and people were also able to give their feedback by email or over the telephone; this information and the links to the surveys were widely circulated to various groups, organisations, partners and stakeholders.

Engagement methods included:

- Development of 'Easy Read' versions of the strategies
- Workshop sessions run with the aim of engaging children and young people with issues around poverty & prevention and with the Prevention Strategy & Tackling Poverty consultations by way of the Pupil Voice Forum and The Big Conversation mechanism (UN Convention on the Rights of the Child (UNCRC) – Article 12 – 'Your right to say what you think should happen and be listened to.')
- Partner organisations engaging with their service users
- Promotion of the consultation at various events

The attached summary '*Prevention Strategy Consultation Summary Overview January 2018*' provides an overview of all the responses received [see table on next page of this EIA which highlights key themes from the consultation]

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

Please see the attached summary report ‘*Prevention Strategy Consultation Summary Overview January 2018*’ which provides an analysis and overview of all the responses received.

The key themes from the consultation are highlighted in the table below:

Consultation Theme	Response
Use clear language with definitions and reduced jargon	The Strategy has been revised to incorporate this feedback
Recognition of contributing partners and inclusion of increased partnership working across sectors	Actions within the Delivery Plan contribute to addressing this issue
Learning from both successes and failures, best practice and available supporting evidence and research	This will be considered through the appropriate Governance Structures and influence actions in the Delivery Plan
Include national, regional and local government strategic and legal contexts / requirements	This will be considered through the appropriate Governance Structures
Recognising the needs of specific groups, listening to and involving them in meaningful discussion (e.g. older people, carers, asylums seekers and refugees)	Actions within the Delivery Plan contribute to addressing this issue. In addition the Swansea Partnership Poverty Forum action to establish a ‘Truth Commission’ or similar appropriate model will support the delivery of this Strategy
Adopting asset based approaches to developing community resilience	This will be delivered through the Swansea Partnership Poverty Forum Asset Based Community Development Project and influence the delivery of this Strategy
Ensure the emphasis is on reducing the need rather than focussing on cost savings as the driver	Cost saving is one of the drivers in addition to service improvements. Through providing the right service at the right time and place, will drive cost reductions and support sustainable services, organisational and personal resilience.
Recognise the importance of tackling poverty interventions that contribute to prevention such as income maximisation	This is reflected in the Delivery Plan
Identify triggers and early signs from existing services, develop ways to support people holistically before matters get worse	This will be considered through the appropriate Governance Structures
Recognising the importance of education and creating progression routes that those in education are supported into	Actions delivered through the Tackling Poverty Strategy Delivery Plan ‘People learn successfully’ population outcome

How have you changed your initiative as a result?

Analysis of all consultation responses received identified the above key themes. The table highlights the key themes and details how the issues outlined will be addressed, these have subsequently been incorporated into the strategy and delivery plan.

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

The detailed consultation feedback will be considered by the appropriate forums and audiences with a view to shaping further strategic development and delivery.

It is intended, post strategy approval, to provide feedback to the individuals, groups and organisations who participated in the consultation.

5 – Other impacts:

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

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

Please explain any possible impact on each of the above.

Foster good relations between different groups

Positive Impact

- This strategy supports individual, family and community resilience through the building of social capital and social networks. It takes a preventative approach to fostering community cohesion. It promotes community services, social enterprises, co-operatives, user led services and the Third Sector. It engages people in service design and delivery through coproduction.

Advance equality of opportunity between different groups

Positive Impact

- The strategy aims to ensure that people from across Swansea's communities are not excluded and inequalities are reduced between and within communities through a focus on prevention across council services. Preventative approaches across the life-course and promotion of participation through engagement with groups at risk of disadvantage / protected characteristics helps people to build relationships, create networks and access opportunities and resources that reduce the need for intensive interventions. People from different backgrounds can identify common ground, become familiar with one another and break down prejudices.

Elimination of discrimination, harassment and victimisation

Positive Impact

- This Strategy seeks to build upon the successful preventative approaches already in place, many of which support the elimination of discrimination, harassment and victimisation. An example of this would be the Domestic Abuse Hub which brings together Swansea Council and its partners in health, police and the third sector to help children and families experiencing domestic abuse or escalating relationship problems. The Hub provides a whole family approach to ensure children, young people and their families feel safe, and not afraid, now and in the future, by being supported by the right people at the right time, so that they get the help they want and need. Prevention and empowerment is at the heart of this service.

