



City and County of Swansea

Minutes of the **Scrutiny Performance Panel – Service Improvement & Finance**

Committee Room 2 - Civic Centre, Swansea

Thursday, 27 September 2018 at 2.00 pm

Present: Councillor C A Holley (Chair) Presided

Councillor(s)

P Downing
J W Jones

Councillor(s)

P R Hood-Williams
I E Mann

Councillor(s)

P K Jones
M Sherwood

Other Attendees

Mary Sherwood

Cabinet Member - Better Communities

Officer(s)

Bethan Hopkins
Richard Rowlands

Scrutiny Officer
Strategic Delivery & Performance Manager.

Apologies for Absence

Councillor(s): M H Jones, B J Rowlands and D W W Thomas

1 Disclosure of Personal and Prejudicial Interests.

- None

2 Minutes.

- Approved

3 Public Questions

- None

4 Quarter 1 2018/19 Performance Monitoring Report

- The Corporate Performance Manager attended to deliver the Q1 performance Monitoring Report
- The majority of indicators have improved
- Safeguarding
- AS9 DoLS assessments still missing target but anticipated improvement with new team in place
- CFS18 4% increase in the number of looked after children

- CFS19 small drop in the number of children on the child protection register
- CFS20 the number of children in need of care and support is improving slightly
- AS11 and CFS14 (amongst others) show a drop in volume of work
- There are continued high levels of demand but a drop in the volume of work – will follow up with Head of Service
- Education and Skills
- BBMA4 most apprenticeships will start at the end of Q2 to coincide with the start of the academic year
- POV07 the number of training and employment weeks created by BBM is expected to be met by the end of the year, start dates vary with projects
- Economy and Infrastructure
- WMT009B municipal waste collected included biowastes for composting missed target – due to seasonal fluctuations and weather impact
- EC5 commercial floor space created has no data as a new PI but are expecting it in later quarters
- Poverty
- HBCT01a/b average speed of processing new and existing claims is still within target but the time taken is increasing – follow up with Head of Service
- POV05 securing benefit entitlements has declined, this is due to the number of cases being postponed/adjourned
- Transformation and Future Council
- CHR002 number of days lost to sickness meeting target but the target has increased since last year
- FINA6 forecast general fund revenue savings shows an improvement on last year but there are still ongoing issues
- There is little point setting stretch targets if there is no plan in place to achieve them
- The 6th well-being corporate objective is going through the process of approval and due to Council in October for final decision

5 Equality Review Report 2017/18

- The Corporate Performance Manager attended with the Cabinet Member for Better Communities (People) to present the Equality Review Report 17/18
- The current plan is in place until 2020 and then there is an intention to create a new one
- Aim to streamline the objectives
- Currently the approach to equality is 'patchy'
- Looking to create a smaller number of strategic aims with a consistent thread running throughout
- Poor availability of baseline data currently
- Staff don't have to provide data on protected characteristics so it becomes difficult for HR to gather
- More diverse groups of policy and decision makers leads to better decision making
- Broader and differing life experience contributes to this too

- There has been progress on the objectives, notably the appointment of Councillor champions – hoping for a consistent approach
- Must grapple with gender stereotyping
- Boys and girls are being limited by this stereotyping
- Currently looking at developing guidance for schools
- This also contributes to gender pay gaps
- There are still active forums for those with protected characteristics e.g. Disability Liaison Group and these groups contribute to planning, consultation access etc – this is an important way for the Council to hear of any barriers
- There is a scope to narrow objectives and make it strategic
- How people with protected characteristics are engaged will help shape the objectives
- PJ – Excellent report, very comprehensive but there are no numbers or data and therefore no success measures. We need the figures
- PHW – Is there a role for positive discrimination to achieve the goal?
- MS – We call it positive action, you need well qualified teams with a range of experience, backgrounds and perspectives. You have to fill the gaps with positive recruitment to make a team more diverse
- PHW – How do we train managers to have relevant skills?
- RR – Managers undertake diversity training but general management training is a financial restriction
- JJ – There is no target figure for achievement yet?
- There is still work to be done to establish the targets
- Training has been cut over the years and eventually you can see the impact
- Quality of training is important, the report needs to be streamlined and a decision about whether the aims will be cross Council or service specific
- The 3rd sector need to have an input, it is important how others see our approach to these issues
- Have recently responded to WLGA but we need to know how easy it is for people to access the front door (physical/social/language barriers)
- Need to look at corporate plan and well-being plan to embed equalities
- There may be specific projects, for example, consultation which is patchy and inconsistent
- Developing the new plan will be cross organisation conversation and will involve staff
- PJ – (p75 Highways and Transportation – Safer Routes) what does 'safer' mean? This should include air pollution as this is a major concern for physical development of young people
- This is linked in with poverty – being on a low income is not a protected characteristic, but the well-being plan does reference this issue
- A piece of work has been done so equalities work should consider low income and health expectancy
- The new equality plan will reference any new corporate priority and the well-being plan and will reference health and finance inequality e.g. living in urban areas with air pollution
- There has been a n improvement in the lower Swansea Valley but road pollution is still an issue

6 Work Plan 2018/19

- Some of the meetings may be longer as there are added items in the work plan overall
- There may be additional items coming to the Panel - Wales Audit Office reports
- The Commissioning Review item will be scheduled after the general overview has been to the SPC. CH to advise on what the report should focus on

The meeting ended at 3.00 pm

Chair