



Dinas a Sir Abertawe

Hysbysiad o Gyfarfod

Fe'ch gwahoddir i gyfarfod

Panel Perfformiad Craffu - Gwella Gwasanaethau a Chyllid

Lleoliad: Cyfarfod Aml-Leoliad - Ystafell Gloucester, Neuadd y Ddinas / MS Teams

Dyddiad: Dydd Mawrth, 6 Rhagfyr 2022

Amser: 10.00 am

Cynullydd: Y Cynghorydd Chris Holley OBE

Aelodaeth:

Cynghorwyr: P M Black, R Fogarty, P R Hood-Williams, L James, D H Jenkins, M Jones, J W Jones, M W Locke, H M Morris a/ac B J Rowlands

Agenda

Rhif y Dudalen.

- 1 Ymddiheuriadau am absenoldeb**
- 2 Datgeliadau o fuddiannau personol a rhagfarnol**
www.abertawe.gov.uk/DatgeliadauBuddiannau
- 3 Gwahardd pleidleisiau Chwip a Datgan Chwipiau'r Pleidiau**
- 4 Cofnodion** **1 - 4**
Derbyn nodiadau'r cyfarfod(ydd) blaenorol a chytuno eu bod yn gofnod cywir.
- 5 Cwestiynau gan y Cyhoedd**
Gellir cyflwyno cwestiynau'n ysgrifenedig i'r adran graffu craffu@abertawe.gov.uk tan ganol dydd ar y diwrnod gwaith cyn y cyfarfod. Cwestiynau ysgrifenedig sy'n cael blaenoriaeth. Gall y cyhoedd ddod i'r cyfarfod a gofyn cwestiynau'n bersonol os oes digon o amser. Mae'n rhaid bod cwestiynau'n berthnasol i eitemau ar ran agored yr agenda a byddwn yn ymdrin â hwy o fewn cyfnod o 10 munud.
- 6 Datganiad Cyllideb Canol Blwyddyn 2022/23 (Llafar)**
Gwahoddyd:
Ben Smith – Cyfarwyddwr Cyllid / Swyddog A151
Y Cynghorydd Rob Stewart - Aelod y Cabinet dros yr Economi, Cyllid a

- 7 Adroddiad Monitro Perfformiad Chwarter 1 2022/23** **5 - 61**
Gwahoddwyd:
Richard Rowlands - Rheolwr Cyflwyno Strategol a Pherfformiad
Y Cynghorydd David Hopkins - Aelod y Cabinet dros Wasanaethau
Corfforaethol a Pherfformiad
- 8 Ailgylchu a Thirlenwi - Adroddiad Monitro Perfformiad Blynyddol 2021/2022 a Briffio Ailgylchu Gwastraff Busnes** **62 - 69**
Gwahoddwyd:
Y Cynghorydd Cyril Anderson - Aelod y Cabinet dros Gymunedau
Gwasanaethau
Chris Howell - Pennaeth Rheoli Gwastraff a Pharciau
Matthew Perkins - Arweinydd Grŵp, Gwastraff
- 9 Adroddiad Archwilio Cymru - "Gwneud Aseidiadau Effaith Cydraddoldeb yn fwy nag ymarfer ticio bocsys yn unig"** **70 - 79**
Gwahoddwyd:
Y Cynghorydd Elliott King - Aelod y Cabinet dros Ddiwylliant a
Chydraddoldeb
Lee Wenham – Pennaeth Cyfathrebu a Marchnata
Rhian Millar – Cydlynnydd Ymgynghori
- 10 Llythyrau** **80 - 89**
- 11 Cynllun Gwaith** **90 - 92**

Cyfarfod nesaf: Dydd Mawrth, 17 Ionawr 2023 am 10.00 am

Huw Evans

Huw Evans
Pennaeth y Gwasanaethau Democrataidd
Dydd Mawrth, 29 Tachwedd 2022

Cyswllt: Swyddog Craffu

Agenda Item 4



City and County of Swansea

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

Multi-Location Meeting - Gloucester Room, Guildhall / MS

Teams

Tuesday, 8 November 2022 at 10.00 am

Present: Councillor C A Holley (Chair) Presided

Councillor(s)