Reduction of social exclusion and poverty

Positive Impact

- The aims of the Prevention Strategy are closely aligned to the Tackling Poverty Strategy and as such directly support its delivery. Key Objectives and KPIs

outlined within the Tackling Poverty Strategy Delivery Plan Performance Framework 2017 – 2020 also contribute to the prevention agenda and are referenced in the Prevention Strategy Delivery Plan 2017-2020. Additionally, the Prevention Strategy Delivery Plan 2017 - 2020 outlines further actions which contribute to reducing poverty and social exclusion, examples include the following objectives:

- We will aim to extend our Passport to Leisure to Cultural activities by extending the reach to young carers, looked after children, NEETs and refugees.'
- We will support the Swansea Learning Partnership to work with 15 groups focused on reducing poverty through working with the Homeless Communities and those experiencing Mental Health issues.

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

- Swansea has a long and proud history of supporting our citizens through the delivery of statutory services. We have a key role in the delivery of public services for Swansea and as such, services such as public protection, health and safety and accident prevention are at our core in service delivery as is the Safe Looked-After Children Reduction Strategy. This has resulted in a significant reduction year on year (for the last six years) in the numbers of children needing recourse to care. The increased recognition of the value of prevention activity led to an acceleration in our prevention approach to improve the wellbeing of people in Swansea, driven by the Council's commitment to providing £1 million for pilot prevention projects in 2014. Here, we delivered a set of pilot preventative approaches, which sought to address gaps in services working with children, young people and adults. The proposals were based upon an *invest to save* approach which aimed to change behaviours and prevent the need for involvement in costly specialist services, often followed by a long-term support programme. Some pilots, because of their success in demonstrating new delivery methods, namely Local Area Co-ordination and Tackling Domestic Abuse (via the DV Hub) will continue having proved their effectiveness. Others have demonstrated better ways of working and have been embedded in service delivery, becoming *business as usual*. The nature of the projects involves individuals in finding better stability, helping them to prosper and develop resilience. We support the development of individuals, getting them on to a pathway of development and improvement, which gives access to opportunities, skills development and possibly employment in the medium to longer term. Taking a preventative approach has delivered better outcomes and made cost savings in service delivery.

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

Positive Impact

This strategy supports services fostering good relations between different groups and forge greater identification and belonging for residents within their locality. In addition, it outlines the intention to extend Local Area Coordination approaches which strengthen community relationships and address barriers such as loneliness, isolation and stigma. The Poverty and Prevention Department will also contribute to the delivery of the Community Cohesion Delivery Plan and developing a local strategic framework on migrant integration.

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

Throughout the consultation process and consultation and engagement events all documents, surveys and information were provided in Welsh and English. In future we will continue to give due regard to compliance with the Welsh Language Standards.

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

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

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

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

The Prevention Strategy and Delivery Plan will have a positive impact on children and young people, actions are aimed at ensuring that children/young people are not disadvantaged in their early years, when achieving and attaining standards and wellbeing in education, go on to get good jobs and a decent standard of living and are given a voice in relation to decision making which affects them. (UNCRC – Article 12 – ‘Your right to say what you think should happen and be listened to.’ / Article 27 – ‘Your right to a good standard of living.’ / Article 28 – ‘Your right to learn and to go to school.’ / Article 29 – ‘Your right to become the best that you can be.’)

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

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

Please explain how you meet this requirement:

- As part of the public consultation, workshop sessions were run with the aim of engaging children and young people by way of the Pupil Voice Forum and The Big Conversation mechanism.
- The children and young people who attended submitted their feedback on the Prevention and Tackling Poverty strategies by way of the Easy Read version; this version was commissioned as a response to feedback during the consultation process and combined both strategies in one clear, concise, accessible document.
- The children and young people who took part were also invited individually by way of the survey to express if they would like to be kept updated on how the plan is being delivered.
- It is intended that a session be arranged to feedback to the children and young people involved in the workshop sessions as to how their comments have influenced the development of the strategies.

