

Appendix B

Strategic Equality Objective	Officer	Anticipated Completion Date	Intended outcomes - What are we seeking to achieve?	Measures of Success - How will we know we have been successful?	Progress to date (2020/21)	Intended actions to be undertaken this year (2021/22)	Planned actions for next year (2022/23)	Long Term Plans (2023/24 onwards)	Corporate Priority									
									Safeguarding people from harm	Improving education and skills	Transforming our economy and infrastructure	Tackling poverty	Maintaining and enhancing Swansea's natural resources and biodiversity	Transformation and future council development				
Fairness, dignity and respect: Ensure that people and communities have their rights respected and feel safe from violence and abuse.																		
Continue to ensure that safeguarding is 'everyone's business' across the Council, within schools, with partners, and through West Glamorgan Safeguarding Board. Undertake a range of work focused on hate crime, modern slavery, protection of vulnerable people, radicalisation and extremism and wider, emerging issues, such as County Lines, Modern Slavery, Human Trafficking, Bullying in Schools, Hate Crimes, and the Prevent strategy.	Simon Jones / Jane Whitmore	By end March 2022	Safeguarding our most vulnerable people from harm (Corporate Plan - strategic priority)	Annual Review of Performance (2021/22)	Safeguarding is seen as 'everyone's business', and our entire workforce has a duty to report any concerns they may come across affecting vulnerable adults or children. Swansea's Corporate Safeguarding policy and approach addresses a wider range of issues and potential safety concerns. Such concerns include domestic violence, financial abuse, street homelessness, bullying in schools, hate crimes, child sexual exploitation, modern slavery, County Lines, and radicalisation. By applying the updated Corporate Safeguarding Policy, we can ensure that the Council continues to strengthen all areas of safeguarding with a new work programme, which is overseen by the Council's Corporate Safeguarding Group jointly chaired by the Director of Social Services and Cabinet Member.	See Corporate Plan 2021/22 Next Steps	TBC following Annual Review of Performance (2021/22)	Safeguarding vulnerable people is likely to remain top corporate priority	Yes									
Work with partners to raise awareness around Violence Against Women, Domestic Abuse and Sexual Violence (VAWDA) and put in place effective and timely interventions and support.	Megan Stephens		To deliver on the objectives of the Swansea VAWDASV Strategy in collaboration with SBUHB and partners from across statutory and non-statutory organisations.	The VAWDASV Action plan is updated quarterly and shared with the Leadership Group. 6 monthly monitoring takes place across the sector to measure referral numbers and trends. This is analysed for performance measures.	IDVA Project received 1398 referrals for high risk DA victims. DA Hub received 4,376 referrals for incidents of domestic abuse where a child was linked. 1064 local authority staff completed Group 1 VAWDASV Training. 86 completed Group 2. A new special leave policy for DA and SV victims was developed. Swansea Council became the first in Wales to develop a Chatbot with Microsoft providing information and support to those at risk of VAWDASV.	Continue to work towards the objectives of the Swansea VAWDASV Strategy, with consideration of the new WG National Strategy objectives	Coproduction of a new local VAWDASV Strategy, utilising the new National Strategy Objectives, and monitoring, needs assessment and gap analysis of previous years.	Continue to adapt strategic planning and service delivery to meet the needs of our population, taking learning from previous years, and with information and research from WG and DA Commissioners office.	Yes									
Support our most vulnerable adults to remain safe and independent at home, by implementing the Adult Service model and rebalancing our service offer to focus on prevention, reablement, and recovery.	Simon Jones	end March 2022	People in Swansea will have access to modern health and social care services which enable them to lead fulfilled lives with a sense of wellbeing within supportive families and resilient communities	We will help people to keep safe and protected from harm and give opportunities to exercise voice, choice and control in all aspects of their lives. Our services will focus on prevention, early intervention and enablement and we will deliver better support for people making best use of the resources available supported by our highly skilled and valued workforce.	The Covid pandemic presented Adult Services with unprecedented challenges Adult Services, and the success of our response continues to inform our Transformation agenda for the years ahead.	• Better Prevention & Better Early Help • Keeping People Safe • Enabling & Promoting Independence • Integrated Services • Financial efficacy. All objectives/priorities delivery supported by a focus on Quality Assurance and review to support ongoing improvement	As set out within Adult Services Transformation programme and linked to Regional Programme	As set out within Adult Services Transformation programme and linked to Regional Programme	Yes									
Continue to implement a Hate Crime Strategy and increase understanding of hate crime and awareness of how to report it amongst staff and key partners	Paul Thomas	Dynamic	Promote HC training opportunities for staff and continue to promote the e learning package. Raise awareness & signposting within communities of reporting pathway and support available. Develop Community Resilience to Hate Crime	Good representation of staff participating across all Service areas and demand for further awareness sessions.	588 members of staff completed the e-learning Hate crime training on the council portal from Jan 2020 to end Feb 2021. 62 people attended the virtual Victim Support training in March 2021. Swansea Council signed up to the Victim Support Charter in October 2020 and the Race Council Cymru 'Zero Racism Wales' Policy in February 2021.	Further 2 awareness training sessions arranged for July 2021. Council will be involved in and support Hate Crime Awareness week in October 2021	Arrange further awareness training sessions and support Hate Crime Awareness week in October 2022.	Arrange further awareness training sessions and support Hate Crime Awareness week in October 2023.	Yes									
Lead positive campaigns celebrating Swansea's diversity and zero tolerance for discrimination.	Tracey McNulty	Ongoing	Greater participation in cultural programming and governance by diverse communities.	Increased audiences from protected groups, inclusive, sustainable offer with employment and governance reflecting our communities.	Diversity Pledge adopted. Delivery initiatives include progressing Cultural and Digital Hub, Dylan Thomas and GVA's projects for Refugees and Asylum Seekers. City of Sanctuary Awards for Fusion and Gallery teams.	Complete the terms of the Digital and Cultural Hub at the Grand theatre; open a new Creative Hub as part of Copr Bay; finalise the plans for the new Community Hub in Oxford St; Develop a legacy programme for Black Lives Matter; recruit new festival and community development support; Review physical access issues around events on the seafront; deliver a programme of community events and recovery planning for cultural sector; scope out an inclusive framework for cultural dev't in Swansea.	Delivery of the World Reimagined; Festival '22 and inclusive arts/events programme from our recovery plan; new cultural strategy and policy for culture and placemaking in collaboration with the Universities.	Adoption of new strategies and policies and sustainable management plans for the Community and Cultural Hubs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes			
Education: Ensure an inclusive learning experience and that gaps in levels of attainment and other post-education outcomes are narrowed.																		