P M Black
J W Jones

Councillor(s)

P R Hood-Williams
M W Locke

Councillor(s)

L James
B J Rowlands

Officer(s)

Cllr David Hopkins

Cllr Andrea Lewis

Cllr Elliot King

Ben Smith

Richard Rowlands

Karen Gibbins

Karen Davies

Carol Morgan

Dave Meyrick

Dave Bratley

Rachel Percival

Cabinet Member for Corporate Services and Performance

Cabinet Member for Service Transformation

Cabinet Member for Equalities and Culture

Director of Finance and Section 151 Officer

Corporate Performance Manager

Library Services Manager

Principle Librarian

Head of Housing and Public Health

Programme Planning and Delivery Manger

Housing Asset Manager

Scrutiny Officer

Apologies for Absence

Councillor(s): none

16 Disclosure of Personal and Prejudicial Interests

There were no disclosures of Personal and Prejudicial Interests.

17 Prohibition of Whipped Votes and Declaration of Party Whips

None

18 Minutes

Minutes of previous meeting were agreed.

19 Public Questions

There were no public questions received.

20 Review of Revenue Reserves

Ben Smith the Director of Finance and Section 151 Officer attended to give an overview of the Revenue Reserves. He talked through the following issues:

- The Council have added 100m to reserves over the last 3 years giving a total for earmarked reserves of £157m.
- Pay award remains unfunded and likely to be a significant draw from the reserves.
- All functions and services are under pressure and draws from reserves will be made in the current year with an estimated 20/25% of reserves being used in the current year.
- The Leader has announced at Council a pausing of the Economic Recovery Fund further to commitments already made, to provide some protection around the budget position.
- Additional capital decisions which require future borrowing may need to be funded through revenue contributions rather than the capital equalisation reserve.
- Using cash backed reserves in the short term means borrowing can be avoided for as long as possible until a more stable and affordable position for external borrowing is achieved.
- Section 151 officer advice is that the current Council needs to continue to prepare for significant change in service delivery that will inevitably impact on direct employment levels going forward.

21 Annual Review of Performance 2021/22

Cllr David Hopkins, Cabinet Member for Corporate Services and Performance and Richard Rowlands Corporate Performance Manager presented the report. It was noted that:

- This report is a requirement of the Well-Being of Future Generations Act and the Local Government and Elections Act 2021.
- The review assesses the progress made meeting the steps in the corporate plan, assessing the use of resources and the effectiveness of the Council's governance arrangements.
- The review identifies areas for improvement. The corporate plans are measured over a five year period and other measures are ongoing.
- The procurement scrutiny inquiry is referenced in the report but the final report to Cabinet was made after the time frame of this report.

21 Welsh Public Library Standards Annual Performance Report

Cllr Elliot King, Cabinet Member for Equalities and Culture, Karen Gibbins, Library Services Manager gave an overview of the Report. Karen Davies, Principal Librarian was also in attendance. They talked through the following:

- The reporting period of 2020/2021 covers the pandemic time when libraries were temporarily closed. Despite this all 12 entitlements were still met during this time.
- eBooks saw a huge increase due to an investment of £500,000 investment in ebook titles.
- There has been a reduction in borrower numbers which is being addressed.
- Swansea remains in the bottom quartile in libraries for qualified staff.
- Apprenticeship schemes and external funding are utilised where possible to support staff development.
- Providing access to free broadband and Wi-Fi in public libraries was essential during the pandemic.

