



Report of the Cabinet Member for Business Improvement & Performance

Cabinet – 16 September 2021

Quarter 1 2021/22 Performance Monitoring Report

Purpose:	To report corporate performance for Quarter 1 2021/22.
Policy Framework:	<i>Delivering a Successful & Sustainable Swansea Corporate Plan 2020/22</i> <i>Achieving Better Together Programme.</i>
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that: 1) Cabinet endorses the performance results for quarter 1 2021/22 and approves their use to inform executive decisions on resource allocation and, where relevant, corrective actions to manage and improve performance and efficiency in delivering national and local priorities.
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1.0 Introduction

- 1.1 This report presents the performance results for the first quarter of 2021/22 delivering the Council's Well-being Objectives (priorities) described in the Corporate Plan 2020/22 *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 2021/22 have been provided in the approved budget. As part of the work on *Achieving Better Together* 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.

2.0 Performance and Improvement: impact from COVID-19

2.1 The ongoing Covid-19 pandemic has brought huge challenges and changes to the Council, its services and workforce. The Council has never undertaken such change in such a short timescale and in such challenging circumstances. A number of non-essential services were suspended in order to redeploy resources to areas where they were most needed.

2.2 This inevitably has had a significant impact on the usual areas of performance across the council and that is why targets for performance indicators have not been set for 2021/22. This should also be considered when comparing performance to previous years.

2.3 This has been an unprecedented time and the Council's response to the pandemic, whilst not necessarily reflected in the established performance indicators in this report, has been extraordinary.

2.4 In summary, since March 2020 the Council has transformed the way it works to manage the impact of the pandemic. Thousands of staff were successfully mobilised to work remotely and/or from home within a matter of weeks. This took a massive effort from our ICT team to provide the necessary changes enabling staff and councillors to have full network links at their preferred location.

2.5 Other changes include:

- Supporting the Welsh Government's Shielding Programme by setting a new call centre and providing daily support to thousands of vulnerable people.
- Focusing social services care on the most vulnerable, re-opening a care home and supporting the private care sector.
- Overseeing the planning and construction of the Bay Field Hospital on Fabian Way.
- Remodelling schools into care settings for key workers' children.
- Providing meals to care settings and delivering free school meals.
- Providing food banks across the city and county.
- Providing financial support in excess of £100 million to thousands of businesses.
- Setting up a Track, Trace and Protect function and providing community testing centres.

- Preparing for mass vaccination in our communities.
- 2.6 These results for Q1 2021/22 should therefore be considered within this wider context, the ongoing pandemic and achievements noted.
- 2.7 Performance is judged using the results measured by Corporate Plan performance indicators and is usually compared to agreed targets. For the sake of this report and given the issues set out above, targets for 2021/22 have not been set due to the ongoing impact from COVID-19 and the associated lockdowns and other preventative and reactive measures.
- 2.8 The impact on the performance indicators from COVID-19 can also be seen where this occurs by comparing the results of performance indicators against the results from the same period last year where comparison is possible.
- 2.9 The 2021/22 outturn shows that **17 out of 21 (81%)** comparable Corporate Plan performance indicators showed improvement or stayed the same compared to Q1 2020/21 although based on a smaller suite of collectable indicators as a result of the impact from Covid-19 on data collection and because of other matters detailed in this report.
- 2.10 The performance indicators are assessed each year to ensure that they remain appropriate; although the COVID-19 pandemic and lockdown disrupted this process in 2020/21 and during 2021/22. The indicators and how the Council can better measure strategic directions and our priorities will be reviewed as soon as allowed by the progress of the pandemic.
- 2.11 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 4.0.

3.0 Other considerations

- 3.1 When making comparisons to 2020/21, the following should be considered:
- 3.1.1 The nature and number of some performance indicators (PIs) may have changed between these two periods and therefore direct comparisons may not always be appropriate.
- 3.1.2 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).

- 3.1.3 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.
- 3.1.4 None of the corporate priorities can 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.

4.0 Context: Overviews of Performance in 2021/22

4.0.1 The following overviews provided by responsible departments describe the context to the performance meeting the Council's key objectives as at Q1 2021/22.