Work with our Health partners to ensure that, through our Early Years Strategy and Flying Start, children in their early years and at Foundation Phase achieve their expected language, emotional, social and cognitive development and are ready for learning and for school.	Jane Whitmore	Ongoing	Equity & parity across the Early years through amalgamation of systems and systems thinking. Keeping child at the centre	Good representation across all key areas, e.g. Health, Local Authority & 3rd Sector	Addressing regional approach through the Pathfinder programme (Early Years Integration Programme). Evaluation of project activity in year one has been completed. Recommendations have been incorporated into the development plan.	Engaging in Vanguard approach to introduce and develop systems thinking. Development of thematic groups around key areas of work to explore integrated ways of working	TBC	TBC	Yes	Yes	Yes	Yes	Yes	Yes	Yes			
Continue to narrow the gaps in attainment and well-being for all children and young people particularly for those on FSM, children and young people with ALN, LAC, from some BME groups and boys.	Kate Phillips		When new national comparable data sets are available, the performance of vulnerable groups of learners in Swansea is well above national average for similar groups.	New headline indicators will demonstrate better performance than national averages.	Waiting for performance indicators	Engage with emerging accountability and evaluation measures in order to understand gaps.	Share new data sets with schools.	Monitor schools performance.	Yes									

Raise vocational aspirations and skill levels in the workplace, contributing to the development of ambitious, skilled young people and adults by providing apprenticeships.	Elliott Williams	Ongoing	Volunteering, Paid work opportunities and traineeships created within the Authority to support young people and adults to gain work experience and develop employability skills.	A reduction in the number of young people who are NEET and adults who at Long Term Unemployed or Economically Inactive	Paid work opportunities and placements first established within Council departments via Workways+ and Kickstart	Expand roll out of Paid work opportunities and 6-month Kickstart paid placements across the Council	TBC	TBC	Yes								
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.	Gavin Evans and Ryland Phillips	Ongoing	Support NEET young people in to Education Training and Employment and improved wellbeing	A reduction in the number of young people who are NEET	School leaver transition figure was 1.4%, a reduction from 2% in 19/20.	New NEET Prevention Partnership established to give strategic oversight. Vanguard review of systems for identification and support of NEETS.	Embed actions from the WG Engagement and Progression Review due to conclude in 2021.	Continue to lower NEET rates in all NEET age groups	Yes	Yes	Yes	Yes					
Develop independent learning skills for lifelong learning to reflect the changing nature of work and to support well-being, creativity and reduce social isolation.	Kay Piper, Jason Williams		Individuals supported to become learners, engaging in Lifelong Learning and regularly interacting with tutor and fellow learners.	Class numbers will indicate learner engagement. Class based activities and assignments will be completed by learners independently. Employability and Digital Literacy courses delivered. Accreditations achieved by learners.	2,789 course enrolments (including 114 Essential Skills, 541 Digital Literacy, 1854 ACL) 114 courses and 73 accreditations complete during year.	Increase in Essential Skills (ES) and Digital Literacy (DL) provision with blended provision to engage less digitally engaged.	Ongoing review of service provision with developments around progression pathways.	Continued development of accreditation model, ES and DL.				Yes					
Continue to encourage schools to support the UNICEF Rights Respecting Schools initiative as part of our commitment to the UNCRC. Develop young citizens to respect rights, understand responsibilities and to be globally aware and responsible citizens.	Julie Gosney	On-going	children's rights are an integral part of the curriculum within Swansea Schools	A smooth transition from RRSa to rights in the curriculum is made.	Education working group established to consider the most effective ways of embedding rights into new curriculum.	Work is currently taking place to equip challenge advisors with the information and resources to support schools to incorporate existing rights-based practice into the development of new curricula. Specific support from challenge advisors, in relation to rights-based practice in the new curriculum, will commence in the Autumn Term 2021.	UNCRC evidence in individual curricula and robust monitoring process developed for measuring the impact of this.	Ongoing, consistent approach to rights-based workforce and governing bodies have a plan to challenge advisors and schools to embed the UNCRC in to their work and teaching.	Yes	Yes		Yes					
Work with teachers and learners to tackle issues around gender stereotyping in schools, particularly in relation to sporting activities.	Kate Phillips		Enhance participation across all areas of sport within the curriculum and extra curricular activities. Identify and reduce barriers to participation.	Increased uptake in range of sporting activities and involvement from all genders. School leaders and governors to monitor participation and address gaps.	Very limited by Covid and school closures	Audit provision available across secondary schools and identify barriers to participation in order to formulate a plan to address	Address key barriers to participation to increase uptake.	Ensure sporting activities are engaging and relevant to all learners and uptake is monitored to allow for gaps to be identified and addressed		Yes							
Support schools and other learning environments to promote a greater awareness of equality and diversity issues in schools.	Helen Morgan-Rees		Ensure that all governing bodies have an equality plan which is relevant, reviewed regularly and addresses emerging issues and trends	By monitoring governing body minutes and via school improvement visits and reports	Ongoing training offer in relation to Additional Learning Needs, EAL and Looked After Children	Link with Education Senior Officer for Equalities and School Improvement. Teams to consider mapping guidance / information / activities at school level	Consider best approach to support schools to monitor strategically. Consideration with governing bodies.	To ensure all school senior leaders and governing bodies have a plan to enhance equality and diversity across both the curriculum and wider school life.		Yes							
Transform the schools' estate to meet demand and respond to the developments set out within the local development plan (LDP) whilst ensuring community benefits from contracts, carbon reduction and progressive improvement to access to infrastructure in schools.	Brian Roles		Further transformation of accommodation & facilities for pupils	Effective planning of places & enhanced accommodation & facilities	Education needs re LDP sites clearly recognised	Further detail in light of LDP progress	Further detail in light of LDP progress	Phased delivery of agreed investment in line with LDP timescales		Yes	Yes						
Living standards: Tackle poverty and help support independent living																	