22 Welsh Housing Quality Standards Annual Update

Cllr Andrea Lewis, Cabinet Member for Service Transformation, Dave Meyrick, Programme Planning and Delivery Manager presented the update with Carol Morgan, Head of Housing and Public Health and Dave Bratley, Housing Asset Manager also in attendance. It was noted that:

- WHQS was introduced by Welsh Government in 2002 to improve social housing within Wales.
- The standard requires a number of elements to ensure compliance.
- 70% of our homes are now fully compliant, which is up 13% from the previous year.
- Of the 30% acceptable fails, 15%, were due to the residents declining the opportunity to have a Council kitchen or bathroom installed and the other 15% due to program planning. Acceptable fail is a recognised component part of WHQS compliance.
- During this year the Council spent £546m on their properties. £381million of this was from rent revenue contributions and £165m pounds from Welsh government Major Repairs Allowance Grant. None of this came from Council Tax revenue.
- WHQS has had an economic impact in the locality including job opportunities and the building economy.
- 72% of residents said the delivery of the work was either good or excellent.
- 75% of residents expect expressed a positive opinion about the local authority on the Welsh Government STAR survey.
- WHQS will remain a legal requirement and programs are in place to meet the current standards.
- New WHQS standard will be introduced on the 1st of April and will introduce new measures including decarbonisation.
- The cost to meet the new standards may be in the region of £875m. £423m is currently set aside to meet the current standard but falls short of what will be required for new standards.
- Further information about the new standards will be received in due course from Welsh Government.

23 Letters

No comments were made on the attached letters to Cabinet Members.

24 Work Plan 2022/23

No comments were made on the Work Plan.

The meeting ended at 11.43 am

Chair

Agenda Item 7



Report of the Cabinet Member for Corporate Service & Performance

Cabinet - 20 October 2022

Quarter 1 2022/23 Performance Monitoring Report

Purpose:	To report corporate performance for quarter 1 2022/23.
Policy Framework:	<i>Delivering a Successful & Sustainable Swansea Corporate Plan 2022/23</i> <i>Achieving Better Together Programme.</i>
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	It is recommended that Cabinet: 1) Notes the Council's performance in respect of managing the pandemic and its aftermath and achieving the Council's wellbeing objectives for quarter 1 of 2022-23; and endorses the use of this information to inform executive decisions on resource allocation and, where relevant, corrective actions to manage and improve performance and efficiency in delivering national and local priorities.
Report Author:	Richard Rowlands
Finance Officer:	Paul Roach
Legal Officer:	Debbie Smith
Access to Services Officer:	Rhian Millar

1.0 Introduction

1.1 This report presents an update on the Council's response to the pandemic and its quarter 1 performance in respect of delivering the Council's Well-being Objectives (priorities) set out in the Corporate Plan 2022/23 *Delivering a Successful & Sustainable Swansea*:

- Safeguarding people from harm.
- Improving Education & Skills.
- Transforming our Economy & Infrastructure.
- Tackling Poverty.
- Delivering on Nature Recovery and Climate Change.
- Transformation & Future Council development.

2.0 Council Performance: Managing the COVID-19 Pandemic and its Aftermath

2.1 In the first quarter of 2022/23 the Council has continued to focus on supporting communities to recover from the effects of the pandemic, including by:

- Awarding £58,005.83 Household Support Grants to 35 organisations, allocating £52,500 of the Welsh Government Cost of Living Grant to a Fuel Costs Support Fund and working in partnership to distribute 595 surplus beds from the Bay Field Hospital to people in need, including refugees across the Swansea Bay area.
- Mitigating the Wales-wide deficit in social worker capacity in children's services through remodelling services to utilise differently qualified staff.
- Addressing the local and national challenges in regulating pupil behaviour and increased pupil exclusions following the pandemic by developing a strategy to reduce exclusions and contributing to a youth violence reduction strategy.
- Operating leisure and cultural venues and the events programme almost as they were pre-covid, with 'rolled forward' events creating a programme arguably bigger than ever; including preparations for the return of the Wales Airshow.
- The South West Wales regional Corporate Joint Committee developing its work programme for the year ahead in respect of the regional transport plan, the strategic development planning function and delivery of activities that contribute to economic wellbeing.

