



Report of the Director of Social Services

Safeguarding People & Tackling Poverty Corporate Delivery Committee -
27 June 2022

Annual Review of People Policy Development Committee Work Programme 2021-22

Purpose:	To provide the new Safeguarding People & Tackling Poverty Corporate Delivery Committee, with an overview of the progress made to date by the People Policy Development Committee, in relation to the work programme for 2021-22, any work still outstanding and to identify recommendations to the appropriate Cabinet Members for future development work in the new Corporate Delivery Committee.
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For Information	

1. Introduction

- 1.1 The purpose of the Corporate Delivery Committee is to develop corporate strategies, policies or direction for consideration and adoption by Cabinet and / or Council as appropriate. The work programme links to policy commitments and corporate priorities agreed by Council. The specific role of the previous Policy Development Committees (PDCs) was to focus on policy development & delivery by in depth analysis of policy issues and consider future policy. The PDCs were also charged with considering mechanisms to encourage and enhance public participation in development of policy and policy

options and consider where appropriate to invite relevant organisations / individuals to contribute to policy development discussions.

- 1.2 This Annual Review report covers the Municipal Year 2021-22, and the work of the People PDC. The Chair and Vice Chair of the People Policy Development (PDC) were selected in May 2021, and a work programme was subsequently agreed shortly thereafter. This annual report summarises the outcomes of this work programme, from the period commencing at the meeting 21st June 2021 to date. Whether there is any left tasks outstanding from this work programme, to inform consideration of a work programme for the Safeguarding People & Tackling Poverty Corporate Delivery Committee in 2022/23.
- 1.3 The People PDC Chair was asked to support the Council policy work arising from lessons learned during the pandemic, how we are supporting the most vulnerable people, in particular, and whether there are opportunities to coproduce new ways of working. The Committee agreed to look at the following areas as part of its work plan:
 - Young Carers strategy
 - Employability-
 - Swansea Council's volunteering strategy
 - Children and Young People's Rights Scheme.
- 1.4 The People Policy Development Committee also held a workshop on the Council's Volunteering Strategy in October 2021.

2. Outcomes from the People Policy Development Committee

2.1 Young Carers Strategy.

2.1.1 Why, who, when, task set

Work commenced early in 2021. The Council's Principal Officer for Early Help, Partnership and Young People, with responsibility for young carers, supported by the service leader based in YMCA Swansea Young Carers provided a series of excellent presentations to the People DC about how well we are supporting Young Carers in and around Swansea. The young carers support service was the subject of a Council procurement and tendering process early in 2021, and the People PDC were kept informed of developments. The Committee supports the scale and ambition of this new, emerging service. It was pleased to engage with the broad vision to create an inclusive movement, transforming communities so that young people belong, contribute & thrive.

2.1.2 What, added value

The Committee were present to support the formation of a Young Carers Board, and to enhance their work in co-producing and reshaping a new young carers service. To support the deployment of young carers champions within communities and schools. To support a programme to enhance the physical and mental wellbeing of young carers. The Committee also sought to support progress towards a locally coproduced young carers strategy, building on work undertaken regionally. The People PDC supported Young Carers Action Day in March 2022 with theme focusing on 'Tackling Isolation'. The YMCA Swansea Young Carer have an enhanced training offer to Council staff to grow awareness of young carers and their individual, unique wellbeing needs.

2.1.3 Outcome

Work on Swansea young carers strategy still to be finalised.

2.1.4 Outstanding

In terms of the provision being dependent on grant funding (ICF), there remain questions about how alternative funding could become available in 2022/23, and already key staff posts are being identified as "at risk". Work on a local implementation plan to address these issues was still on-going in March 2023.

2.2 **Employability**

2.2.1 Why, who, when, task set

The Council currently delivers five employability projects, they were all developed in a variety of ways, from top-down nationally conceived projects to bottom-up locally designed and delivered regional partnerships. The People PDC was kept informed on the following projects by the Council's Principal External Funding Officer, External Funding Manager and team:

- Workways+ (WW+)
- Communities for Work (CfW)
- Communities for Work+ (CfW+)
- Workways+ STU
- Kickstart (commenced Dec'20 in response to Covid-19)

Until July 2021, the Council also delivered the Cam Nesa (CN) project which operated for a 3-year period. During late 2020, and in response to the Covid-19 pandemic, the Kickstart scheme was established as part of the UK Government's Plan for Jobs with the aim of creating hundreds and thousands of new, fully funded jobs across England, Scotland and Wales. Swansea Council applied for funding to become an Employer and Gateway.

2.2.2 What, added value

The People PDC chair was aware that Poverty PDC was also considering this area. The People PDC recognised the need to focus efforts on how any changes to the Council's service offer, linked to new national funding arrangements, could impact on the most vulnerable people, care leavers and NEETS. The People DC helped ensure that Council employability offer reflected the employment needs of the most vulnerable, through their revised offers. That project would encompass a more flexible approach in terms of the eligibility for those individuals who could access the provision, so it could be available to all age categories, and flex the employment needs for each placement to special needs, as well as providing wrap around and mentoring support.

2.2.3 Outcome

Currently, following the Covid-19 pandemic it is clear the employability landscape has changed. As the furlough ended in September 2021, there are sectors facing significant workforce shortages. Where there is an abundance of job vacancies across a range of sectors, there is a shortage of suitable people to fill posts. All employability programmes internal and external remain geared up to support those seeking employability mentoring, training and career advice, and to support sectors like health and social care, education and public services. The Pathways to Work scheme, for example, was the subject of a successful collaborative bid to the UK Government's Community Renewal Fund. The project provides pre-engagement support, employability support, skills support, advancement of digital skills, job clubs and would provide a more flexible approach to employability. The scheme involves 6 delivery partners including the YMCA, Barnardo's, Gower College Swansea, Swansea Council for Voluntary Services (SCVS) and Techno-camps. It was hoped to develop bespoke pathways including digital pathways into employment.