Continue to implement the revised Poverty Strategy and ensure that tackling poverty is everybody's business. To focus on utilising data to target support, employability and financial inclusion.	Anthony Richards		Further embed Tackling Poverty as Everyone's Business approach. Target support that addresses needs and meets demand. Reduce barriers so that people can reach their potential.	Swansea Council Poverty Forum facilitates cross departmental working and development. The targeting of services is informed by data and coproduced where possible to ensure services are accessible, meet the need and are utilised successfully. Services empower people to achieve their potential.	May 2021 - Process planning and resourcing underway.	Coproduction of strategy revision. Draft strategy developed. Revised strategy approved and published.	Progress driven to achieve priority actions inline with revised strategy priorities.	Continue to understand the learning from the delivery of the strategy to inform service improvements for and with our residents.									Yes
Create employment & training opportunities for the long-term unemployed and economically inactive through community benefit clauses in contracts.	Phillip Holmes	Ongoing activity	Creating employment and training opportunities for economically inactive and long term unemployed	Corporate PIs in place (POV07 and BBMA1)	POV07 - 6380 targeted recruitment and training weeks created, BBMA1 - social benefit clauses in 23 contracts	Ongoing activity - social benefit clauses in contracts, targeted recruitment and training weeks created	Ongoing activity	Ongoing activity									Yes
Support individuals to overcome their barriers to employment through co-ordinated person-centred employability support.	Andrew Chapman	Ongoing	To enable individuals to overcome barriers and enter sustainable employment. To support individuals move forward towards sustainable employment.	Reported numbers enrolled/engaged on programmes, numbers into work, numbers access employability related training. Quality - Client case studies	The team have supported 197 people into work and enrolled 490 people in programme activity from 01.04.20 - 31.03.21.	To enrol over 800 people in programme activity and support over 250 into employment.	To maintain performance of previous year and build in line with target audience and labour market	Move towards a dual support service of helping people maintain employment whilst continuing to support those out of work									Yes
Support our most vulnerable adults to remain safe and independent at home, by implementing the Adult Service model and rebalancing our service offer to focus on prevention, reablement, and recovery.	Simon Jones	end March 2022	People in Swansea will have access to modern health and social care services which enable them to lead fulfilled lives with a sense of wellbeing within supportive families and resilient communities	We will help people to keep safe and protected from harm and give opportunities to exercise voice, choice and control in all aspects of their lives. Our services will focus on prevention, early intervention and enablement and we will deliver better support for people making best use of the resources available supported by our highly skilled and valued workforce.	The Covid pandemic presented Adult Services with unprecedented challenges Adult Services, and the success of our response continues to inform our Transformation agenda for the years ahead.	- Better Prevention & Better Early Help - Keeping People Safe - Enabling & Promoting Independence - Integrated Services - Financial efficacy All objectives/priorities delivery supported by a focus on Quality Assurance and review to support ongoing improvement	As set out within Adult Services Transformation programme and linked to Regional Programme	As set out within Adult Services Transformation programme and linked to Regional Programme	Yes								

Through a Getting it Right for Every Child programme, implement a new whole system, integrated approach to focus early help and prevention services to improve well-being for children and young people, and support to families.	Simon Jones	By end March 2022	By 'Getting it Right for Every Child', we will be doing what matters to make things better for children, young people and families	Better outcomes for children Safe LAC Reduction strategy	Through the Covid-19 pandemic, Child and Family Services has implemented emergency measures to ensure the safety of vulnerable children, our staff, and the community with whom we work. Our focus was to meet statutory duties under the Social Services and Wellbeing Act, 2014 (Wales), and delivery of core business to children and families at risk in Swansea. That is the safety and wellbeing of children and young people, including those children who are on the child protection register, those who are care experienced and care leavers. With children whose needs required a Care and Support Plan receiving a proportionate response through our range of early help and preventative services.	Working closely in partnership to focus on prevention and early help. The Council is implementing an Early Help Hub, a new Edge of Care Service and more integrated front door arrangements involving a wide range of professionals.	As set out within Child & Family Improvement Programme and linked to Regional Programme	As set out within Child & Family Improvement Programme and linked to Regional Programme	Yes					
Invest to improve housing and build more energy efficient Council homes and support the building of affordable housing to help meet housing need, reduce fuel bills, regenerate estates and bring wider well-being and economic and employment benefits.	Jane Harries		Complete the Compliance phase of WHQS by 31/12/21 to satisfy each equality objective for existing housing stock. Develop 1000 new energy efficient affordable homes over the next 10 years, as part of an overall target to deliver 5000 affordable homes with RSL partners.	Compliance of 40 elements of WHQS are reported to Welsh Gov. Statistical Team to monitor outcomes of all social housing providers. Completion and handover of energy efficient homes.	At end 2020, total compliance of 57% of stock with 43% categorised as Acceptable Falls on 1 or more of the 40 elements. 54 homes completed to date and a further 39 are currently on site and will be completed by the end of 2021.	Continue compliance programme to achieve 70% or greater complete compliance. This percentage is in line with other social housing providers out comes. Completion of 39 new homes by the end of 2021. Monitoring of specifications to monitor the performance of the homes.	Commence maintenance phase of WHQS which will contribute to further total compliance. Continue to develop energy efficient homes in line with the Council's development plan, and look for opportunities to acquire buildings to convert to affordable housing.	WHQS Maintenance phase will introduce further statutory requirements relating to fire safety and decarbonisation of existing housing stock by 2030/31. Look at a range of delivery methods to increase delivery of affordable housing, by working with development partners and RSLs.	Yes	Yes	Yes	Yes		
Prevent homelessness and support people to maintain their tenancies to help provide stability and security for families and communities by implementing the Council's homelessness Strategy 2018-22.	Steve Porter		Aims to provide everyone with access to good quality advice, accommodation, and support at the earliest opportunity to prevent homelessness	Key indicators will continue to be measured in relation to Homelessness Prevention, Tenancy Support, Rents and Estate and Tenancy Management	Homelessness Strategy reviewed in 2020, Estate Management Strategy reviewed and updated	Continued monitoring of key strategies/action plans and performance indicators. Rent Strategy review to be completed	Continued monitoring of key strategies/action plans and performance indicators. Homelessness Strategy to be reviewed in conjunction with the Housing Support Grant strategy	continued monitoring of key strategies/action plans and performance indicators. Review of estate management and rents strategy	Yes				Yes	