2.2 These achievements add to the extraordinary response provided by the Council and its partners since April 2020 including:

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

3.0 Council Performance: Corporate Plan Delivery Performance 2022/23 Quarter 1

- 3.1 In 2021 managing the pandemic was the single most important priority for the Council and, as can be seen from the achievements above, resources were diverted to focus on protecting individuals, communities, and businesses from its ongoing effects. As such, in September 2021 Cabinet recognised that delivery of many aspects of the corporate plan would be delayed and agreed that it would not be appropriate to set targets for corporate plan performance in 2021/22.
- 3.2 Annual targets are currently being developed across the indicators for 2022/23. In the meantime, quarter 1 performance is presented at Appendix A giving the actual performance as well as the performance trajectory comparing current performance to previous years. A narrative is also provided highlighting the key achievements, issues and actions over the last quarter.
- 3.3 Despite the pandemic, in quarter 1 five indicators show an improving or maintaining performance trend, including 100% of major planning applications with an economic imperative being approved.
- 3.4 Of the other 18 comparable indicators:
- Six show a declining performance trend, which can be directly attributed to the impact the pandemic. For example, the speed of processing Housing and Council Tax Benefit applications was affected by the diversion of resources to administer Welsh Government Covid grants, which is work outside of normal core functions.
 - Three show declining performance, which is within 5% of the previous comparable result. For example, there was a slight reduction compared to the same period in 2021/22 on the amount of welfare benefits raised through securing rights and entitlements by the Welfare Rights Team, which was not unexpected due to the reduction of benefit income for key claimant groups, including many who are sick and disabled.
 - Nine show declining performance trend, which cannot be attributed to the pandemic. For example, no apprentices started work with the Council in quarter 1, although recruitment has been ongoing and is expected to be reflected in quarter 2. Action is being taken where possible on all nine indicators to improve performance, which is expected (barring factors outside of the control of the Council) to be evident by the time quarter 2 is reported.

- 3.5 There are five indicators where comparisons to the same period in 2021/212 are not possible because no data was reported during that period. For example, the normal collection of school pupil attendance data by Welsh Government did not take place in 2021 as a result of the pandemic.
- 3.6 Finally, there are eighteen new performance indicators for quarter 1 2022/23 mainly the result of a new national social services performance framework introduced by Welsh Government. There is no previous years' data for these indicators, so 2022/23 will be the baseline year.

4.0 Performance Indicators

- 4.1 Performance indicators are assessed each year to ensure that they remain appropriate, although the COVID-19 pandemic and lockdown disrupted this process in 2020/21 and 2021/22. The current indicators and how the Council can better measure progress towards its objectives are being reviewed prior to quarter 2 reporting and a fuller review will take place during the development of a new corporate plan to cover the period 2023/27.

5.0 Integrated Assessment Implications

- 5.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
 - Deliver better outcomes for those people who experience socio-economic disadvantage
 - Consider opportunities for people to use the Welsh language
 - Treat the Welsh language no less favourably than English.
 - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 5.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental, and cultural well-being of Wales by acting, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals.

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

5.4 This report is on performance during Q1 2022/23 in delivering the Council's key priorities as set out in the Corporate Plan, so there is no direct impact on people or communities.

6.0 Financial Implications

6.1 In the current and anticipated financial environment further discussion and consideration will be required around priorities and target setting for performance improvement as part of *Achieving Better Together*.