4.1 Safeguarding people from harm

4.1.1 As anticipated the reporting of performance against the safeguarding priority has been disrupted this quarter. This is predominantly as a result of the local authority implementing the Welsh Community Care Information System and at the same time Welsh Government updating its performance framework with the introduction of new performance metrics. Work is ongoing to update the indicators that will now need to be incorporated into the corporate suite and ensuring that these can be reported through WCCIS. We anticipate that the new suite of indicators will be accurately reported at Quarter 2.

4.1.2 In the meantime, clearly our arrangements to ensure that individuals remain safeguarded have continued and we have put in place interim measures to ensure that operational performance continues to be robustly monitored.

4.1.3 As anticipated our services continue to be impacted by Covid. Demand remains high across adults and children services. That demand is both in terms of absolute numbers and complexity. Pressures on staff are high. They have worked under huge amounts of pressure over an extended period and it is important that we continue to support them to take a break as we move into the Summer period. Sickness absence rates remain a challenge as do the rates of staff having to isolate as rates of Covid transmission in the community again increase.

4.1.4 It is encouraging that the implementation of our early help hub arrangements, albeit compromised by Covid, do seem to be beginning to have an impact. This is helping ensure that statutory children services are able to concentrate on supporting the children and families with the highest level of need. There are early indications that our numbers of children in need, subject to children plan or looked after are beginning to decrease as a result. However the number of children with the most

complex needs and requiring residential care are increasing. This was one of the consequences of covid and the prolonged lockdown of society that we had anticipated. We are continuing to invest in our prevention work, particularly with adolescents, to bear down on recourse to residential care and arrangements to recruit more foster carers have been boosted by the launch of Foster Wales through which all 22 local authorities have come together to develop a collective brand for local authority fostering.

4.1.5 In relation to adults, demands across the health and social care system are extremely high. Acute hospitals are struggling to meet current demand, catch up on backlogs, manage Covid restrictions on capacity and manage the numbers of staff having to self isolate. Care homes are both impacted by the numbers of staff self-isolating but also having to close for admissions when staff test positive. However overall the care home sector is reasonably resilient within the region. The domiciliary care sector is under huge pressure. Significant numbers of staff are leaving the sector altogether compounding the usual summer holiday pressures linked to staff taking much needed leave. This is leading to a number of providers handing back care packages to the local authority thus compounding waiting lists to source packages of care for individuals leaving hospital or at home with no care in place. The council has expanded its in house residential intermediate care offer to offset pressures in the very short term whilst work continues to take place through the regional partnership board to create more sustainable health and care arrangements for our population.

4.2 *Improving education & skills*

4.2.1 During the first quarter, Swansea schools have faced less disruption as a result of Covid-19, with full operations returning in April 2021. The impact of Covid-19 on how schools operate remains high with the complete range of control measures expected throughout quarter one. The negative effect on school attendance and examination year groups remains significant.

4.2.2 Authority wide attainment measures at foundation phase, key stage 2 and key stage 3 are no longer collected by Welsh Government and in key stage 4 and A Level year groups the awarding of grades has been determined by schools themselves. Evidence gathering for school determined grades has been robust with lower levels of appeals than anticipated.

4.2.3 Evidence from two Estyn thematic reviews suggests that there is good support for continuity of learning as well as preparation for the new Curriculum for Wales. Where learners have been asked to self-isolate there is suitable provision in place. Learner voice, through national surveys, has been responded to comprehensively. Support for vulnerable learners has remained stable during the reporting period. Additional

counselling services have been actioned to support emotional wellbeing in school aged children and young people.

- 4.2.4 Greater access to Welsh medium schools is progressing well with two new buildings on track for occupancy in the next quarter. The groundwork for developing a new ten year strategic plan for Welsh is at a mature stage. Improvements to the school estate as part of the 21st Century Schools programme have developed well despite of Covid-19.
- 4.2.5 Attendance in Swansea remains lower than usual because of Covid-19. Schools in challenging contexts appear to have lower attendance compared to schools in less deprived areas of Swansea. Similar rates of lower attendance have been seen in local authorities across Wales. The numbers of learners being excluded is growing and requires precise monitoring.
- 4.2.6 The provision of free school meals during holidays has been successful. In addition a few schools have participated in the school holiday enrichment programme where eligibility for free school meals is above 16%. Digital capacity to support the skills agenda is improving through the schools infrastructure programme. Advice and guidance for vocational education and careers is developing well despite Covid-19. The work towards implementing a new legislative framework to help learners with additional learning needs is progressing well.