Explore creating our own energy venture to provide low-cost energy to homes helping to tackle high domestic fuel bills and fuel poverty.	Martin Nicholls				This project has been out on hold but could possibly align with the future Lagoon project									Yes
Support tackling climate change and help eradicate fuel poverty and boost economic development through energy efficiency measures in social housing.	Jane Harries		WHQS programme 2003-2021 has improved thermal performance of properties to reduce fuel poverty. It has also invested £0.5 billion to the local economy	The SAP rating in council owned homes has increased to an average of 68, which is above the WHQS target of 65	HRA Capital programme spent £33m in stock, much of the investment being targeted at improving thermal performance	Further investment of circa £50m plus on further fabric upgrades and introduction of renewable technologies, to improve thermal efficiency and reduce carbon	Continued investment in maintaining WHQS and roll out of pending decarbonisation regulations to provide low carbon heating and power solutions to reduce carbon emissions in council housing	Continued investment in maintaining WHQS and roll out of pending decarbonisation regulations to provide low carbon heating and power solutions to reduce carbon emissions in council housing to achieve zero carbon by 2030.		Yes	Yes	Yes	Yes	Yes
Work with others to provide sustainable, accessible and low carbon transport and infrastructure providing improved and cheaper connectivity and mobility.	Martin Nicholls	Ongoing Activity	Help develop the South West Wales Metro concept; Continue to seek improvements in infrastructure (roads, lighting and EV) and traffic management; Continued development of active travel routes.	The Metro will be a visible product; More efficient street lighting; Increased EV infrastructure; An increase in both the number and patronage of active travel routes.	The Metro concept is being worked up on a Regional basis with Welsh Gov / T/W assistance; tbd; Ongoing (CL)	Further studies re: rail opportunities and business case development; Sustainable Transport Strategy to be developed; Continued investment in Active Travel		Metro development will be a long term programme of works which will contribute towards other 'wins' each year as it develops (e.g. when we consider transport hubs and facilities provided, which in turn supports and promotes active travel).					Yes	Yes
Implement the local development plan (LDP) that supports the regeneration of Swansea and promotes sustainable communities.	Phillip Holmes	Ongoing activity	Balanced development of the county											Yes
Promote Digital Inclusion and access online services by providing citizens with lifelong learning opportunities to undertake free computer courses and training.	Sarah Lackenby	Ongoing activity	Digital inclusion is high in Swansea, this aims to meet the needs of those residents that are not currently online or would like to develop their confidence using digital channels	Take-up of online channels, numbers of residents supported, feedback	541 enrolled to access digital literacy learning, including 87 who received over the phone IT support to get online during Covid shielding period, plus Lifelong Learning provided access to equipment, resources and support (Apr20-Mar21). Strong referral networks set up to and from services and groups like Swansea Working, Financial Inclusion Officer etc. Promotion of wider support e.g. Digital Communities Wales courses to promote digital inclusion especially during the pandemic. Training provided to upskill Lifelong Learning staff to deliver online learning including videos, resources and live sessions and ensure they could support learners to access the online and blended learning opportunities. Upskilling courses also provided to wider staff and external partners who work with families across Swansea, to ensure that they had the skills to deliver interactive sessions via Zoom and Teams during lockdowns to maintain support.	Ongoing IT support provision to get people connected is available directly and for referral. Basic IT courses and learning opportunities in Digital Literacy scheduled for whole year. IT workshops and accredited IT learning will also be delivered.	Expand and develop our online learning and blended learning provision in Digital Literacy, offering acceleration and learning pathways for absolute beginners to more advanced Digital Literacy learners.	Ongoing provision will be dependent on funding from WG and local authority. Aim to expand on progress, including enhancing our IT support service as a wider council provision.	Yes			Yes		
Help to address the impacts of Welfare reform, such as supporting people to claim the full benefits they are entitled to so that they are able to maximise their income and promote access to affordable credit.	Jane Storer		Maintain and increase benefit entitlement to claimants	Number of successful tribunals; the number of enquiries dealt with; money raised and the amount of debt addressed	Responded to 62 enquiries; represented at 3 successful appeals; Raised £66,759.10	To develop on line training courses	To deliver more online training courses to staff of the Local Authority to increase their knowledge and capacity	For Welfare Rights to be a mandatory training course for staff of the Local authority	Yes	Yes	Yes	Yes		
Review the Council's approach to procurement to secure local economic and community benefits, in line with sustainable development principles.	Chris Williams	By end March 2022	Deliver additional value through inserting and mapping of social, economic, cultural and environmental benefits achieved.	Tracking and monitoring system will provide data	CMT have agreed focus on contracts £1m+. Officer development group created	Finalise new model with Cabinet	Implementation of model with review and adapt as appropriate	Consider value gained / review, and expansion of model				Yes		Yes
(a) Provide a range of preventative and family support services, such as the Families First programme.	Simon Jones	By end March 2022	Doing what matters to make things better for children, young people, and families. Better Prevention & Better Early Help	Less children and young people to require statutory intervention from Social Services by receiving the right help when they need it. More children and young people are supported to live safely where their needs are best met	Covid-19 pandemic, and subsequent lockdown requirements resulted in Child and Family Services implementing a number of emergency measures in line with local corporate and national guidance. The Early Help Hubs are working closely with schools and a range of professionals since their launch in April 2020 to ensure children in need of care and support and their families get the right support at the right time.	Working together to achieve what matters and supporting our service users to be safe and well. Helping children to remain living safely at home with their families and be the best that they can be. Providing the right services at the right time	Focusing on quality and outcomes. Further developing and improving our pathways and processes with partners at a local and regional level with a continued focus on family support, prevention and early help.	As set out within Child and Family Improvement programme and linked to Regional Programme						