7.0 Legal Implications

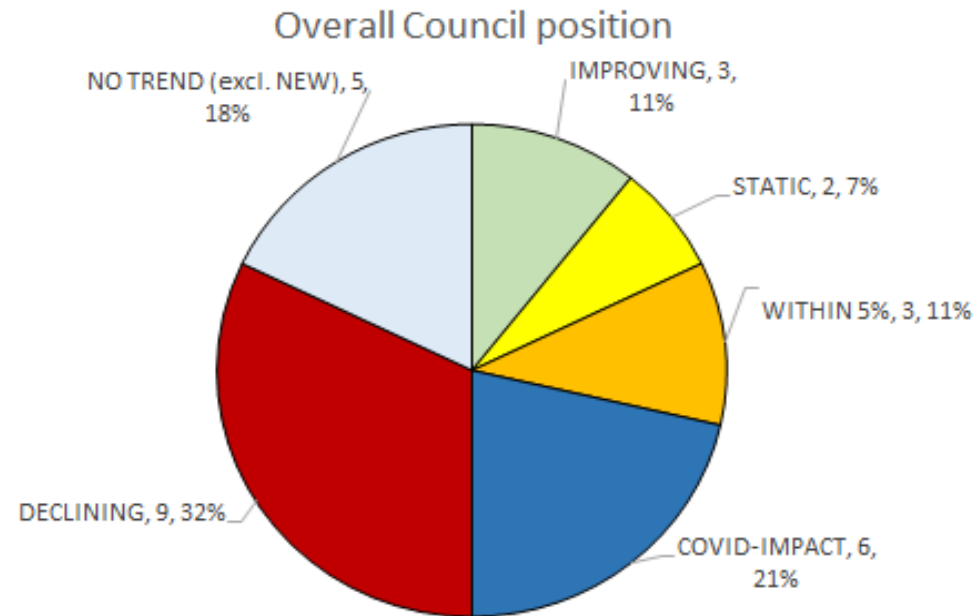
7.1 There are no legal implications associated with this report.

Background Papers: None.

Appendices:

Appendix A Q1 2022/23 Performance Monitoring Report

Corporate Performance Management Report Q1 2022/2023



SAFEGUARDING

Covid continues to impact on our population with care and support needs, our workforce and health and care services.

Delivery of our key strategies to support children, families and adults with care and support needs to remain safe and well at home remain severely challenged particularly as a result of workforce capacity issues.

In children services we have been mitigating the Wales wide deficit in social worker capacity through remodelling services to utilise differently qualified staff whilst the launch of social work academy will build resilience in the medium term.

Sufficiency of placements particularly for children with the most complex needs remains a significant concern but we are in the process of expanding our in house residential care offer.

In adult services we are continuing to work through the backlogs caused by individuals being unable to access health and care services which have compounded the complexity of individuals presenting needs. Shortfalls in workforce capacity across all adult health and care services mean that is taking longer to recover our services than planned.

Workforce shortages remain particularly acute in domiciliary care services further undermining delivery against our strategic ambition to support more individuals in their own homes rather than in more institutionalised settings. There is multi faceted plan in place to recover domiciliary care capacity with national, regional and local elements. A key component of which includes the expansion of our Council run in house domiciliary care service. In the meantime additional residential care capacity is being utilised to mitigate any safeguarding concerns for individuals.

Quite understandably, the challenges highlighted above continue to impact on performance.

However despite that impact performance continues to hold up remarkably well.

More children and families are accessing early help and prevention services meaning that fewer are then escalating into statutory services.

Reablement services continue to perform well and promote good outcomes for adults requiring short term intensive support.

More carers are accessing assessment and support.

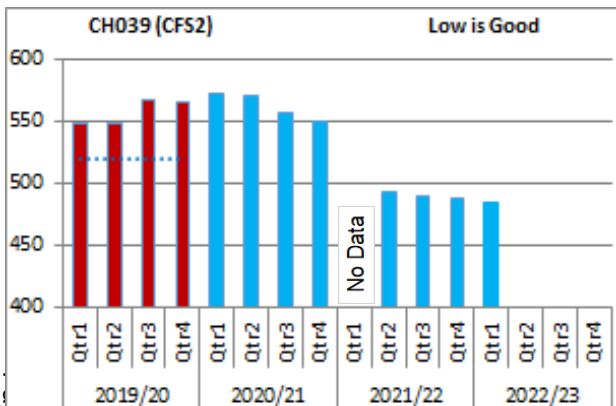
There is now a broader range of community options for prevention and well being support across adult services and the Council is working more closely than ever with third sector and other partners.

