

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 2021/22	Intended actions to be undertaken this year (2022/23)	Planned actions for next year (2023/24)
Steps in the Equality Plan, i.e. to deliver the Equality Objective							
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)	Swansea Council expects that vulnerable people in Swansea are kept safe and protected from abuse and neglect. Safeguarding vulnerable adults and children is both a corporate priority, and well-being strategic outcome within the Corporate Plan (2020-22). This is now widely understood as 'everyone's business', by our leaders and elected members and our workforce, partner organisations and the individuals who are carrying out work on behalf of the Council, by implementing a corporate wide approach to safeguarding vulnerable people the Council has to ensure there are clear lines of responsibility and accountability in all service areas of the Council, and that we are involving representatives of partner organisations in this work. We have to be clear of our duty to report, 'Spot it, Report it!', and how we work together in response. Swansea Council's safeguarding policy has a strong focus on prevention and duty to report placed on all public service officers. The policy aims to make sure our work covers the full extent of potential, contextual safeguarding risks and concerns posed to vulnerable people, such as child sexual exploitation, modern slavery, radicalisation, etc. Reflected in the new corporate safeguarding policy are the key elements needed to ensure safeguarding remains 'everyone's business'.	See Corporate Plan 2021/22 Next Steps	TBC following Annual Review of Performance (2021/22)
Work with partners to raise awareness around Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) and put in place effective and timely interventions and support.	Paul Thomas / 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. A monthly monitoring takes place across the sector to measure referral numbers and trends. This is analysed for performance measures.	IDVA Project received 1542 referrals for high risk DA victims, and the DA Hub received referrals for 3185 children linked to incidents of domestic abuse. While crisis response remains a priority focus has also shifted on to Community based Primary Prevention, working with education and the specialist sector, as well as a renewed emphasis on working with perpetrators. The National Training Framework rollout continues with 100% of local authority staff trained in the VAWDASV Group 1, and 199 staff receiving Group 2 Ask & Act training.	Continue to work towards the objectives of the Swansea VAWDASV Strategy, with consideration of the new WG National Strategy objectives	Coproduct of a new local VAWDASV Strategy, utilising the new National Strategy Objectives, and monitoring, needs assessment and gap analysis of previous years.
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.	Swansea Council aims to help vulnerable people to keep safe and protected from harm and give opportunities to exercise voice, choice and control in all aspects of their lives. We offer a range of high-quality services focusing on prevention, early help and we deliver better support for people making best use of the resources available supported by our highly skilled and valued workforce. Adult Services is supporting more people in innovative ways, and the Council has remodelled more of its service delivery to focus on reablement, respite and people requiring complex care to help build resilience in the social care market. The Adult Services Service model continues to focus upon well-being, and building resilient communities through a commitment to early intervention, prevention and enablement. We can achieve the best possible support for people making best use of the resources available supported by our highly skilled and valued workforce. Our transformational ambition for Adult Services is based on our vision, our objectives and service priorities as we move forwards. We have to carefully balance service level objectives within a financial context, therefore our service plan is firmly based on implementing a sustainable model for adult social care. By ensuring co-production underpins our planning and commissioning we are delivering services with people, rather than for them. There is high demand for social care assistance at the front door, and for social care assessments completed by frontline social work teams, with people receiving ongoing care and support, including support to carers as a result. We are challenging historic ways of working through a new practice model, 'Collaborative Communication', which focuses on working with the rights, strengths, outcomes, voice, choice and control of individuals.	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
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 / Riaz Hassan	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.	99 members of staff completed the HC e-learning on the Council portal from 1/4/21 to 31/3/22. 44 people attended Victim Support virtual training arranged by Council in this period. Police to establish a HV perpetrator MARAC where Council will be a key partner initial meetings held in 2021/22.	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.

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.	Arts, Culture and the Creative Economy: - Swansea Council signed up as a city-partner in The World Reimagined project Swansea Museum: - Continued to lead positive social media campaigns around themes such as Pride, Black History Month and Holocaust Memorial Day. - School programme on theme of Atandora Star highlighted the Italian community and discrimination encountered during WW2. - In partnership with City of Sanctuary, we developed and designed the initial panels to open the travelling small exhibition for the delayed 10 year anniversary celebration. Libraries: - Increased creation of online content to support diversity issues and held Drag Queen story times. (Libraries) Special Events: - Delivered / Supported Swansea Pride as an outdoor event again for the first time since the pandemic. - Continued to build on Croeso, Swansea's St David's event celebrating Welsh Culture, trade and food. - Continued to provide Welsh Language entertainment as part of the programme for major events	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 in Swansea. Arts, Culture and the Creative Economy: - Delivery of The World Reimagined and Festival 22 projects. Swansea Museum: - Continue to participate in key days and months - Continue partnership with City of Sanctuary supporting the developing exhibition before hosting the final exhibition. - Attend key events with LGBTQ community to explore widening the collection and loans for a potential exhibition 2023/24. - Assist Community Cohesion Team with a potential travelling exhibition on Gypsy Traveller heritage. Special Events: Deliver and support a programme of major events to include Croeso, Galwad and the Christmas parade.	Develop a new Street Arts and performance festival celebrating diversity
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 / Alison Williams / Gary Mahoney	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	During 2021-22, work has included the development of a co-ordinated Early Years Support System, improved access to Speech, Language and Communication Support and Early Years workforce with training to support a great understanding of Physical Literacy for Pre School training, along with Early Help Hubs, ensuring early, timely and effective identification and interventions for children in their early years. Data from our Flying Start programme shows that the proportion of children performing at their expected age in Personal and Social Development increased from 40% on entry to the programme to 72% on exit from the programme. Similarly, in Language and Communication, the proportion of children performing at their age expected outcome at entry to the programme increased from 22% to 51% on exit from the programme. In Mathematical Development, there was a 29% increase in the proportion of children performing at their expected age on exit from the programme compared to entry into the programme and a 20% increase in the proportion of children reaching the expected milestones in Physical development on exit from the programme, compared to entry into the programme.	Engaging in Vanguard approach to introduce and develop systems thinking; Development f thematic groups around key areas of work to explore integrated ways of working.	TBC
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.	During 2021-22, externally verified examinations, the collation of teacher assessments for earlier stage key assessments and the national categorisation of schools also remained suspended. Despite the lack of performance information in relation to externally verified examinations, we have continued to assess progress against our Education Directorate objectives, Business Unit objectives and Performance objectives. Overall, performance against key objectives is good and for the majority of objectives reflects a status of suitable progress, addressing the priorities in most aspects. Our Education Directorate continued to monitor a wide range of data on information about learners, school staff, school buildings and learning outcomes through using Management Information Systems (MIS) including SIMS and Capita ONE. National data collection continues to be suspended as a result of the Covid-19 pandemic. Our recent Edyn inspection demonstrated that we have made good progressing is supporting positive outcomes for vulnerable learners during the Covid-19 pandemic and as we begin to recover.	Engage with emerging accountability and evaluation measures in order to understand gaps.	Share new data sets with schools.