(b) Provide a range of preventative and family support services, such as the Families First programme.	Mark Gosney	Ongoing	Deliver a range of services to improve outcomes for our vulnerable families in a variety of areas. This would improve family support, lead working, ALN, early year, etc.	Families report their situation has improved due to our interventions in a number of areas.	5874 individuals supported via FF funded projects. 672 distance travelled evaluations showed forward movement. 566 families reported an improvement in family resilience. 430 families feel they can contribute to changes in their lifestyle or behaviours. 565 parents are more able to support their child's learning and development. 708 individuals improved their emotional wellbeing.	Provide a delivery plan for Families First to Welsh Government. This will highlight the implementation for 21/22 going forward including any adaptations or development. We are also introducing a new contract monitoring system which includes a Performance Measurement system to ensure compliance and services are effective and making an impact for families.	Continue to review and improve the programme via the Commissioning cycle.		Yes	Yes		Yes	Yes	Yes
Raise awareness of the availability of Disabled Facilities Grants (DFGs) particularly in terms of disabled children and young people.	Jane Harries		Ensure individuals receive the disabled adaptations they need to help them remain living independently at home.	Monitoring numbers of DFG enquiries / child enquiries compared to previous years to confirm demand remains constant.	DFG enquiries down slightly in 2021 due to Covid pandemic restrictions.	Continued monitoring of enquiries, numbers expected to return to pre-covid numbers.	Ongoing monitoring.	Ongoing monitoring of demand - current demand is being delivered within current capital budget provision, so care needs to be taken not to oversubscribe demand if additional awareness campaigns are planned.	Yes				Yes	

Support initiatives that will increase Swansea's urban tree cover, improve awareness and understanding of our natural environment (including opportunities for schoolchildren) to improve access and learning about the natural environment in order to promote health and well-being.	Phillip Holmes		Adoption of Tree Strategy for the protection and good management of trees on Council owned land along with targets for new and replacement planting. School biodiversity awareness raising events/projects. Delivery of a programme of public environmental events and activities all of which will improve access to and engagement with Swansea's natural environment with its associated health and well-being benefits.	Tree Canopy coverage increase across the County (excluding A&H side back). Biodiversity events rolled out across all schools and included as part of the curriculum. Increased no of volunteers committed to improving and maintaining our local natural environment.	Tree Strategy drafted. Trees and Development Supplementary Planning Guidance (SPG) drafted. 230 heavy standard trees and 2800 whips planted. Environmental management projects undertaken. Biodiversity awareness raising projects at 15 schools. Environmental literature published. Events restricted due to Covid 19	Tree Strategy & Trees and Development SPG adopted/implemented. Continued roll-out of tree planting projects. Re-commencement programme of biodiversity and environmental education training within and outside schools and provision of additional resources. Continuation of environmental enhancement projects including access improvements working in partnership with other organisations and volunteers	Continuation of tree planting, training, awareness raising, practical environmental improvements and enhancements across the County	As for 22/23 indefinitely							Yes
Improve access to and maintain the quality of our parks and greenspaces. Continue with the delivery of wildflower planting and management and engage with local communities to encourage volunteering and to support them with enhancing and maintaining their local greenspaces and wildlife sites to improve health and well-being.	Tracey McNulty	ongoing	active communities taking pride in their local areas.	Sustainable Friends groups; active campaigns and engagement with volunteers in the community.	Communication and dialogue maintained with our community groups, committees and volunteers and Friends of Parks during the pandemic; Partnership with Keep Wales Tidy increasing opportunities for beach and parks clean ups. All community centres supported during the pandemic with help and advice on funding and regulations, reopening and restarting activities.	Resume active face to face support for the community, new community support officer in post to facilitate Community Action. Strategy agreed for delivering a county wide play park scheme with Members; community coordinator role for volunteering and parks development agreed as part of the Recovery Plan.	Deliver the parks and playground projects and rescope the parks development and volunteering remit for the service; support community centres to work alongside other facilities in the districts as 'hubs' for their community.	Sustainable community volunteering and resilience.	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Develop policies and plans to improve green infrastructure in deprived areas as a health equality action.	Phillip Holmes		Multifunctional GI, adapted for climate change, providing a healthier and more diverse environment through smart sustainable solutions.	Increase in GI and tree canopy coverage	GI strategy adopted for city centre and targets identified	Preparation of draft County wide GI Strategy together with GI Supplementary Planning Guidance (SPG) in support of LDP. Ward by ward mapping of GI coverage and identification of potential improvements commencing with more deprived areas.	Continuation of ward mapping and delivery of GI improvements. Adoption of GI Strategy and SPG	Continual delivery of GI improvements across the County. Monitoring and review of performance indicators in relation to 2030 and 2044 targets							Yes
Continue with Active Young People Interventions across all schools/communities in order to increase participation in sport and physical activity, included targeted interventions to those in areas of deprivation.	David R Jones	On-going	Every child has sport and Physical activity as part of their lifestyle. Improve physical literacy for all school age children and pre school children in readiness for school entry Ensure access to a wide variety of affordable and accessible high quality competitive and recreational opportunities for all.	Extensive external auditing and statistical reporting by sport Wales on a bi-annual basis. Comprehensive outcome based reporting and recording against Sustainable Swansea and WBGFA goals via "snapshots" External audit by Sport Wales and Welsh Gov against agreed targets	Free access participation opportunities within communities, parks and after school through externally funded programmes (Active People/Park/Lives/Walking projects).	Capacity building with community clubs and associations to support structures and sustainability. Prioritise programmes of activity for communities with lower than average participation rates. Facilitate grants application from clubs and organisations within communities in targeted areas. Deliver a range of afterschool and community activities	Develop programmes based on joint research with Sport Wales following survey and research reports and insight derived from local projects and those in partnership with the wider South West Wales region.	It is likely that the service will be part of a regional Sports Partnership due to funder (Sport Wales) strategic reorganisation plans Ensure target communities within Swansea are identified and included as a priority within regional plans.		Yes		Yes			