We know that the recovery of health and care services will continue to be impacted by waves of covid which will exacerbate our workforce challenges in the coming year but nevertheless we are seeing incremental recovery and improvement and we expect this to continue.

Safeguarding 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
<p>CFS19a ↑</p> <p>The percentage of visits to children on the Child Protection Register (CPR) which were not overdue.</p>	RAG				We have seen improvements in this area, which is now above our expected target (90% compliant). This is really positive, given the challenges experienced with staffing.
Result	92.95%	No Data	93.16%		
Target					
Trend	DECLINING			No Data	
Num	211		177		
Den	227		190		
<p>CFS24 ↓</p> <p>The number of Children / Young People Supported by Child and Family Services at the end of the period</p>	RAG				Since April 2022 we have seen a reduction in the number of children and young people requiring support from the statutory service. Positively, we are seeing more children and their families accessing support from early intervention and prevention services. (Comment also applicable to CFS25)
Result	1490	No Data	1242		
Target					
Trend	IMPROVING			No Data	
Num	1490.		1242		
Den					

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CH039 (CFS2) ⬇ The number of Looked After Children (LAC) at end of the period.	RAG				Monthly meetings have taken place to review legal orders for looked after children. We have seen this safely reduce the looked after children population, and this may also see the number that cease being looked after stabilising. Examples of where children cease being looked after include - returning home to their parents/family, being adopted, Special Guardianship Order being granted.
	Result	572	No Data	484	
	Target				
	Trend	DECLINING		No Data	
	Num	572		484	
	Den				



Education and Skills

In academic year 2020-2021, key stage 4 examinations were replaced with centre determined grades, making it difficult to make comparisons with prior performance. Collection and collation of teacher assessment results, for earlier key stages in education, was cancelled by Welsh Government in 2021, and was also cancelled for 2022. Analysis of simple progress measures from key stage 2 to key stage 3 for the 2022 cohort shows less progress being made when compared to pre-pandemic cohorts. This reflects the national picture.

In 2020-2021 nearly all schools were at least five percentage points below normal attendance rates. Education Welfare Officers continue to monitor carefully and support families to encourage children to attend school. The normal collection of attendance data by Welsh Government did not take place in 2021, and it was also suspended for 2022. However, indicative LA data suggests attendance for the academic year 2021-2022 has not returned to pre-Covid levels.

The level of young people becoming Not in Education, Employment and Training (NEET) has improved from the previous year. In 2021, 1.6% of the Year 11 leavers were recorded as NEET. This places Swansea as having the 2nd lowest percentage of NEETs in Wales. The Cynnydd project continues to support children who are at risk of becoming NEET, providing tailored interventions to individual pupils in key stages 3 and 4 to prevent them from becoming disengaged from learning.

Enhancements planned for the Vulnerability Assessment Profiles (VAP) are now complete and ready for schools to help identify learners who need the most support. The VAP is an example of a rich and wide variety of data and information provided to schools by the LA, which is in line with requirements of newly published school improvement guidance.

The number of statements of educational needs issued within 26 weeks has been an area for continual improvement. However, the transition to a gradual implementation of new rules means that this performance measure will soon be fully replaced and will focus on plans called individual development plans (IDPs) for additional learning needs learners.

Swansea's ALN Strategic Plan priorities, including changes required to meet the implications of the ALNET Act 2018 are developing well with a range of improvements to support children and young people (CYP) with additional learning needs. The new system to manage the process around creating and managing IDPs, as well as mapping provision for CYP, is developing well.

Partneriaeth Sgiliau Abertawe/Swansea Skills Partnership (PSA) continues to focus on the five themes of Swansea's UNESCO Learning City Status, NEETs prevention, support for future occupations, effective practice in remote learning and building digital capacity.