Raise vocational aspirations and skill levels in the workplace, contributing to the development of ambitious, skilled young people and adults by providing apprenticeships.	Phil Holmes		Volunteering, Paid work opportunities and traineeships created within the Authority to support young people and adults to gain work experience and develop employability skills. Establish a coordinated approach to apprenticeships	A reduction in the number of young people who are NEET and adults who at Long Term Unemployed or Economically Inactive.	Expansion on the roll out of Paid work opportunities across the Council. 105 opportunities were created, 56 placements have gone ahead under Kickstart and Workways. There are 71 apprenticeships currently running within Council departments.	Paid Placement project to commence to establish 50 x 6 month paid placement opportunities across Council departments to commence in 2022. Coordinate Council apprenticeship opportunities via an apprenticeship Officer.	Continued roll out of paid placement scheme. Establish a coordinated approach to apprenticeships within the Council departments.
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	On going	Support NEET young people in to Education Training and Employment and improved wellbeing	A reduction in the number of young people who are NEET	The proportion of school leavers who were NEET in 2021-22 was 1.6% representing a small increase from 1.5% in the previous year.	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.
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		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	1,792 course enrolments (Including 240 Essential skills, 460 Digital Literacy) 245 Courses delivered with 1250 unique learners.	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.

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 Katie Spendiff	On-going	children's rights are an integral part of the curriculum within Swansea Schools	A smooth transition from RRSAs to rights in the curriculum is made.	During 2021-22 we have reviewed our Children and Young People's Rights Scheme and revisited our County wide consultation and engagement mechanisms. This year we have worked with Children and Young People to co-produce a number of indicators to inform the development of Swansea's Children's Rights Scheme based around the five principles of our agreed rights based approach. During 2021-22, work has also been undertaken by Young People in secondary schools, the Education Directorate and our Democratic Services team, to promote awareness about new legislation which allow young people in Wales to vote from age 16 yrs.	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.
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 update 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 new priorities for recovery from the pandemic	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.
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.
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
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	May 2022: Strategy revision scheduled for 2022. Swansea Council Poverty Forum has met monthly and Financial Inclusion Steering Group has met quarterly.	Coproduction of strategy revision. Draft strategy developed. Revised strategy approved and published.	Progress driven to achieve priority actions inline with revised strategy priorities.
Create employment & training opportunities for the long-term unemployed and economically inactive through community benefit clauses in contracts.	Phil Holmes	Ongoing activity	Creating employment and training opportunities for economically inactive and long term unemployed	Corporate Pis in place (POV07 and BBMA1)	POV07-7839 targeted recruitment and training weeks created, BBMA1-social benefit clauses in 21 contracts	Ongoing activity - social benefit clauses in contracts, targeted recruitment and training weeks created	Ongoing activity
Support individuals to overcome their barriers to employment through co-ordinated person-centred employability support.	Jo Thomas	Ongoing	To enable individuals support 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 348 into employment and enrolled 695 onto the programme from 01.04.21 - 31.03.22.	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
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, rehabilitation, 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.	<ul style="list-style-type: none"> 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

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	These are challenging times for children, young people and families, and the Council has met all challenges, continuing to deliver core services to children and families in Swansea with creativity, passion and professionalism. We expect the best possible outcomes for the most vulnerable children and their families, and we are taking wide range of steps to achieve our vision: "Doing what matters to make things better for children, young people and families" Within the overarching Child and Family Services Improvement Programme –Swansea are taking forward an innovative Systems Thinking Approach to bring together all partner agencies working to the same vision. The success of systems thinking is already demonstrated in the work of Early Help Hubs which are directing the right help at the right time to children and families. More children and families are being supported through early help hub. Already in 2021/22 there has been a reduction in number of children on the child protection register and the average number of days children are placed on child protection register. There is still work to do, as the impact of the pandemic on children, their mental health and wellbeing, and the strains on families as we emerge from restrictions into the pressures of a cost of living crisis. Swansea still has a higher number of children registered on child protection register at birth, and part of the Council's offer to families is more and more linked to poverty reduction and building supportive communities. Our corporate approach to safeguarding is also helping to protect children at risk of harm and abuse, as everyone's business. Through contextual safeguarding we are managing risks to children as new forms of abuse and exploitation occur outside the family. Being able to 'see' children regularly, listening to what matters, providing intensive support and high quality services to our most vulnerable children, young people and families is central to how we work. It has been a real challenge, given the social restrictions, and the complexity of needs we are working with. We are also focusing on the wellbeing of our workforce, as staffing is likely to be an issue across the whole social care sector and building strategies to manage this challenge. Swansea's Children and Young People's Rights Scheme ad Children's Rights work and that of the forum work are coproducing and designing coordinated responses to many complex areas, such as Safety of young women in public spaces. Voting at 16, Protecting the local environment and climate change, Swansea as a Human Rights City and Equality for the LGBTQ community of young people. Swansea's young carers are supported toward better wellbeing and with their rights as children, in partnership with Swansea YMCA Young Carers 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
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.	Sarah Jordan		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 Govt. Statistical Team to monitor outcomes of all social housing providers. Completion and handover of energy efficient homes.	WHQS target (with acceptable fails) was reached as of 31/12/2021. The Council is in the WHQS maintenance phase. WG are currently reviewing and updating the WHQS and will implement the WHQS2 from April 2023.62 new homes completed to date. 36 on site to be completed in 22.26 acquisitions completed by end of 21/22. 13 in programme to start in 22, 43 to start in 2023.	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.
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	The Homelessness Strategy and Action Plan now sits within the Housing Support Grant Strategy (2022-2026). This is in the process of being updated and finalised with a sharp focus on rapid rehousing.	Continued monitoring of key strategies/action plans and performance indicators. The pandemic has brought pressures on temporary accommodation and the focus in 22/23 will be to move people on and support to help them successfully maintain tenancies.	Continued monitoring of key strategies/action plans and performance indicators. Homelessness Strategy to be reviewed annually in conjunction with the Housing Support Grant strategy. The Rapid Rehousing Transition will continue in 23/24 and beyond.
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 put on hold but could possibly align with the future Lagoon project		
Support tackling climate change and help eradicate fuel poverty and boost economic development through energy efficiency measures in social housing.	Sarah Jordan		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
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.	Corporate Joint Committees will be progressing regional transport arrangements and plans	Further studies re: rail opportunities and business case development; Sustainable Transport Strategy to be developed; Continued investment in Active Travel	

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	Delivery against LDP indicators	Ongoing	Publication of 3rd LDP Annual Monitoring Report (AMR) in October 2021. If the AMR recommends that a 'Review Report' on the LDP be prepared, undertake this to identify those areas of the LDP which are delivering and performing well, and those areas where changes are considered necessary. This process will also set out any requirements for work to commence on a Revised LDP. Continue to progress key sites allocated in the LDP through the planning application process and work with developers to ensure schemes are delivered on site.	Subject to the findings of the 3rd LDP AMR and Review Report, undertake initial key stages of the replacement Swansea LDP, including publishing the LDP Deliver Agreement
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	This year we launched a new and improved Council website in August 2021. Our new website has been tested via browser extensions e.g. Axe which is used by Government Digital Services, and also SilkTide. Both have shown a significant improvement, compared to the previous website with most pages meeting AA standard using the W3C 2.1 guidance. During 2021-22 we used a blended learning approach to Digital Inclusion training and support. During this year there were 1250 unique learners registered on Lifelong Learning Courses including Digital Literacy, Essential Skills and Learning for Life.	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 accreditation and learning pathways for absolute beginners to more advanced Digital Literacy learners.