Undertake a range of equality-focused activities at the Glyn Vivian Art Gallery, Swansea Museum, Dylan Thomas Centre and Swansea's libraries working with groups such as children & young people, disabled people, BME and LGBT communities.	Tracey McNulty	ongoing	As above objectives - a welcoming provision of community arts and cultural facilities where our all our communities feel included and where our activities reflects their own lived experiences and cultural heritage communities and needs.	Sustainable audience development and delivery plans; audience participation data capture demonstrating diversity is growing; customer/organisational feedback from partners;	Most programming was switched online during the Pandemic; when possible, the services offered a range of free access targeted workshops delivered across venues for schools, children, young people etc. NETS, older people, people with disabilities, BAME and LGBT communities and free drop-in activities for families. Activities include grant funded projects at OVA6 and DT Service.	Increased opening and capacity, delivery of grant funded and recently agreed inclusive programmes; agree the '22 calendar for rescheduling events such as Pride and Festival '22 activity.	Deliver a full programme based on our rescheduling and reworking our communities back to the venues, alongside the education and outreach plans to be shaped for audience development and delivery of the city centre arts strategy and new cultural strategy.	Long term sustainable cultural programming for all our communities.	Yes	Yes	Yes	Yes	Yes		
Continue with The Passport to leisure scheme, which allows for discounted entry/tickets at our venues (including the Freedom Leisure sites and Plantasia) and some external ones too. Raise awareness of Cultural Services and identify any barriers to participation via engagement with key equality groups, such as the BME Sports Forum.	Tracey McNulty	ongoing	Opportunities for shared governance and consultation to ensure our strategies, projects and future policies reflect the needs of those we are seeking to engage with.	projects developed in partnership with community groups; structured, accessible formats for feedback and input to future planning.	Progress with the cultural hub and community hub in the city centre; establishing a range of Sports Development fora to discuss specific issues and develop operational plans with key areas of work including BAME/Disability/Gender.	Formalise a way of working with the communities in the cultural and community hubs in the grand theatre and oxford st.; deliver the Experience Centre in the city centre to capture response and experience through arts and culture in order to develop 'human centred' public spaces, where digital and cultural assets create a better sense of place and use.	Develop a strategy for culture in collaboration with partnership, through understanding barriers and responses; shared governance structures for key initiatives and strategies; deliver year one of the PhD research programme for cultural policy.	Cultural Policies and strategies fully informed by understanding the needs of our communities and visitors to the city.				Yes			Yes
Support improvements to access public transport by bus for disabled and older people, as well as families with young children.	Cath Swain	ongoing	Improved information in formats accessible to all. Bus stop infrastructure improvements. Vehicles to comply with the Voluntary Welsh Bus Quality standards	Annual review of number of bus stops that have raised kerbs. Audit of all bus services and operators to ensure compliance with vehicle quality standards.		Annual review of number of bus stops that have raised kerbs. Audit of all bus services and operators to ensure compliance with vehicle quality standards.	Working with Transport for Wales on national standards for bus stop shelter infrastructure and electronic information / real time information.	Implementing proposed new legislation regarding the provision of public bus services by Welsh Government and Transport for Wales. Working on a regional basis through C.JCs.					Yes		
Improve access to the infrastructure around pavements, roads and parking provision for disabled and older people, as well as families with young children. Review current consultation with local access groups to improve physical access to buildings and services. (Suggested change to: Improve the highway to encourage use by disabled, older people and families with young children. To encourage environmentally friendly modes of transport and improve participation in public life.) Participation: improve how we engage with and involve people and communities in matters that are important to them and decisions that we make	Stuart Davies / Lee Davies	ongoing	Improved access to highway infrastructure for disabled, older people and families with children.	Satisfaction by access groups and residents.	Gorsionin to Groswend - Safer Routes Scheme completed	Successful completion of Safer Routes in Communities and Active Travel Schemes. Comply with best practice guidance on safety maintenance of highways. Accessibility dropped kerbs are installed in all footway maintenance schemes.	Successful application for WG grants to complete further schemes.		Yes		Yes				
Continue to implement 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	Julie Gosney	On-going	The Children and Young People's Rights Scheme seeks to put children's rights at the heart of Council decision making processes that affect children and young people.	Annual Report on progress made in relation to Scheme produced for 2019/20 and a Bridging report complete with recommendations for 2020/21.	Children and Young People's Rights Scheme redeveloped based on work with cyp, practitioners and national organisations. Consultation on the draft Scheme and mechanisms for listening launched June 2021	Based on findings of consultation, CR Scheme to be launched, implemented and an associated action plan produced for the Children's Rights Network. Mechanisms for listening to cyp to be developed, pilot and launched.	New CR Scheme in place with implementation plan driving developments. Inclusive engagement and co-production with cyp to inform and direct all areas of work.	Children's Rights remain embedded in Council infrastructure and all departments are able to demonstrate rights based practice. Mechanisms for listening to cyp are embedded and meaningful engagement with this group becomes part of the fabric of Council decision making processes.	Yes	Yes		Yes		Yes	Yes

Review work with communities, organisations and 'friends' groups to encourage and enable greater community ownership of assets and services and to ensure their long-term sustainability. Support the establishment of a Poverty Truth Commission to bring together key decision makers with people who have direct lived experience of poverty to work together to bring about change.	Geoff Bacon		Review of CAT policy	Updated policy, revised constitution	Internal and political consultation	Communication of revised policy	Resource required in community services to support						Yes
	Anthony Richards		The Swanseae Poverty Truth Commission puts those with lived experience of poverty at the heart of decision making. The Commission will identify its own priorities to work on during the life of the Commission.	Commission launched. Priorities identified. Outcomes achieved. Evaluation complete.	Sufficient funding secured. Host organisation in place (SCVS). Facilitation Team recruited. Commissioner recruitment underway.	15 Community Commissioners & 15 Civic & Business Commissioners recruited. Priorities identified. Swanseae Poverty Truth Commission launched with public launch event.	Commission facilitated to work on identified priorities. Outcomes achieved. Closing event. Evaluation complete.	Potential to run a 2nd Swanseae Poverty Truth Commission to be explored.				Yes	