4.3 *Transforming our economy and infrastructure*

- 4.3.1 The majority of our targets have been met this quarter. However, the impacts of Covid on the construction sector are now becoming increasingly clear, with major shortages of construction materials likely to have an impact on programme and construction costs for the foreseeable future. All available countermeasures are being explored to mitigate the impacts of this issue. Despite this, during 1st quarter our major regeneration priorities have continued to make substantial progress on site.
- 4.3.2 The Copr Bay works have continued to make significant visible progress with the arena, bridge, residential block, MSCP, and church hall all well advanced. The 82 week construction programme will complete in 2021, but Covid-19 related delays are now inevitable. The Shaping Swansea procurement has resulted in a recommendation to Cabinet to select a private sector development partner for the delivery of the next phase of strategic sites. This marks an exciting new chapter in Swansea's regeneration journey, bringing new resources and development expertise to the City.
- 4.3.3 The Kingsway Employment Hub building procurement for a contractor has completed to construct a major new high-tech office development that will provide space for 600 jobs in Swansea city centre. Set for completion in early 2023, the five-storey development will include

114,000 square feet of commercial floorspace, providing flexible co-working and office opportunities for innovative tech, digital and creative businesses. The development will be carbon zero and worth £32.6 million a year to Swansea's economy. It will feature state-of-the-art digital connectivity, a roof terrace, greenery and balconies overlooking the city centre and Swansea Bay. Wind Street works continue to make progress on site. As does the Hafod Copperworks Powerhouse project. Procurement for a contractor to deliver the Place Theatre refurbishment works is underway.

- 4.3.4 The delivery of actions within the Swansea Economic Recovery Action Plan, that was prepared in partnership with key stakeholders, continues at pace. This is supported by deployment of the Council's economic recovery fund which has now commenced via a range of initiatives to stimulate economic activity and resilience within Swansea's local economy. The City Centre re-purposing study has identified a number of key interventions which will be reported to Cabinet for consideration. The Council has also been leading the production of the Regional Economic Delivery Plan in collaboration with other authorities in the region. This work is now advanced and will identify transformational project investment in the region, utilising funds from the UK government's Shared Prosperity Funding programme that is envisaged in future years. During the quarter detailed funding bids were submitted to the UK Levelling Up fund and the Community Renewal Fund. We await a decision on these applications.
- 4.3.5 The WHQS Capital Programme for 2020/21 was affected by the Covid pandemic which curtailed the Council's ability to deliver planned works to occupied existing dwellings. This was recognised by Welsh Government and Swansea Council has been granted a further 12 months in which to deliver its WHQS Compliance Programme. The revised completion date is now 31st December 2021. The revised capital investment programme for 2021/22 has now been set at £46.875m, an element of £12m which is slippage from last year's Covid pandemic affected end of year financial outturn.
- 4.3.6 The investment aims and objectives remain the same as proceeding years; to ensure homes are in a good state of repair, thermally efficient, safe and secure and meeting the needs of individuals. Over the course of this financial year, the Council intends to deliver planned repairs and improvements to the following number of dwellings:
- 700 new kitchens and bathrooms.
 - 456 external fabric envelope upgrades, which includes reroofing and insulation, weatherboards and rainwater goods, insulated render and replacement high performance windows.
 - 661 chimney removals or rebuilds.
 - 475 high performance combination boilers.
 - 3,700 garden upgrades to improve safety and security.

- Fire safety improvement work to high and medium rise blocks of flats and sheltered housing complexes including installation of sprinkler systems.
- Installation of 2,000 remotely monitored smoke alarm systems in sheltered housing complexes.
- 537 electrical re-wires to ensure installations comply with the prevailing regulations.
- New passenger lifts at Jeffreys Court flats.

4.3.7 A further element of work, to help meet future decarbonisation targets of social housing, has been integrated in this year's programme. Solar PV panels and battery storage to generate energy for the benefit of 137 households has been included as part of external envelope upgrades. The above are just some of the headline work streams we intend to deliver as part of a much wider programme of repairs, maintenance and improvements which forms the WHQS Compliance Capital Programme. At the end of the financial year, the Council will have achieved WHQS compliance as is defined in statutory guidance.