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 817 enquiries, represented at 19 successful appeals, raised £1,014,532.85, £77,670.63 of debt addressed.	Introduce first-tier resources following successful Economic Recovery Fund bid.	To deliver more online training courses to staff of the Local Authority to increase their knowledge and capacity. Secure sustainability of first-tier resources.
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	During 2021-22, we have continued to build upon our approach to sustainable procurement and the incorporation of sustainable procurement principles based on revised Wales Procurement Policy issued in 2021. Our approach enables our Procurement Officers to engage with services at the very earliest stages of procurement and to consider value from every stage of a project from planning, inception and to completion. In addition, our approach to procurement takes into account wider social values such as safeguarding, equalities and environmental issues, in addition to financial costs and traditional value for money criteria.	Finalise new model with Cabinet	Implementation of model with review and adapt as appropriate
(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	We are helping children to remain living safely at home with their families and be the best that they can be. Our services will focus on prevention, early intervention, and enablement and by working in partnership we will deliver better support for people making best use of the resources available supported by our highly skilled and valued workforce. The Council continues to improve a preventative and wellbeing offer to families and communities. Coproduction is part of how we work, develop our services and in shaping new responses. Covid-19 crisis impacted on demand for family support services in Swansea and we have needed to implement urgent, additional support for families evidence by high demand at the front door of Swansea Council's social Services. Swansea has five multi-agency hubs, making use of the Signs of Wellbeing framework, incorporating safeguarding, access to Domestic Violence services and Youth Justice services that help improve behaviours and prevent family breakdown. Improving our preventative services offer to coordinate a multi-agency response in reducing the risk of harm to children and young people and within families. Our Bays+ service have a new vision and designing services based on what matters to young people with an improved Info-Nation building, a 16+ Panel and When I'm Ready' service. We are taking the opportunity to learn lessons from the recent pandemic, in terms of what worked well, for example how we support our volunteers, how we engage with community groups, how intergenerational work can lift and inspire. Our Corporate Parenting group is working with children and young people on what the key areas of a best life are, the main areas for development for each area. PAN West Glamorgan project is parent-led, supported by professionals and runs parent café, working for a more compassionate and humane response to parents who may be at risk of losing their children, or who have lost their children to the care system. Regional Adoption and Foster Wales continue to offer vital opportunities for children and young people to live within supportive families. 'All people live in welcoming communities that provide friendship, mutual support, equality and opportunities for everyone'. LAC vision statement. In response to the pandemic Local Area Coordination coverage was expanded across the whole of Swansea and working with other partners was at the heart of the Council's response to mitigating the impact of lockdown on our residents and communities.	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.
(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.	Ongoing	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.
Raise awareness of the availability of Disabled Facilities Grants (DFGs) particularly in terms of disabled children and young people.	Sarah Jordan		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 / demand still below pre Covid levels, despite ongoing promotion of assistance available through social media and websites.	Continued monitoring of enquiries, numbers expected to return to pre-covid numbers.	Ongoing monitoring.

Complete the Carers Strategy as a matter of urgency.	Simon Jones	By end March 2022	People in Swansea and their unpaid carers, 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.	Carers who are supported to improve their own wellbeing. Carers Assessments completed during the year	Support to carers is an area that the Council has acknowledged needs to improve. Swansea Social Services has been actively involved in the development of a Regional Carers Strategy, through West Glamorgan Carers Partnership Board to develop a plan important to take a regional approach, locally we are improving our support the need of unpaid carers across Swansea, and we now have a Swansea Carers' Action Plan, to enable us to improve the lives and experiences of carers living in Swansea. The plan includes: <ul style="list-style-type: none"> • Agreed priorities • Areas to improve practice • Inform commissioning of carers services • Positive impact on the delivery of services for Carers • Ensure we meet our legal duties towards Carers • Improved relationships • Partnership working Building on our partnership with Swansea Carers Centre and utilizing grant funding available to us, we are piloting a new model of undertaking proportionate Carers' Needs Assessments. When unpaid carers are identified at our Common Access Point they are offered a proportionate Carers' Needs Assessment which will be undertaken by staff at Swansea Carers Centre. Feedback from unpaid carers has been positive and it has helped us identify areas where we can improve During the pandemic Social Services developed a process and procedure to provide PPE to family or friends who provide care to their loved ones. This has been developed in partnership with Swansea Carers Centre, they will be responsible for the delivery of the PPE, they also provide a 10-day following up call to ensure the family are managing they can also offer a range of additional support. This model was used as the foundation of the Welsh Governments PPE recommendations for unpaid carers. Swansea Parent Carer forum continued to meet virtually during the pandemic. They have co-produced a FAQ leaflet in partnership with Social Services, been part of the task and finish group working to develop a pilot Parent Carers Assessment model and met weekly with Social Services to discuss any issues that arise.	The regional strategy which informs local actions sets out targets for improving the support offered to carers, under the following four areas: 1. Ensure work continues to promote early recognition of Carers and Young Carers so that they are signposted to information and support in a timely manner. 2. Develop and continue to provide information, advice, assistance and support to Carers and Young Carers enabling them to make informed choices and maintain their own health and well-being. 3. Work co-productively with the Carers on an individual and strategic basis so that their contribution is acknowledged and voice is heard. 4. There is improved partnership working between funders and service providers (for Carers). This will result in Carers moving easily between partner organisations, Carers being able to access sustainable 3rd sector services which are funded on evidence of need and outcomes. Assistive Technology is also essential to our preventative, early intervention model, and in support of carers	Develop and embed Carers strategy locally
Develop further opportunities for disabled adults, including looking at expanding our social enterprise base	Simon Jones	By end March 2022	Support to our most vulnerable people to be re-able and recover so that they are able to return to living an active and productive life	Reablement completed during the year	2021-22 has been another very challenging year for everyone. During the pandemic we recognise that without the support of day, employment and support services, there has been increased pressure on individuals, carers and extended families, on their physical and mental wellbeing. Swansea Council's co-production strategy and, people-based commissioning is supporting new and innovative ways to be inclusive and supportive within our communities. Our close working on regional partners, for example on the Hospital to Home/Rapid Discharge models, and a wide range of services including reablement, respite and supported living are supporting more and more people with complex needs in their own homes. Collaborative Communication' within Adult Services and Signs of Wellbeing in Child and Family Services help people to focus on what matters to them in having a good life. We are changing the conversation that we have with people about the care and support they may need, building on their own strengths and existing networks. We are improving our offer of direct payments and reviewing progress against the agreed outcomes. We are improving our offer to people with sensory impairment through Welsh Low Vision Service (WLVS) and Sensory Services Team. Building on a pilot funded through the Foundational Economy Fund we have continued to develop micro enterprises. Working in partnership with Swansea Council for Voluntary Service and through local area coordination and direct payments we have supported the development of a range of micro enterprises meeting a range of needs. Current work includes a focus on the development of domiciliary care micro enterprises in areas of Swansea that traditional providers struggle to operate within. Grant funding has been invested in micro enterprises to deliver support to unpaid carers. Western Bay Integrated Autism Service provides direct support for autistic adults. We also provide advice, support and signposting for parent carers of autistic children, young people and adults. Swansea's Employability Team continues to support a diverse range of clients across many age groups into employment. Swansea's CREST Recovery college offers a range of mental health recovery focussed courses, and day opportunities are resuming after the pandemic. We have to acknowledge the efforts of our workforce and volunteers in ensuring our most vulnerable people are supported, and in responding to the new challenges as Swansea welcomes new families and citizens from troubled countries.	We will continue to promote independent living aiming to providing people with the support to live independently in their own home with dignity and respect for as long as they want, and, through a 'What Matters' conversation and collaborative communication approach support people to access a range of work, social and leisure opportunities to help them achieve their own wellbeing outcomes. Adult Services Transformation programme sets out the broad actions for change within the year ahead.	Within the Council's Recovery Plan to carry out cross cutting commissioning reviews in Social Services (employability etc). Adult Services Transformation programme sets out the broad actions for change being considered for the next year (2022/23).