Continue to modernise public engagement in local democracy and Council decision making through accessible meeting times, web broadcasting, electronic voting and e-petitions.	Huw Evans	Ongoing	Increased public participation	Public Participation	Work on hybrid policy and constitutional changes is being undertaken following LGEWA. Electronic voting has been utilised in Council and Cabinet meetings. Work on e-petitions to be finalised.	Hybrid policy and constitutional changes	Continued amendments to constitution	Continued amendments/review of Constitution					Yes
Continue to strengthen the Welsh language service and language services generally offered by the Council by providing basic language training for front-line staff.	Sarah Lackentby	Ongoing activity	Increase in the number of Welsh speakers	Annual Review of Performance (2021/22)	A Welsh Language Training Group has been established to identify training needs in support of the Welsh language. This has included the development of a mentoring scheme to support Welsh learners. Courses have been run at Myrnedad Level 1 (years 1 and 2) and Sylfaen level 2 (year 1). Due to Covid restrictions, it has not been possible to run 'face to face' courses for non-IT User front-line staff.	An introductory "Taster" session has been run to encourage future participation. The Welsh Language Training Support Group will revisit the potential for 'face to face' courses for non-IT User front-line staff. It is intended to run further Courses at Myrnedad Level 1 (years 1 and 2) and Sylfaen Level 1 (Years 1 and 2) commencing in September 2021.							Yes
Make community budgets available so that local people can decide together with their representatives what their local priorities are.	Geoff Bacon	Annual budgets	To ensure full spend whilst allowing ward members to meet the needs of their areas	Delivery of internal schemes and effective budget management for other uses e.g. donations, activities	On target to meet full spend	Full spends on community budgets plus an additional £1m for Highways projects and £1m for play projects	To continue to support budget management by building good relationships with ward members and help delivery of internal schemes						Yes
Provide the opportunity for local citizens to influence how policies are written and services are delivered through a revised Consultation & Engagement Strategy, ensuring that consultation and engagement is inclusive and undertake awareness raising activities.	Rhian Millar	Dec 2021	Consistent approach to consultation and engagement across the Authority	Clear process for consultation and engagement throughout the Council and greater involvement of citizens in the decisions we make.	Draft strategy developed, however needs to be updated to reflect the lessons learnt from COVID - the strategy is going to CMT on the 9th of July and then will be discussed at the new Strategic Equalities and Future Generations Board so they can agree what changes (if any) need to be made. The board is yet to have agreed dates as it only in its infancy.	Formal approval of the Strategy by Council following further consultation	Wide promotion of the Strategy throughout the Council to ensure its embedded	Continued review of the Strategy					Yes
Build upon the development of a Corporate Co-production Strategy with inclusion of a Toolkit for use by staff across the Authority.	Lee Wenham	March 2022	Increase in coproduction across the Council and clear guidance for staff to undertake coproductive activity	Greater awareness of staff and an increase in coproductive activity	Co-production Strategic Framework developed	Work with the Strategic Equality Group to further develop the framework and draft action plan. Develop e-learning materials and a toolkit for staff and teams looking to use coproduction in service design, development and changes	Continue to review coproduction activity across the Council	Coproduction embedded within the Council					Yes
Progress the Ageing Well Forum and focus on priorities identified for exploration and discussion as matters that are important to those ageing well within Swanseae.	Julie Gosney	On-going	In Swanseae, the "Ageing Well Forum" is about meaningful and inclusive opportunities for Citizens 50+ to be heard in decisions that affect them. The "Ageing Well Forum" and "Ageing Well Information Network", both aims to encourage the widest possible engagement of citizens 50+ in Swanseae and broader who and how we engage citizens and ensure inclusion of individuals, community groups, special interest groups, forums and engage older citizens that may be living in residential or supported living and others who have not traditionally engaged.	Active and inclusive engagement of citizens 50+ decisions that impact on their lives at a Local, Regional and National level. Influencing decision making at a strategic and service delivery level to ensure that developments that impact on the lives of citizens 50+ are fit for purpose and where possible co-produced.	Prior to the pandemic the "Ageing Well Forum" in Swanseae moved around communities in order to improve accessibility and encourage new participation from local residents and groups. Topics previously covered within "Ageing Well" sessions and events had been initiated and voted on by community members from a wide range of groups, forums and also individuals. The following "Ageing Well" community sessions and events took place post pandemic and these included Digital Inclusion, Communication, Health and Well Being, Transport/Getting around and Staying Safe. Although engagement work has had to change over the past year due to the pandemic, there has been opportunities for new ways of working and new subjects to be explored. Examples of continued provision within the community include: On-line "Ageing Well Information Network", Regional citizen engagement panel with the Older Person's Commissioner, Citizens 50+ on-line recruitment panels, Local Area Co-ordination - Community initiatives & Lifelong Learning Service (Digital inclusion support, telephone 121 support & Digital Cafe initiative)	The "Partnership & Involvement Team" have recently recruited a dedicated "Older Person's Partnership & Involvement Officer" who's remit and purpose is to embed the LIN Principles for Older Persons and ensure effective and inclusive mechanisms are in place to enable the participation and engagement of citizens aged 50+ yrs, in all decisions that affect their lives and ensure their views are heard and listened to. The newly appointed officer will work with citizens to consult on and co-produce a renewed forum/mechanisms to ensure the widest involvement of citizens in decisions that impact on their lives and bring decision makers and citizens together to work coproductively on fit for purpose service delivery in Swanseae.	Engage citizens 50+ in Swanseae's recovery plan following the pandemic, future commissioning of services and ensure effective and inclusive mechanisms are in place to achieve the PSB commitment of an "Age Friendly City" status. The strategy and action plan will include citizen engagement and opportunities for co-production identified.	Developments will start in late 2021 to establish a local "Ageing Society Strategy" with implementation and action planning in line with WG & Older Person's Commissioner for Wales to roll out an "Age Friendly Wales". The strategy and action plan will include citizen engagement and opportunities for co-production identified.	Yes	Yes	Yes	Yes	
