



City and County of Swansea

Minutes of the **People Policy Development Committee**

Committee Room 5 - Guildhall, Swansea

Wednesday, 19 September 2018 at 4.00 pm

Present: Councillor C R Evans (Chair) Presided

Councillor(s)

P R Hood-Williams
S Pritchard

Councillor(s)

E T Kirchner
C Richards

Councillor(s)

M B Lewis

Officer(s)

Simon Jones

Social Services Strategy and Performance Improvement
Officer

Allison Lowe

Democratic Services Officer

Mark Sheridan

Head of Vulnerable Learner Service

Jo Veck

Senior Solicitor

Apologies for Absence

Councillor(s): C Anderson, S J Gallagher, M Sykes and G J Tanner

Officers(s): D Howes

1 To receive Disclosures of Personal & Prejudicial Interests from Members.

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

2 Minutes:

Resolved that the Minutes of the People Policy Development Committees held on 25 July and 15 August 2018 be approved and signed as a correct record.

3 Adverse Childhood Experience (ACE) - To what extent is the Council already ACE informed?

The Social Services Strategy and Performance Improvement Officer outlined the Adverse Childhood Experiences (ACE) Informed Environments Framework for Service Delivery and Design, which outlined:

1. Psychological Framework – ACE informed organisations have purpose and can adapt;
2. Evidence Generating Practice – ACE Informed organisations are inclusive;
3. Environment – ACE informed organisations are safe place to work or access;
4. Staff Training – Staff support;

5. Relationships – ACE informed organisations recognise relationships as a key tool for wellbeing, support and change.

The Committee discussed the content of the ACEs framework and the aspects that could be utilised in order to accompany our current processes. They acknowledged that the Authority already had certain processes in place in order to be inclusive by having a wellbeing and safeguarding focus. However, they queried whether all our staff had the correct level of awareness and whether the adequate level of support was provided to our staff in order support the Wellbeing & Future Generations Act.

There needed to be a fully explicit understanding of an ACE informed approach to work that could be described by all staff (i.e. staff understand how their work prevents, tackles and/or mitigates ACEs).

The framework could be utilised as a starting point and adapted as required. In particular, paragraphs 4.1 – 4.8 of the framework was an area to focus on. Basic awareness training should be provided to all staff – as per our current safeguarding training, then on a sliding scale for those more likely to be involved in the ACE area. It should also encompass learning and development and provide support to staff who in turn will provide support to the service users.

The Head of Vulnerable Learner Services suggested that a resilience-based approach would be more productive than focusing solely on an ACE approach. We need to create the services and environment so that when service users experience ACEs, we can recognise these early and provide appropriate support to mitigate the risks to well-being as well as use evidence based interventions to improve resilience.

The Committee had previously discussed the need for “A Statement of Purpose”, however the Head of Vulnerable Learner Services stated that the Draft Integrated Wellbeing Strategy already recognised the effect of ACEs and promoted the development of resilience. The strategy sets out an integrated approach to promoting, nurturing and supporting children and young people’s well-being. It offered a definition of wellbeing as well as setting out a framework for assessing a person’s wellbeing including potential risks to well-being. It also provided a model to guide multi-agency interventions so they were preventative, timely and focused. This new strategy sits within the broader well-being priorities set out in the authority’s Corporate Plan and Public Services Board’s Local Well-being Plan.

The Committee agreed that at present Swansea Council was ACE informed but there may be some inconsistency of staff awareness, which would require a more focused approach to future learning, training and development.

The Chair informed the Committee that he had met with the Head of Vulnerable Services and Social Services Strategy and Performance Improvement Officer in order to commence drafting a report on the Committees work around ACEs. The report would be circulated to members of the Committee for their comments and the amended version be presented at the next meeting, prior to submission to Cabinet.

Resolved that the draft report to Cabinet on ACEs be circulated to members of the Committee for their comments and the amended version be presented at the next meeting.

4 Work Plan 2018-2019.

The Chair outlined the Work Plan for 2018-2019.

Resolved that the Work Plan be amended as follows:

- 1) At its next meeting scheduled for 17 October 2018 the Committee consider:
 - a. Adverse Childhood Experiences – Draft report to Cabinet
 - b. Presentation on “Transition – How does Transition currently work across Health, Social Care and Education system, particularly focussing on citizen experience”.

The meeting ended at 5.06 pm

Chair