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

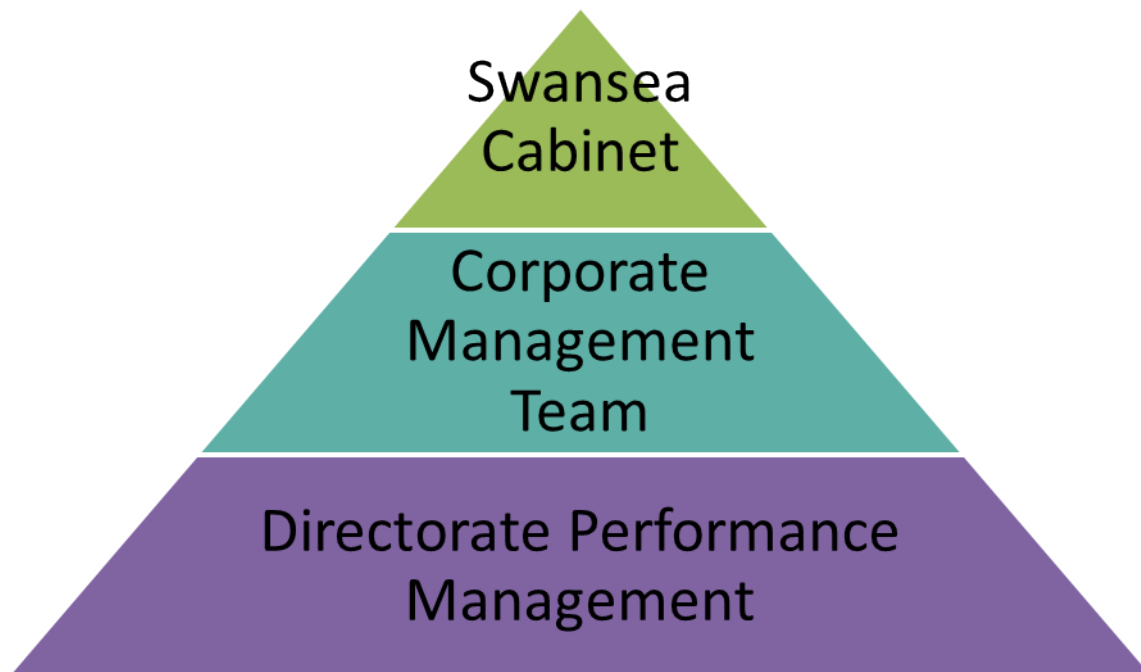
Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

Monitoring arrangements: Who has responsibility?

- The strategy overall is led by the Poverty and Prevention Service.
- In addressing 'making prevention everyone's business', a Prevention Strategy Delivery Plan has been developed of cross Directorate actions with Key Performance Indicators to support delivery. The Delivery Plan is dynamic.
- Corporate Directors take responsibility for work and actions in their area and manage these through regular performance and financial monitoring meetings and reporting mechanisms.
- Progress of key performance indicators will be reported on a quarterly basis. Progress is reported through Corporate Management Team and onto Swansea's Cabinet.

The following diagram shows how the Prevention Strategy will be managed within Swansea Council. Actions will be reported to the Council's Cabinet, escalating through the structure for decision where this is required.



Actions:

Section 8 – Outcomes:

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

Outcome 1: Continue the initiative – no concern
Outcome 2: Adjust the initiative – low level of concern
Outcome 3: Justify the initiative – moderate level of concern
Outcome 4: Stop and refer the initiative – high level of concern.

For outcome 3, please provide the justification below:

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

Section 9 - Publication arrangements:

On completion, please follow this 3-step procedure:

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

EIA Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
It is intended that a session be arranged to feedback to the children and young people involved in the workshop sessions as to how their comments have influenced the development of the strategies.	Adult Prosperity & Well-being Service	Post strategy approval	Feedback provided	
It is intended, where possible i.e. where contact details are provided, to provide feedback to the individuals, groups and organisations who participated in the consultation	Adult Prosperity & Well-being Service	Post strategy approval	Feedback provided	
The detailed consultation feedback will be considered with a view to shaping further strategic development and Prevention activity.	Adult Prosperity & Well-being Service	Ongoing	Appropriate audiences fully engaged	Ongoing

* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).