2.2.4 Outstanding

The current employability programme is as always dependent on grant funded programmes which to a large extent shapes their work with certain cohorts/population groups. There is a constant question mark about the provision going forward, when EU funds and our current programmes end in Dec 2022, and what the council would we like to see in the future and how should any new programmes look, subjecting to funding. It is hoped that the UK Shared Prosperity Fund is expected to have less constraints and requirements than EU funding, and further announcements are expected. It was proposed by the External Funding Officer that a further report could be brought back to the Committee towards the end of 2022 to link in with this emerging agenda.

2.3 Children and Young People's Rights Scheme.

2.3.1 Why, who, when, task set

Children's Rights Co-ordinator provided regular updates on the Children and Young People's Rights Scheme. Also, on the findings of a public consultation on the Children's Rights scheme, in terms of priorities for children and young people, and a report was approved by Council in November 2021.

[Update on Children and Young People's Rights Scheme](#)

2.3.2 What, added value

Some key themes emerging from the consultation, including two important safeguarding issues facing young people:

- Equality for the LGBTQ community of young people
- Safety of young women in public spaces
- Votes at 16
- Protecting the local environment and climate change
- Swansea as a Human Rights City

The People PDC supported the Council's efforts in each of these priority areas.

2.3.3 Outcome

Children's Rights work and that of the forum work are now focusing on co-production with groups children and young people, in designing coordinated responses to these complex areas,

2.3.4 Outstanding

No future work is planned, though the Committee offered to receive follow up reports or update on developments.

2.4 Swansea Council Volunteering Strategy Development

2.4.1 Why, who, when, task set

Work in this policy area commenced in October 2021, under the leadership of the then Interim Head of Adult Services, alongside the leads within Swansea Council for Voluntary Service, who informed the Committee that volunteering strategies had successfully been established in other Welsh Local Authorities. Currently many officers across the Authority were responsible for service areas which are managing volunteers, for example in Education, Cultural services, St. John's Day Centre, Libraries, etc. The intent is that systems would be put into place to bring all the information on the deployment of volunteers together in one place. Also, that a Council Volunteering Strategy would provide consistent guidance on the expectations, the support needed and managing any workplace or safeguarding risks.

2.4.2 What, added value

The People PDC recognises that some regional work has already been done to progress this matter. The Chair acknowledged the opportunity to build on the lessons learned during the pandemic including the increasing number of volunteers coming forward, their vital support, examples of good practice in putting their enthusiasm and energy to work into new service areas, and how Council resources for volunteering- recruitment and training have been developed to support this growth. The Chair of the People PDC sought to ensure there was “value” for both the volunteers as well as the Authority. The strategy was to acknowledge that there is a wide spectrum of formal and informal volunteers as well as those who volunteered on a long-term basis. The benefits that volunteers could gain by being able to access training, and records when obtaining future employment.

To ensure that Safeguarding risks and issue are managed to comply to Council’s corporate safeguarding policy, and, particularly for those volunteering to work with or around vulnerable adults, and children. To develop links with Community/ Town Councils and Resident Association in their employment of volunteers to ensure that standards are met

2.4.3 Outcome

People PDC recognises the value volunteering has in strengthening communities, building networks and in support of a sustainable approach to social care. The committee through its work learned of the many examples of how volunteers have supported services to the most vulnerable during the pandemic, often putting their own wellbeing needs to one side. The Committee actively supports the value placed on volunteering work, and the efforts to raise the profile of volunteers within our workforce. The Committee also helped to bring together examples of what is and has been working well from all areas of the Council and within Swansea.

2.4.4 Outstanding

Work on Swansea Council’s guidance on volunteering and the systems to support this work is still progressing with the support of Swansea Council of Voluntary Service and building on best practice from all areas of the Council.

2.5 **Other policy areas considered**

2.5.1 **Financial Assessment Guidance (for Social Services Charges)**

Specific policy guidance was anticipated to explain how the discretionary elements of how financial assessments are understood, and actioned on behalf of the Council, in support of the Council’s Social Services Charging policy. The Annual Review of Social Services

Charges 2021-22 has since been undertaken and approved by Cabinet. [Annual Review of Charges \(Social Services\) 2021/22](#)

3. Conclusion

3.1 Concluding work of the People PDC

Overall, the People PDC received a wide range of presentations and reports which generated many questions and discussions amongst the Committee. The PDC meetings made positive suggestions in relation to the further policy development and added value to new or revised policies. Building on the good work undertaken by Social Services in relation to embedding co-production in their services, the People PDC have continued to advocate for collaborative, co-produced policy work across the Council and to strengthen joint networks to support this work.

3.2 Looking ahead

The new Safeguarding People & Tackling Poverty Corporate Delivery Committee will have to agree a work programme for 2022/23. Initially there will have to be consideration of how the two policy areas, Safeguarding people and Tackling Poverty, come together and the priorities based on commitments the Council has made in the revised Corporate Plan and publicly.

4. Integrated Assessment Implications

4.1 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 socioeconomic 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.

- 4.1.1 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 social, economic, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.
- 4.1.2 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.
- 4.1.3 An IIA screening form has been completed with no impacts identified from this For Information report.

5. Financial Implications

- 5.1 There are no financial implications.

6. Legal Implications

- 6.1 There are no legal implications.

Background papers: None

Appendices:

Appendix A - IIA Screening form