In March 2021, Welsh Government issued a 'Framework on embedding a whole-school approach to emotional and mental well-being'. Schools and local authorities are required to have regard to this Framework when developing action plans, strategies and other policies that impact on the well-being of learners, staff and others working in the school environment. In order to meet the well-being objectives in relation to education and skills in the future, it will be important to focus on the areas identified below.

The local and national challenges in regulating pupil behaviour following the pandemic has resulted in increased pupil exclusions from schools. In Swansea, we are addressing this challenge by developing a strategy to reduce exclusions and contributing to a youth violence reduction strategy. Both strategies require close collaboration and integration across services in the Council.

Additionally, responding to the Estyn thematic review on peer on peer harassment and abuse that identifies many children not telling their teachers about harassment will be a key issue. Developing a whole school approach to Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV) through our work with relationship and sexuality education leads in schools will be a key priority.

The assessment of emotional and mental well-being of children and staff in schools continues to be a key consideration within the recovery plan. The phased implementation of the Additional Learning Needs Tribunal Act 2018 in January 2022 and beyond as well as the Curriculum for Wales, including an emphasis on Black, Asian and Minority Ethnic (BAME) local curriculum in September 2022 remain key priorities, with the evaluation of readiness a key consideration. Support for professional learning and leadership development will be delivered by the regional key delivery partner in future. It will be important to monitor the success of the new partnership closely.

As previously mentioned, WG recently published revised school improvement guidance. A driving feature of this guidance is the progress of all learners. It encourages schools to ask themselves two questions:

1. Are learners progressing in the ways described in the principles of progression, supporting them to develop towards the four purposes?
2. Is the pace of learners' progress in line with the expectations of teachers and the curriculum?

There are also two national priorities that schools must consider when creating their strategic plans:

- improving pupils' progression by ensuring their learning is supported by a range of knowledge, skills and experience
- reducing the impact of poverty on learners' progression and attainment

the guidance, WG sets out 8 'contributory factors' to successful curriculum realisation. It states that if any of the 8 factors are absent, that would constitute a 'barrier to learning'. As a result, an important role of the LA will be to monitor and evaluate leadership, provision, well-being, and progress of learners robustly. This work will enable the LA to identify what support schools need and where effective practice exists to broker school-to-school support.

The importance of reviewing and monitoring the impact of services for vulnerable learners due to adverse childhood experience, poverty, additional learning needs, mental well-being, disability, language, literacy/ communication and low attendance will be key priorities for the future.

Education & Skills 17-22

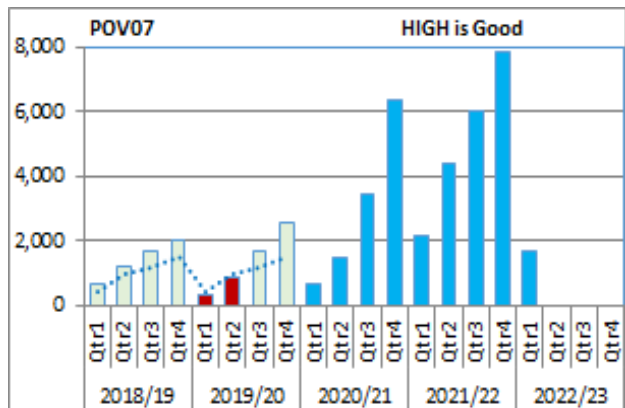
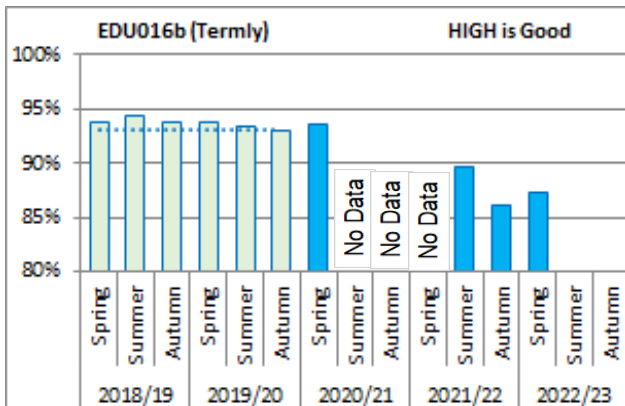
Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
BBMA4	RAG				Departments have reported that no apprentices have started (although recruitment has been on-going, we should see this reflected in Q2s figures).
The number of apprenticeships or trainee starts in the Council	Result	10	1	0	
	Target				
	Trend	IMPROVING	DECLINING	DECLINING	
	Num	10	1	0	
	Den				
EDU015a	RAG				Statements of Special Educational Need are being phased out and replaced with Individual Learning Plans (ILPs). This performance indicator needs to be replaced to reflect the changes in legislation and provision. The declining trend reflects the handover period and an updated performance indicator will be provided once the transformation to the new system is complete.
The percentage of final statements of Special Education Need (SEN) issued within 26 weeks including exceptions	Result		59.38%	12.00%	
	Target				
	Trend		No Data	DECLINING	
	Num		19	3	
	Den		32	25	