Work: Reduce pay gaps and create a more inclusive workforce that is more reflective of Swansea's diverse communities.							
In our role as an employer, complete the review of Recruitment and Selection Policy as a matter of urgency. This should include looking at better promotion of staff vacancies and apprenticeships to different groups, consider advertising these more carefully to promote representation of BME, disabled people, LGBT community, veterans and women in male dominated roles (and vice-versa).	Adrian Chard		To assure ourselves that our Policy reflects the best support and advice to Managers in the recruitment and selection of best quality candidates and is reflective of the communities we serve.	Policy approved by JCC	We have recently appointed a Recruitment Specialist to identify potential actions the Council could take to improve its approach to recruitment and ensure that the Council is perceived to be a fair, inclusive and a diverse employer. This is part of our new Workforce and Organisational Development Strategy 2022-27. We have also established a Workforce Equalities Group which consists of representatives from each Directorate and staff from each of the protected characteristic groups. The group has been working with the Recruitment Specialist to identify ways in which our recruitment approach can be improved to reach and engage more people with protected characteristics.	Development of Policy, Consultation with GMT, Leadership Team, Equalities Team, TU's and Legal prior to approval with JCC.	Inclusion of Recruitment and Retention and Equalities activities contained in the Workforce Strategy for 2021-24
Review training opportunities to ensure they are fit for purpose. Including: a) Ensure better uptake of equality related training amongst staff, especially front facing staff. b) Ensure middle managers have completed training and are encouraging staff to do so. c) Developing training with equality groups where possible. d) Ensure the opportunities to do these are repeated regularly particularly around unconscious bias, using alternative formats and making a reasonable adjustment. e) Smarter working with others to meet our duty well by investigating sharing some training and consultation activities with other large organisations and/or procure jointly to improve economies of scales.	Adrian Chard		Review and delivery of Updated Mandatory Equalities training (eLearning and face to face)	when training is in place with positive uptake and feedback	We have reviewed and developed our Equalities training module and developed a new Recruitment and Selection module which aims to ensure that Recruiting Managers consider all equality considerations during the recruitment process. We have also been exploring how we progress equalities training to non IT staff users. We have also promoted workshops on 'Unconscious Bias and Cultural Competency' for our staff and explored how to highlight diversity in Council events, news and communications and make best use of diverse job boards and provided further training to our Staff Equalities network to promote their understanding of equalities issues.	Oracle Fusion project includes the development of training provision and reporting via that system. Delivery of updated eLearning training on Equalities issues. Workforce development identified as a key strand in the Council's workforce strategy.	Implementation of Oracle will enable accurate reporting of completion of this mandatory training activity
Collect better data on our workforce and develop better resources to encourage staff to give their personal data for example based upon a toolkit by Stonewall 'what it has got to do with you'. Report on 'pay gaps such as disability and BAME, as well as gender, in future.	Sian Williams				We are continuing to work on an IT solution (via Oracle development) to improve our systems for data collection and synergy between different processes and systems. In addition to our systems work, we have been working through our Workforce Equalities group to explore how we can encourage staff to share personal data and information related to protected characteristics	Following the implementation of the new Oracle Fusion HCM solution, we will include as part of our training and comms for all self-service users the importance of collating this data and will encourage all colleagues to update their details in the new system – the same comms will also be issued to all non-self-service users and we will have online forms, so we cover the entire workforce. Staffnet will also be updated to reflect the most up to date information relating to this, providing the benefits and uses of the data.	

Develop an internal communications rolling programme led by the Equalities and Future Generations Policy Development Committee / Strategic Equality Group to promote training, challenge negative views or attitudes and provide positive messages to staff and Members.	Catherine Window / Rhian Millar	Internal rolling programme start Autumn 2021. On-going thereafter	Staff and members feel well informed about how to access information and advice about equality issues	Staff more informed about where to access information about equality issues. 2 All members know where to access information about equality issues.	Last year, we continued to provide support to significant dates relating to equality and diversity issues, despite major events relating to some of them being cancelled – such as Swansea Pride - due to the Covid-19 pandemic. We provided active support for the online Holocaust Memorial Day event in January and provided support and undertook a range of communication activity on the Human Rights City launch on the 10th Dec 2021. In addition to this we have provided communications support to those council initiatives which have taken place relating to promoting diversity and zero tolerance of discrimination. We are currently creating an external communication programme to promote significant dates relating to equality and diversity issues, e.g. Holocaust Memorial Day, LGBT History Month, International Women's Day, Deaf Awareness Day, Mental Health Awareness Week, Swansea Pride, UK Day of Older People, Black History Month, Children's Day, International Day for Elimination of Violence Against Women, World Aids Day and Human Rights Day.	1. Develop and deliver programme of internal comms when finalised with board and equalities officer	To be agreed with board and equalities officer based on their programme
Health: Seek to promote good physical and mental health and reduce health inequalities through the provision of sport, culture and leisure opportunities and a healthy built and natural environment.							
Address social isolation and enhance quality of life of older people, within supportive communities by extending local area coordination and the range of support and preventative opportunities.	Jon Franklin	Long term ongoing	All people live in welcoming communities that provide friendship, mutual support, equity and opportunities for everyone.	Evaluations. Qualitative evidence, reduced demand for services	Full County Coverage reached at end of 2021, now with 23 Coordinators	Two Academic evaluations underway. Work on improving measuring impact. Leadership team re-established.	