4.3.8 From April 2022, the WHQS will pass from a compliance target phase to a maintenance phase of the WHQS. We await the revised guidance documents from Welsh Government but anticipate the maintenance phase will introduce new statutory decarbonisation and fire safety elements in addition to other maintenance refinements. The overall WHQS programme will continue to contribute significantly towards community benefits and employment opportunities. We will report at the end of the final quarter on the recruitment and training opportunities the programme provided during 2021/22.

4.3.9 The Council's More Homes Programme, focussed on providing new build Council housing, is looking to a 10 year delivery ambition of 1000 new affordable homes. Following the completion of 34 homes in 20/21, Work is continuing on 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. These scheme will be completed in Spring 2022.

4.3.10 The Council is also developing 8 one bedroom homes at a former Education site in Uplands. This scheme as part of Welsh Governments Phase 2 planning for homelessness, includes 4 passivhaus standard pods. The scheme is due for completion in Autumn 2021. This funding has also enabled the purchase of twenty 1 x bedroom units. 3 additional homes have also been purchased and adapted, and will be used to house families or households requiring adapted accommodation. A further 20 acquisitions are planned for 21/22. Work has also started at West Cross, to develop 6 bungalows, which has also been awarded IHP funding to include the additional renewable technologies.

- 4.3.11 A former social services property in Gorseinon is also being converted into 2/3 bedroom homes. The Council is also progressing the procurement of a development partner or partners 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 owned 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.
- 4.3.12 Quarter one saw restrictions easing again and the ability of many of our venues, sports and leisure facilities, along with tourism accommodation and hospitality, to reopen to the public, with systems and conditions in place to ensure the health and safety of all. This has been a great boost for the service staff and partners who are working hard to put together new offers and programmes to inspire and uplift our returning visitors. We have continued to liaise with Welsh Government on plans to reopen our performance venues and restart events and hosted a test event at the Liberty Stadium as part of this relationship. Community support has come forward in the form of recovery funding for fitness providers, sports clubs and small event organisers and community groups, to use our facilities free of charge as a means of restarting and recovering which has been greatly welcomed.
- 4.3.13 During this period we also continued to support the work for Copr Bay, liaising with colleagues to develop the means by which we can manage the various digital assets emerging, along with plans for the 'meanwhile' use on the Northside/ St David's area. To better facilitate our research and understanding into post-Covid behaviours and cultural partnership, we entered into a new partnership with Swansea University, by sponsoring a Ph.D. programme to research and develop new ways to engage visitors to the city centre with the new public realm. This work resulted in an application to Creative Wales for funding and status as a Creative Hub for the South West, primarily located at the former Cranes Music Store which was approved.
- 4.3.14 Within the wider community our community development team successfully applied for a grant to support community growing through allotments and support for Friends and community groups, and our Fusion programme (tackling poverty through culture) was extended for another year by Welsh Government. Similarly, Welsh Government via Sports Wales extended its funding for our health and wellbeing programme, active young people and regional sports programme, as a demonstration of their satisfaction with our performance despite Covid.
- 4.3.15 Work to fulfil the Diversity Pledge and Black Lives Matter Motion continues also, with Swansea agreeing to be one of ten cities to participate in the World Reimagined, a two year programme to explore contemporary British culture and the impact of the transatlantic slave

trade on our social norms and societies, through music, arts, and food. We also unveiled the long awaited Blue Plaque in honour of Jessie Donaldson, social justice campaigner and activist against the slave trade and its injustices.

4.4 *Tackling Poverty*

4.4.1 The corporate plan sets out the council's commitment to Tackle Poverty to ensure that every person in Swansea can achieve their potential. To meet this commitment the corporate Tackling Poverty Strategy ensures that Tackling Poverty is everybody's business.