Promote "SMART" working with our equality forums, ensuring they all have clear terms of reference, work plans and schedules. Ensure better engagement with Council departments and Councilor Champions. Facilitate the establishing of Women's and Inter-Faith Consultative Forums.	Rhian Millar / Catherine Window	TBC 2022	Better engagement with equality forums	Terms of reference agreed, work plan and schedules in place	Leadership held a discussion about the Equality forums and were encouraged to engage with the forums more in the future. An initial list of proposed areas that would be subject to engagement with the forum was produced, however the Covid pandemic means that this list now needs to be reviewed. Covid has posed a significant challenge in the continuation of our equality forums, however we have adapted and our forums have begun meeting again. Ensuring we have good engagement mechanisms in place for priority groups has been highlighted as a key priority for the new Strategic Board and going forward we can address this action with the support of the board.	Strategic board to review the role of equality forum and workplan and initial schedule produced	Rolling schedule of activity do be undertaken	Continued roll out					Yes
Clarify and further promote the role of Councilor Champions, ensure better engagement with consultative forums and establish links with the Strategic Equality Group.	Rhian Millar / Catherine Window	TBC 2022	Better alignment of Council Champions with consultative forums and Strategic Equality and Future Generations Board	Councilor champions fully informed and involved with the groups and board		Develop a role description for Councilor Champions so responsibilities are clear Communicate work of the Strategic Equality Group so Councilor Champions can easily engage with the group	Review of Councilor Champion involvement in light of the work plans and schedules across Equality Forums	Continued involvement of Council Champions					Yes
Clarify the Equality Staff Representative role, including the expectations of them in their role, ensuring those nominated are able to regularly take part in co-ordinating meetings and training and that they are linked to a wider knowledge base/support network for advice, evidence and support.	Rhian Millar / Catherine Window	Dec 2021	A well functioning group which ensures that Equalities is being embedded through the Council.	Regular group meetings, workplan produced and group linked in to the Strategic Equality and Future Generations Board	Group established and terms of reference agreed. Head of Service tasked with reviewing membership from their areas	Terms of reference revisited to take into account COVID, regular meetings established following the successful implementation of the Strategic Equality and Future Generations Board	Workplan produced arising from the work of the board	Continued involvement of the Staff Representatives					Yes
Support the continued development of community hubs across the Council area ensure that all staff involved have full equalities training	Geoff Bacon		Opening of City Centre Community Hub	Successful completion of Physical renovation of former BHS. Working Community Hub model in place to be rolled out to wider communities	Purchase of BHS complete. MDT mobilised	Planning consent achieved. Contractors appointed. Operational model agreed.	Complete refurbishment and open.	Roll out model to communities					Yes
Address the significant issues with the Council website, key aspects should be developed co-productively. Consider use of more "hover over" facilities for key words where pictures are shown. Be mindful of problems with PDFs/tables for screen readers.	Liz Shellard	01/08/21	The upgrade of our website is a key priority within the Digital Strategy and Achieving Better Together, the Councils Recovery and Transformation Strategy, as the council moves into autumn 2021 with improved accessibility. It aims to meet AA standard using WCAG 2.1 guidance using principles of co-production to improve accessibility for a wide range of user needs.	User testing, site feedback, analytics software, use of accessibility software to monitor content added to the website, monitoring and assessment by external groups and organisations e.g. Disability Liaison Group	Content has been transferred to the new site and reworded using the principles of clear English / Welsh. PDF usage has been reduced where possible by taking important information out of PDFs and adding it to webpages, to make it accessible and easier to find in search. Design elements and styling are being added with accessibility and ease of use in mind. One significant development was to take the Grand Theatre content of the current council site and to build a stand-alone website to improve accessibility and ticket sales once COVID-19 restrictions are lifted.	The sites will go live and the new booking system will follow. Future-proofing the site for accessibility changes has been done by updating the website templates and framework, allowing easy future changes. Accessibility tools are already used by the Web Team, but more options are being explored to provide training and troubleshooting for web developers and wider staff members. Promotion of equality matters is continuing on Staffnet, and many new areas of content are being developed with services, e.g. climate change and sustainability.	Apply the same principles to the staff intranet to improve accessibility and efficiency for staff members on the new Staffnet site. Continue to act on feedback to make improvements to the site, online forms and processes. Monitor third party portals and applications to ensure they are as accessible as possible.	As WCAG guidance is altered, upgrade the website and its templates to keep up with the changes. Explore translation tools to provide more languages beyond English and Welsh especially third party portals. Expand more digital services on the website and further develop the customer account				Yes	

Develop more easy read and plain English resources.	Rhian Milar / Catherine Window	TBC 2022	More easy read versions of Council documents available and a greater use of easy read across the authority	An increase in Easy Read documents	<ul style="list-style-type: none"> • Departmental Equality Representatives facilitated a session with Swansea People First on Easy Read/Plain English • Public Service Board funding has trained a number of officers in producing Easy Read documents • A new Consultation and Engagement Strategy is being developed which clarifies responsibility around easy read and other alternative formats • Social Services are working co-productively with Swansea People first in developing Easy Read/Plain English formats 	<ul style="list-style-type: none"> • Raise awareness with staff on the importance of producing Easy Read and Plain English documents • Share best practice internally from areas within the authority who are at the forefront of developing Easy read and Plain English documents • Consult with users to understand where people would benefit from more Easy Read and plain English resources 	Key documents produced in easy Read	Key documents produced in easy Read							Yes
Continue steps towards Swansea becoming a Human Rights City; explore how we could embed the UN Convention on the Rights of Persons with Disabilities and the UN Convention on the Elimination of Discrimination Against Women in the same way as with the UN Convention on the Rights of the Child	Rhian Milar / Catherine Window	TBC	Swansea to become a Human Rights City	Human City Status achieved	PSB has agreed to sign a Statement of Intent to Swansea becoming a Human Rights City	<ul style="list-style-type: none"> • Establish a board to drive and shape the workplan to achieve Human City Status. This will need to be shaped by engagement with the community 	Embed Human rights in everything we do, actions to achieve this will be confirmed by the board	Continue to work under a Human Rights framework					Yes		