Progress the Ageing Well Forum and focus on priorities identified for exploration and discussion as matters that are important to those ageing well within Swansea.	Julie Gosney	On-going	In Swansea, the "Ageing Well Forum" is a mechanism for Citizen 50+ to be heard in decisions that affect them. The "Ageing Well Forum" and "Ageing Well Information Network" are mechanisms where issues around health & well-being have been explored and sign posting for services, physical activities and support groups communicated.	Active and inclusive engagement of citizens 50+ in decisions that impact on their lives at a Local, Regional and National level. Influencing decision making at a strategic and service delivery level in relation to "Active Ageing" & well-being to ensure that developments that impact on the lives of citizens 50+ are fit for purpose and where possible co-produced.	In June 2021 we developed Swansea's Strategy for an Ageing Society. During August to September 2021, we undertook a consultation with Older People (aged 50yrs +) to identify barriers to engagement and their preferred mechanisms for engagement. We consulted more than 500 Older People (aged 50 yrs +) face to face and a further 236 people responded to an online survey. The consultation resulted in the identification of the following priorities: transport, social isolation, active ageing, services, digital equality, information and communication and improving Swansea. We also reviewed and re-launched our Ageing Well Steering Group in July 2021 to support partnership working and the wellbeing of Older people (aged 50+), extending the reach of our membership to include individuals aged 50+, community groups that support people aged 50+, representatives of the Public Services Board, the Third Sector and partner organisations.	The "Partnerships & Involvement Team" have worked closely with the Health & Physical Well-being Team to communicate the consultation on "Active Ageing". Results of the consultation and action planning for service delivery will form part of the "Ageing Society Strategy" work & be explored & reported via the "Ageing Well Steering Group".	Engage citizens 50+ in Swansea's recovery plan following the pandemic; future commissioning of services and working co-productively to achieve the FSB commitment of an "Age Friendly City" status where health & well-being is a work theme and features throughout.
Improve, expand and diversify leisure, cultural and heritage facilities and infrastructure to help boost the economy, promote tourism to improve health and well-being, promote community cohesion and provide economic benefits.	Tracey McNulty	ongoing			Swansea Museum: - Supported planning phase for World Reimagined. - Development bid for museum extension completed Destination Marketing & Management: - Delivered marketing campaigns with different messaging throughout the year. - Secured ERF funding to support recovery, include year 2 of 3 subsidised Marketing partner fees. - A Tourism Support Fund for accommodation improvements and secured Iolo Williams for sustainability campaign around wildlife and biodiversity. Special Events: - Supported the creation of the Arts Arcade, repurposing the old Cranes Music Store into a new temporary / moveable Cultural Venue. - Overseeing the makeover of Swansea's Amphitheatre with a view to bringing it back into use as an outdoor cultural venue - Supported the Copr Bae project, including the development of new city centre outdoor event spaces. - Manage the new digital skin at Swansea Arena, promoting events both at the arena, in Swansea in general, and the cementing the skins place as a cultural asset in its own right. - Supported both the World Reimagined, Festival 22 and Galwad as new cultural events for Swansea in 2022 - Continued to build & develop a programme of major events. This has enabled both residents and visitors an opportunity to return to some form of normality in a safe and enjoyable manner, whilst also supporting the recovery of the local economy, having been in lockdown for so long following the pandemic	Swansea Museum: - Support groups participating in world reimagined - Submit bid for extension June 2022 - Re-building Swansea exhibition (post-war reconstruction) Libraries: - Reaching out to non library users and hard to reach groups in response to IIA for Library Hub Project and library service action plan. - Build on work undertaken by Stories Futures Project and World Re-imagined Destination Marketing & Management: - To deliver agreed Recovery Plan for Tourism including support for the sector and marketing campaigns - recruit for and deliver the new community volunteering and parks development roles - adopt the new Destination Management Plan - contribute to the Toilet Strategy; - develop the plan for Copr Bay and City Centre Arts Strategy at the new Coastal Park - support the flood defence work and collaborate on enhancement schemes with Mumbles Community Council - new campaigns for tourism agreed Special Events: - Provide a programme of major national and international events helping Swansea to raise its profile as a major city in Wales - Continued to build, develop and deliver a programme of major events positively supporting the recovery of the local economy. - Develop the use of the city's new event spaces. - Complete the refurbishment of the Amphitheatre and bring it back into use with a range of events and activities - Develop the use of the new digital skin as a cultural asset. - Deliver the events ERF funded projects.	Active programming within a new Cultural Strategy
Manage and protect Swansea's green spaces, coastline, beaches and parks for recreation and play, to encourage tourism, protect the environment and support health and well-being.	Tracey McNulty	ongoing	Accessible and well maintained attractions and destinations offering a range of physical and recreational opportunities for visitors and residents; sustaining the local and city economy.	Clean and well maintained facilities with active volunteering and participation in local community activity e.g. beach cleans; delivery of the park play strategy offering a more equal distribution of play and recreation facilities; adoption of the new five year Destination Management Plan in partnership with Trade; continued improvements in young people's health and wellbeing as captured with the universities and schools; continued and in some situations, increased	Swansea Museum: - Natural history Gallery opened with focus on climate change and biodiversity - Development of linked school sessions - Outreach talks re-established - Preparatory meeting held and successful expression of interest for House of memories project. - Swansea museum continues to act in partnership with Teclona Sailing who provide sailing opportunities on Olga for young people other targeted groups including adults recovering from mental health issues and substance misuse. - In 2021/22 426 people were taken sailing which included 31 youth sail days and 13 residential including 7 adult recovery sails Special Events: - Made open spaces available to local business and residents to allow them to continue their indoor lives...outdoors during the pandemic. - Support the creation of the Swansea Pop Up. Allowing residents to dine outdoors both during the pandemic and recovery stages of the pandemic in order to meet others socially in a safe environment. - Operate a one stop shop for the management of outdoor spaces, ensuring they are used in a safe and sustainable way. - Oversee and deliver a programme of major events both in the authorities parks and beaches. - Deliver and support a number of major sporting events and activities encouraging residents and visitors to take part in healthy activities	To deliver agreed Recovery Plan for Tourism including support for the sector and marketing campaigns; recruit for and deliver the new community volunteering and parks development roles; adopt the new Destination Management Plan; contribute to the Toilet Strategy; develop the plan for Copr Bay and City Centre Arts Strategy at the new Coastal Park; support the flood defence work and collaborate on enhancement schemes with Mumbles Community Council; new campaigns for tourism agreed. Swansea Museum: - School sessions to be piloted. - Develop further interpretation on biodiversity through butterfly collection and explore further options with council, biodiversity team - Volunteer programme to resume June 2022 - Explore potential rural mental health project with Rural Development Programme - Continue Teclona partnership Special Events: - Review the use of open spaces to reach a balance between open access and preprogrammed use. - Develop the Swansea Pop facility into an annual activity. - Deliver a new Ironman 70.3 event. A World Para Series triathlon event and a para festival in Swansea for the first time	Delivery of agreed plans in 21/22 including new tourism campaigns; cultural programming and new outdoor facilities and public spaces in the city centre, mumbles and S&A Launch the new Destination Management Plan

Build on the legacy of Swansea's bid to be UK City of Culture by active participation in Culture 21 Pilot programme - 'culture in sustainable cities'. This will include using culture to promote intercultural dialogue and respect for cultural diversity and help address access, communication, progression and governance.	Tracey McNulty	2021 and ongoing	to embed cultural policy as one of the key principles for a sustainable city, alongside economic and environmental considerations.	Adoption of the nine policy commitments for culture in sustainable cities:	Special Events: - Supported the creation of the Arts Arkade, reposing the old Cranes Music Store in to a new temporary / moveable Cultural Venue. - Supporting both the World Reimagined, Festival 22 and Galwad as new cultural events for Swansea in 2022 - Continue to build on Croeso, Swansea's St David's event celebrating Welsh Culture, trade and food.	Expand on the pledge for other services in the authority; reprogramme and fully reopen venues reflecting the learning of the Pilot programme; deliver the city centre Arts Strategy; Develop the brief for a new Cultural Strategy with Stakeholders and partners; Special Events: - Support the delivery of both the World Reimagined, Festival 22 and Galwad as new cultural events for Swansea in 2022 - Deliver and support a programme of major events to include Croeso, Galwad. The Christmas parade.	Delivery of agreed plans in 21/22 including new tourism campaigns, cultural programming and new outdoor facilities and public spaces in the city centre, mumbles and SA1 Launch the new Destination Management Plan
Provide art, culture and heritage opportunities in order to boost skills, confidence, self-esteem, aspiration and health and well-being	Tracey McNulty	ongoing	An inclusive programme of partnership work with community groups, schools, colleges and universities that supports participation and progression in a structured way.	Well attended and supported exhibitions, projects and programmes in our communities; good news stories with our schools and colleges; delivery of our commitments to the Corporate Parenting and Tackling Poverty strategies; increased measurements of fitness and participation in our Active programmes.	Swansea Museum: - Looked After Children work experience opportunities developed. - Future intentions/actions - School work experience to resume June 2023 - Explore opportunities if Cultural Apprentice scheme is renewed. Special Events: - Cranes building re-posed as Arts Arkade - Croeso Event – delivered bilingually - ERF supported removal of parks lettings fees for community activity Swansea Grand: - Additional partnership with Grand Ambition to develop Swansea based programme and improve links to local talent. - Engage with producers and promoters to expand programme to surpass pre pandemic levels.	Libraries: - Resume face to face working with our communities where possible; source funding for libraries as community hubs and integrate strategies for participation and measuring outcomes with the universities' support - Work towards becoming a Library of Sanctuary in Swansea Swansea Grand: - Continue expansion of programme. - Improve infrastructure to further facilitate assisted performances. - Diversify communication techniques to reach identified digitally isolated groups.	Full programme delivered following the pandemic, with an engagement programme for the city centre in place in partnership with Creative Wales, local businesses and the university to support participation through experience and shape cultural policy.