4.4.2 **Continued impact of Covid-19 – Tackling Poverty.** The economic impact of the Covid-19 pandemic is having a significant impact on those already experiencing poverty and is driving those that were at risk of poverty, into poverty. A report published by the Bevan Foundation in June 2021: 'A snapshot of poverty in spring 2021' Wales found that:

- **Incomes are still falling for some** – more than one in five households with a net income of less than £20,000 have seen their income drop since January 2021.
- **Many people are worried about losing their homes and their jobs** – one in 10 people are worried about the prospect of losing their job over the next three months with one in 20 worried about losing their home. 1 in 10 live in insecure housing and 6% of households have already been told that they will lose their home.
- There is a **growing personal debt** crisis in Wales: Since January 2021, 10% of Welsh households have fallen behind on a bill, 17% have borrowed money to pay a bill. For households already struggling these additional costs may be a significant challenge.
- **Living costs have increased:** 43% of households are spending more on heating, electricity and/or water; 38% of households are spending more on food; 20% of households are spending more on internet costs. Social renters and households with children appear to be disproportionately affected.

4.4.3 **Employability Support.** The number of people gaining employment through Employability support, supports the well-being objective steps; ensuring that young people are able to access employment, education and training after reaching 16 and, individuals are supported to overcome their barriers to employment through coordinated person centre employability support. This is achieved through the Swansea Working coordinated employment approach and associated employability support programmes of Communities for Work, Communities for Work Plus, Workways STU and Workways Plus. There has been an increase in the number of people gaining employment through Employability Support in the first quarter of 2021/22 (130) compared to Quarter 1 20/21 (82).

- 4.4.4 Welfare Benefit Entitlements.** The step to help address the impacts of Welfare reform, including supporting people to claim the full benefits they are entitled to so that they are able to maximise their income is reported through the amount of welfare benefits raised through securing rights and entitlements by the Welfare Rights team. The amount of benefits secured during quarter 1 is £210,048 a 25% decrease on the same period last year. The requests for appeal representation has been lower this quarter, but is expected to pick up again once the DWP start undertaking reassessments. The reduction is also attributed to welfare reform reducing financial increases of additional benefits. The team have had a 100% success rate with appeals this quarter (8/8).
- 4.4.5 Council Tax Reduction.** The performance indicator of Council Tax Reduction (CTR) average time for processing new claims and processing notification of change in circumstances has improved compared to last year. The longer processing times last year was due to an increase in caseload and resources being diverted to respond to additional and new support e.g. Isolation payments.
- 4.4.6 Housing.** The Council, along with partners in the housing sector and support charities continued response to addressing homelessness and rough sleeping ensured that many people have been supported to find a place to live and many moving on from emergency temporary accommodation into longer-term homes. This time last year there were less family homelessness presentations due to the suspension of evictions and a hold on move-on from Home Office accommodation. Compared to this time last year, there has been an increase in use of B&Bs due to domestic abuse and house first cases that require immediate assistance with no opportunity to plan alternative accommodation. The numbers are less than 19/20. There has been an improvement in speed of processing Housing Benefit new claims and change of circumstances compared to this time last year.
- 4.4.7 Skills and Qualifications.** The number of accredited qualifications achieved by adults with local Authority support has increased in the last quarter (182) compared to the same period last year (80) and the year before (86). More face to face training provision has been available due to the lifting of restrictions and where it is possible, online training has continued. Partnership working between Swansea Working, Lifelong Learning, Employability Programmes and partners has continued offer participants accredited training and qualifications to meet employment opportunities.
- 4.4.8 Partnership Working.** The Swansea Council Poverty Forum, Swansea Poverty Partnership Forum and Financial Inclusion Steering Group continue to meet, facilitating networking, sharing of good practice, information, trends, changes to services and new opportunities, encouraging partnership working and collaboration. New grant schemes have been launched this quarter including Food Poverty, Period Dignity

and Men's Sheds. The Swansea Poverty Truth Commission development continues with the launch planned later in the year.