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	ongoing	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 & A die 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	A suite of tree policies/protocols have been adopted during 2021-22 including: Trees, Woodlands and Hedgerows Supplementary Planning Guidance, the Swansea Tree Replacement Standard, Tree Planting Guidance and a Management Strategy for trees on Council owned land. As at 2021, around 43,000 individual trees in Council ownership had been surveyed with more than 1439 woodlands and tree groupings plotted and surveyed containing an estimated 100k additional trees. However, significant areas of Council land ownership still remain to be surveyed.	Tree Strategy & Trees and Development SPG adopted /implemented. Continued roll-out of tree planting projects. Re-commence 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
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.	Phil Holmes	ongoing	active communities taking pride in their local areas.	Sustainable Friends groups; active campaigns and engagement with volunteers in the community;	As at March 2022, we have achieved 18 Green Flag awards for our parks. We have continued to work with communities, organisations and 'friends' groups to encourage and sustain greater community ownership of assets and services. There are currently 37 constituted Friends of Parks groups registered with the Council. Community Asset Transfers have been successfully undertaken in all three electoral constituencies across Swansea: Swansea East (Jersey Park Bowling Pavilion, Trealin Sports Pitch and Pavilion), Swansea West (Gwent Amateur Boxing Club; Green Space at Y-Llwyni) and Gower (Graig Y Coed Playing Fields; Underhill Park). We have also entered into a Charter with Community / Town Councils (C/TC) which sets out the way in which they aim to work together for the benefit of local communities, whilst recognising their respective responsibilities as statutory bodies	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 rescue 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.
Develop policies and plans to improve green infrastructure in deprived areas as a health equality action.	Phil Holmes	On-going	To improve and increase opportunities for people to benefit from contact with nature and reduce health inequalities by maintaining and enhancing a high quality and accessible natural environment across the whole County	Everyone lives within 5-10 minutes walk of their nearest accessible greenspace. High quality multifunctional green space and infrastructure and natural greenspace provided in deprived areas accessible greenspace. High quality multifunctional green space and infrastructure and natural greenspace provided in deprived areas	We are continuing to develop a county wide GI strategy, which will be aligned to the Swansea Central Area strategy focusing on taking a strategic approach to multifunctional GI across the county. Supported by national legislation, local policy and guidance (including emerging GI Supplementary Planning Guidance) skills and knowledge, the aim is to ensure GI is an embedded guiding principle in all development and enhancement work in Swansea.	Commence ward by ward mapping of existing Green Infrastructure (GI) assets and ecosystem service provision starting with most deprived areas and identify locations which provide the best opportunities for improvement. Engaging with local communities to encourage volunteering and to support them taking action to enhance and maintain their local greenspaces and wildlife sites	Continued roll out of GI mapping across wards provided grant funding for this project continues beyond June 2023. Working with volunteers and local communities to both develop and maintain additional high quality accessible green infrastructure within deprived areas

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.	Tracey McNulty	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 WVGFA goals via "dashboards" External audit by Sport Wales and Welsh Gov against agreed targets	Sport & Health: The Active Young People service continued delivery through the pandemic under both local regulations and under the guidance of the Welsh Sports Association led forum for sport and physical activity in accordance with Welsh Government. A key focus of Sport and Health delivery lies around the development of Physical Literacy in young people working with key partners across the authority to achieve this. Despite the pandemic we were able to carry out some significant work in the area of Physical Literacy including whole school training and delivery on non school settings including centres and children's play. It is worth noting the Summer programme of 2021 had added significance and importance as it was delivered during a period of the Covid pandemic whereby restrictions were easing and the public had both a huge appetite for participation in healthy activity alongside some trepidation that activities would be safe and appropriate in these unprecedented circumstances. For the first time in 21/22, the school/summer holiday programme was expanded to cover activities for 16-25 year olds and older adults as well as the provision of whole family participation activities which was piloted pre Covid. This was delivered alongside some of our well known targeted programmes for young people such as Us Girls and Park Lives and Streetgames. We were able to do this through using part of the Covid recovery fund allocated to us by Sport Wales, alongside core support of Officers directly employed by the Council within the service. Young People had the opportunity to take part and try new activities such as Paddleboarding, Kayaking, learn to cycle, balance bikes to name a few Special Events: - Provided opportunities for young people to take part in sporting events. Including junior races at the Swansea Bay 10k	Infrastructure (GI) assets and ecosystem service provision starting with most deprived areas and identify locations which provide the best opportunities for improvement. Engaging with local communities to encourage volunteering and to support them taking action to enhance and maintain their local greenspaces and wildlife sites	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.
Undertake a range of equality-focused activities at the Gym 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 including 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 development and delivery plans; audiences (participation data capture demonstrating diversity is growing; customer/organisational feedback from partners; - Swansea Museum: - Produced Winter of Wellbeing videos with two groups, Young Carers and Mixup, a Young People's Disability Group - Completion of Windrush 2 project with African Community Centre. Dylan Thomas Centre: - DTC re-opened May 2021 and is almost at usual operating hours. Face to face workshops for targeted groups (eg children & young people, and people with disabilities) have been trialed in order to resume full delivery for 2022/23. Libraries: - Physical attendance at events has restarted including a return to use venues by partner groups such as Autistic group in Llansamlet library, Welsh Rhyme times. - Targeted Winter of Wellbeing funding on activity to support wellbeing of wide range of groups GVAG: - GVAG reopened in May 2021 with a diverse range of exhibitions and programmes Highlights included exhibitions by Welsh and Ghanaian artist Anya Paintsil, Dafydd Williams, malum, an exhibition programmed in partnership with Swansea Pride, and the display of the Welcome banner, made with participants from Swansea City of Sanctuary to celebrate Swansea 10th anniversary as a City of Sanctuary. - In 2021 GVAG also became the first Gallery in the UK to be awarded Art Gallery of Sanctuary for our work with Refugees and people seeking asylum. - Blended learning continued for our targeted groups such as Sighthife for visually impaired people, Young Art Force for children aged 5-16 not in formal education and older isolated adults. - In 2021/2022 we also began our 'Welcome groups' again and increased capacity, alongside the return of all our workshops for families, adults on weekends and in school holidays	Increased opening and capacity; delivery of grant funded and recently agreed inclusive programmes, agree the '22 calendar for restarting events such as Pride and Festival '22 activity; Dylan Thomas Centre: - Increased opening and capacity; delivery of grant funded and recently agreed inclusive programmes, including 'Literature & Trauma' creative writing sessions for refugees & people seeking asylum and outreach sessions at Swansea Asylum Seeker Support drop-ins in the community. - West Giamorgan People First, a user-led organisation for people with a learning disability, will resume their weekly sessions at the DTC and will be a co-partner with us on our Esmee Fairbairn Collections Fund project, which aims to make the Dylan Thomas Collection more accessible to a family audience and to those communities who may not have engaged with it previously. - Our Young Writers Squad workshops for children and young people across Swansea will operate at full capacity, and we'll run taster sessions in libraries across Swansea. - We will develop our partnership with National Autistic Society's Swansea branch, and aim to run some family learning workshops in partnership with them. Libraries: - Embrace opportunities for grant funding from Summer of fun to build activity and support Summer Reading Challenge and diverse audiences. - Roll out Period Poverty resources to all libraries and sustain StOPP initiative. - Build on other poverty initiatives delivered in 2021 such as free tablets and data from Good Things Foundation GVAG: - GVAG is working with Disability Arts organisation DASH on a national project 'We are Invisible, We are Visible' which sees 28 disability artists come together for a series of interventions across the UK - Working with National Portrait Gallery, on an internship for under represented and diverse people - A new programme working with young people to look at contemporary Welsh identity and to select icons for entry into our Collection. - New 2 year Learning project 'Threads' working across targeted groups, partners include African Community Centre, Sighthife, City of Sanctuary, Young Art Force. - Collaboration with LGBTQ+ artists and creatives, On Your Face Collective, on a display to reinterpret the Collection. Series of events, workshops and talks planned alongside the exhibition in July 2022	Deliver a full programme based on our reopening and welcoming 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. GVAG: - Partnerships with Disability Arts Cymru, Imperial War Museum and Artes Mundi 10	
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.	Julian Morgans / Anthony Richards		Improved access to and participation in leisure activities for low income households.	Scheme membership and usage.	Maintained expected levels of take up and usage taking into consideration Covid-19 restrictions.		
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;	We have continued to support the development of a Digital and Cultural Hub at Swansea's Grand Theatre which includes 24 ethnic minority organisations and aims to ensure a fair and equal cultural programming for our communities. In 2021, Swansea Council became a partner in The World Reimagined, a UK-wide art education project working to transform our understanding of the Transatlantic Slave Trade and its impact on all of us to help us make racial justice a reality. We have also continued to implement our Diversity pledge which includes all people with protected characteristics. We have built upon the Council's motion to express solidarity with Black and Minority Ethnic communities in Swansea, by reviewing the Swansea's street names, places and statues and committed to recognising the contribution made to civic life by a greater diversity of Swansea's past residents. Working with partners such as Sport Wales, Disability Sport Wales, Public Health Wales and Street Games we have continued to target groups with low levels of participation such as young women, Disabled people and people from Black and Minority Ethnic groups through programmes such as Us Girls, Parklives and Streetgames and other activities.	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.
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.	Work has been ongoing in relation to the development of relationships with bus and rail operators. The council has an established Bus Quality Partnership with First Cymru and is the lead Local Authority in relation to developing an agreed bus network across the region. The development of sustainable public transport solutions including the development of a Metro will gain further traction under the auspices of the newly established Corporate Joint Committee. As part of our Recovery programme from Covid, we have funded free bus travel into the city centre during specific time periods e.g. the half term holidays to encourage footfall into and around the city centre	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.
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 safety for all on important routes in communities.)	Stuart Davies / Lee Davies	ongoing	Improved access to highway infrastructure for disabled, older people and families with children.	Satisfaction by access groups and residents.	n/a This step requires revision.	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.
Participation: Improve how we engage with and involve people and communities in matters that are important to them and decisions that we make							
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 / Katie Spendiff	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.	During 2021-22 we have reviewed our Children and Young People's Rights Scheme and revisited our County wide consultation and engagement mechanisms. This year we have worked with Children and Young People to co-produce a number of indicators to inform the development of Swansea's Children's Rights Scheme based around the five principles of our agreed rights based approach. Children and Young People suggested future priorities for focus should include; involving Young People in politics, ensuring LGBT+ equality, listening to the collective learner voice, protecting the safety of Young Women in public spaces, protecting the environment and green spaces, listening to quiet voices and supporting Disabled Children to be heard.	Based on findings of consultation, CR Scheme to be launched, implemented and an associated action plan developed by 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.

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.	Geoff Bacon		Review of CAT policy	Updated policy, revised constitution	Updated policy and constitution completed.	Continued internal and political consultation to establish desired resource allocation to enable efficient implementation of policy	Communication of revised policy
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.	Anthony Richards		The Swansea 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.	Community Commissioners recruited.	Civic & Business Commissioners to be recruited. Priorities identified. Swansea Poverty Truth Commission launched with public launch event.	Commission facilitated to work on identified priorities. Outcomes achieved. Closing event. Evaluation complete.
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				We are continuing to modernise public engagement in Council decision making. The Local Government & Elections (Wales) Act 2021 along with earlier Covid Regs allowed all meetings to be held remotely during 2021-22. They are working well and developments are underway in the Guildhall Council Chamber and also in the Gloucester Room which will be a significant step forward to assist with the Council's commitment to multi-location meetings. eVoting has been established for Council and for Cabinet Meetings (it is not required for the other Committees given their relative small size). Preparation for the creation of ePetitions has been undertaken and was enacted as of May 2022. Public engagement has been encouraged by public questions at Cabinet, Council and Scrutiny. We are also preparing to develop a public participation strategy and work is underway in relation to an e-petitions scheme.	Web Broadcasting. Council adopted the Multi-Location Meetings (MLM) Policy on 24 May 2022. The MLM Policy allows for Council, Cabinet & Committee Meetings to be held remotely.	To seek other ways to modernise Public Engagement including the publication of a Public Participation Scheme
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 Lackenby	Ongoing activity	Increase in the number of Welsh speakers	Annual Review of Performance (2021/22)	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 Mynydd Level 1 (years 1 and 2) and Syfftan Level 1 (Years 1 and 2) commencing in September 2021.	The Welsh Language Skills Training Group continues to meet on a monthly basis. Welsh Language courses at Mynydd and Syfftan levels will continue to be offered at Mynydd and Syfftan levels and, for the first time, Canolfad level. Discussions are ongoing with regard to provision of eLearning training via SW Police. A Welsh Language Skills Strategic Framework for 2022/27 is out for consultation with CMT/Leadership Team. The Council's recruitment specialist will be working with the Skills group to identify areas where we can better attract Welsh speakers into Council roles.	