4.5 *Transformation & future Council development*

4.5.1 During quarter one, the Council continued to deliver steps towards achieving this well-being objective:

- Continuing to make progress on the recovery plan as part of the new Achieving Better Together programme. Examples include:
 - Tackling poverty: A partnership approach to the Community Calling Project to provide free refurbished smart phones with free credit via partner organisations to residents; 162 phones distributed so far this year. More partners already engaged to donate mobiles.
 - Use of automation: One example has saved over 600 hours of admin time for a service trying to go paperless.
- Completing the first draft of the Organisational Development Strategy, with input from the Corporate Management Team and Heads of Service. Further stakeholder engagement and benchmarking will continue over the next quarter.
- Online demand continues to grow from the public as can be seen in the performance indicators. Online payments are continually increasing (Cust 2a). Online applications and requests showed a decline compared with the same period last year due to the unusual spike at the height of the pandemic. Compared with the previous year (2019-20) applications and requests are significantly increasing (Cust 2b).
- Remote and new ways of working has continued for staff in line with Welsh Government guidelines. A review is underway to assess the impact of new ways of working however, the sickness indicator has shown a very positive trend over the past year including this quarter which is again within target (CHR002 / PAM001).
- In May, the Digital Inclusion Scrutiny Working Group received an update on progress, with examples where the Council had supported digitally excluded residents during the pandemic. Moving forward it is clear the digital inclusion landscape has changed significantly as a result of Covid-19, therefore the strategy and roadmap will be reviewed drawing on new evidence and data.
- The Council continues to implement actions to ensure compliance with the new Local Government Act, including the new joint committee structures.
- In June, the Council published its annual Welsh Language report with recommendations to strengthen Welsh language promotion and compliance across the Council. Good progress has been over the past

year despite the pandemic. However, further work is needed to grow the number of Welsh speakers across the Council.

- The Council was awarded a grant from Welsh Government to deliver its e-Democracy project. This will implement hybrid public meetings and therefore increase public participation in the democratic process. This project will complete in quarter two.

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

4.6.1 Increased awareness of the importance of maintaining and enhancing natural resources and biodiversity and tackling climate change has resulted in additional funding opportunities being made available this year. The Natural Environment Section has bid for over £1m of grants to deliver a variety of nature based projects, many of which are focused around tree planting for which there are grants available from multiple sources. However demand and expectation is currently outstripping supply in this regard in terms of suitable land for tree planting and availability of locally sourced native trees.

4.6.2 Another problem with grant funding focused primarily on capital costs is the lack of funding for the revenue/salary costs needed to employ additional staff for project delivery. This is particularly relevant for a number of the corporate objective targets which are linked to grant funded projects, delivery of which has not been progressed as expected due to delays with the award of grants and lack of staff resources rather than the effects of coronavirus. This includes proposals for mapping Green Infrastructure (GI) assets; undertaking a biodiversity audit of Council owned land; providing opportunities for schoolchildren to access and learn about their environment; programmes of wildflower planting; and encouraging GI volunteer projects within local communities. Initial indications are that the Welsh Government's Nature Emergency declaration in June 2021 may eventually lead to funding for the additional resources needed, but in the short term delivery of these projects will be a slower process than originally anticipated. As such an application to the Council's recovery fund to kick-start this work is being prepared pending future grant announcements.

4.6.3 Other objectives continue to be delivered but are not suitable for monitoring on a quarterly basis as they are long term commitments measured annually including acting in response to Climate Emergency, working towards creating a low carbon economy, participating in the Low Carbon Swansea Initiative, as well as actions to improve air and water quality, and tackling invasive non-native species.

4.6.4 Officers are developing updated proposals for a new suite of PIs to be included in the 2022/23 Corporate performance targets, which will be presented to cabinet in the Autumn for consideration prior to monitoring in the new financial year. The only current quarterly monitored target is for the percentage of municipal waste collected and reused and/or

recycled which was 62.9% (data relates to Q4 2020/21). The full year recycling performance for 20/21 was 64.49% which once again exceeded the Welsh Government target of 64%.

5.0 Integrated Assessment Implications

5.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, 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 Acts.
- 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.
- Deliver better outcomes for those people who experience socio-economic disadvantage
- Consider opportunities for people to use the Welsh language
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

5.1.1 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.

5.1.2 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.

5.2 An IIA accompanies this report. The report itself has no direct impact on the relevant groups considered within the IIA, however 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.

6.0 Financial Implications

6.1 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 *Achieving Better Together*.

7.0 Legal Implications

7.1 There are no legal implications associated with this report.

Background Papers: None.

Appendices:

Appendix A - Q1 2021/22 Performance Monitoring Report

Appendix B - IIA screening form