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 eg donations, activities	During 2021-22 each Ward Members had a Community budget of £10,000 per annum to support the delivery of small local measures that are a priority for individual Councillors and their local community but are not funded by any other Council budgets. The scheme provided each Councillor with a budget currently set at £10,000 per annum and has been divided equally between all 72 elected Councillors to use on supporting initiatives within their Ward. Examples of work carried out include repairs to bus shelters, donations to their local schools or community charities, the installation of defibrillators in public places, repairs to minor footpath or road improvements, floral displays, tree planting, re-instating or providing extra street lights as well as a range of equipment in local parks.	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
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.	A draft revised Consultation and Engagement strategy has been produced, however consultation is ongoing in relation updating the strategy to reflect the lesson learnt from Covid-19. The strategy was informed by the Recovery and Future Generations Policy Development Committee and is closely aligned to the Council's Corporate Framework on Co-production.	Formal approval of the Strategy by Council following a formal consultation	Wide promotion of the Strategy through the Council to ensure it is embedded
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		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 co-production in service design, development and changes	Continue to review coproduction activity across the Council
Progress the Ageing Well Forum and focus on priorities identified for exploration and discussion as matters that are important to those ageing well within Swansea.	Julie Gosney	On-going	In Swansea, the "Ageing Well Forum" is about meaningful and inclusive opportunities for Citizen 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 Swansea and broaden who and how we engage citizens and ensure inclusion of individuals, community groups, special interest groups, forums and engage older	Active and inclusive engagement of citizens 50+ in 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.	In June 2021 we put in place measures to support the development and implementation of Swansea's Strategy for an Ageing Society and to identify areas of need within the Ageing Well agenda. Consultation with Older People (aged 50 yrs+) identified the following priorities; transport, social isolation, active ageing, services, digital equality, information and communication and improving Swansea. This year we also reviewed and re-launched our Ageing Well Steering Group in July 2021 to support partnership working and the wellbeing of Older people (aged 50+). We extended the reach of our membership to include individuals aged 50+, community groups that support people aged 50+, Members of the Public Services Board, representatives from the Third Sector and partner organisations.	The "Partnership & Involvement Team" have recently recruited a dedicated "Older Person's Partnership & Involvement Officer" who's remit and purpose is to embed the UN 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 Swansea.	Engage citizens 50+ in Swansea's recovery plan following the pandemic, future commissioning of services and working coproductively to achieve the PSB commitment of an "Age Friendly City" status.
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 Councillor 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	The implementation of recommendations relating to our Equality forums and Councillor Champions has been delayed to some extent by the effects of the Covid-19 pandemic. Some work has been undertaken with the Council's Leadership Team in terms of identifying priority areas for engagement and to promote wider service level engagement with Equality forums. However, the pandemic has challenged the continuity of the forums and although engagement continued in some instances albeit through virtual or blended approaches, priorities for engagement have been re-focused to respond to the priorities coming out of the pandemic.	Strategic board to review the role of equality forum and workplan and initial schedule produced	Rolling schedule of activity to be undertaken
Clarify and further promote the role of Councillor Champions, ensure better engagement with consultative forms and establish links with the Strategic Equality Group.	Rhian Millar / Catherine Window	TBC 2022	Better alignment of Council Champions consultative forums and Strategic Equality and Future Generations Board	Councillor champions fully informed and involved with the groups and board	The Deputy Leader has now taken on "Champions Liaison" as part of his portfolio. Councillor Champions are continuing to work with, advocate and promote equality issues for groups of people with protected characteristics. They cover a wide range of equality issues including Disability and Access to Services, Diversity, LGBT (Lesbian, Gay, Bisexual and Transgender), Women, Domestic Abuse, Carers, Poverty, Vulnerable and Older People, Sanctuary and Inclusion, in addition to wider themes such as Health and Wellbeing. The Strategic Equality and Future Generations Board is currently working on how to clarify and promote the role of Cllr Champions.	<ul style="list-style-type: none"> Develop a role description for Councillor Champions so responsibilities are clear Communicate work of the Strategic Equality Group so Councillor Champions can easily engage with the group 	Review of Councillor Champion involvement in light of the work plans and schedules across Equality Forums

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, guidance 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.	In January 2021, work continued with a reconvened Staff Equalities group, with new terms of reference, and a closer alignment to the Strategic Equalities and Future Generations Board. This year, the group have been given presentations and discussed easy read/plain English/Welsh and co-production. They have also been given information about Equality Groups and their contacts in Swansea and have been offered opportunities for training in Unconscious Bias, Cultural Competency and Human Rights.	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
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	The development of the City Centre hub is nearing completion with a view to progressing the development of hubs in other areas across the city and county. This year we have made good progress with training in relation to equality issues by reviewing an e-learning module on Equalities, the development of an e-learning tool box and actively reviewing records of staff who have completed mandatory equalities training.	Planning consent achieved. Contractors appointed. Operational model agreed.	Complete refurbishment and open.
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 Sheppard	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 towards a Digital First approach. The website will be delivered in late autumn 2021 with improved accessibility. It aims to meet AA standard using W3C 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	This year we launched a new and improved Council website in August 2021. Our new website has been tested via browser extensions e.g. Axe which is used by Government Digital Services, and also Siltkide. Both have shown a significant improvement, compared to the previous website with most pages meeting AA standard using the W3C 2.1 guidance. The ranking of our website has also improved and increased by 218 places in the most recent Sitemorse report which ranks every English, Welsh and Scottish Councils' websites on accessibility, contentlinks, code quality, performance and brand. The report was the first since the new Swansea and Abertawe sites went live and we were the second most-improved website behind Tewkesbury.	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 contributors 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.
Develop more easy read and plain English resources.	Rhian Millar / 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	The Strategic Equality and Future Generations Board has prioritised the need to review the ways in which we can develop more easy read and plain English resources in line with the development of corporate standards in relation to accessibility. The Staff Equalities Group have also done some training and presentations on easy read and plain English and discussed the issue with representatives of Swansea People First in terms of identifying issues to inform a corporate approach to this issue.	<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
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 of the Rights of the Child.	Rhian Millar / Catherine Window	TBC	Swansea to become a Human Rights City	Human City Status achieved	On the 10th of December 2021, Swansea's Public Service Board declared their intention to become a Human Rights City. Work is currently underway to map existing programmes, policies and areas of work to the emerging priorities for Swansea as a Human Rights City. This build upon consultation work undertaken by Swansea's Human Rights Steering Group and representatives of Swansea's Public Service Board to identify draft priorities for us to work towards in terms of becoming a Human Rights City.	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