Education & Skills 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023																									
EDU015b ↑ The percentage of final statements of Special Education Need (SEN) issued within 26 weeks excluding exceptions	RAG				Statements of Special Educational Need are being phased out and replaced with Individual Learning Plans (IDPs). This performance indicator needs to be replaced to reflect the changes in legislation and provision. The declining trend reflects the handover period and an updated performance indicator will be provided once the transformation to the new system is complete.																									
	Result		70.37%	42.86%																										
	Target																													
	Trend		No Data	DECLINING																										
	Num		19	3																										
	Den		27	7																										
<p>EDU015b HIGH is Good</p> <table border="1"> <caption>EDU015b Data</caption> <thead> <tr> <th>Year</th> <th>Qtr1</th> <th>Qtr2</th> <th>Qtr3</th> <th>Qtr4</th> </tr> </thead> <tbody> <tr> <td>2019/20</td> <td>~10%</td> <td>~10%</td> <td>~15%</td> <td>~15%</td> </tr> <tr> <td>2020/21</td> <td>No Data</td> <td>No Data</td> <td>~10%</td> <td>~40%</td> </tr> <tr> <td>2021/22</td> <td>~70%</td> <td>~70%</td> <td>~60%</td> <td>~35%</td> </tr> <tr> <td>2022/23</td> <td>~45%</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Year	Qtr1	Qtr2	Qtr3	Qtr4	2019/20	~10%	~10%	~15%	~15%	2020/21	No Data	No Data	~10%	~40%	2021/22	~70%	~70%	~60%	~35%	2022/23	~45%								
Year	Qtr1	Qtr2	Qtr3	Qtr4																										
2019/20	~10%	~10%	~15%	~15%																										
2020/21	No Data	No Data	~10%	~40%																										
2021/22	~70%	~70%	~60%	~35%																										
2022/23	~45%																													
EDU016a ↑ Percentage of pupil attendance in primary schools	RAG				Percentage of pupil attendance in primary schools																									
	Result	95.02%	No Data	90.28%																										
	Target																													
	Trend	DECLINING		No Data																										
	Num	879679		1701052																										
	Den	925764		1884279																										
<p>EDU016a (Termly) HIGH is Good</p> <table border="1"> <caption>EDU016a (Termly) Data</caption> <thead> <tr> <th>Year</th> <th>Spring</th> <th>Summer</th> <th>Autumn</th> </tr> </thead> <tbody> <tr> <td>2018/19</td> <td>~94%</td> <td>~94%</td> <td>~94%</td> </tr> <tr> <td>2019/20</td> <td>~94%</td> <td>~93%</td> <td>~93%</td> </tr> <tr> <td>2020/21</td> <td>~95%</td> <td>No Data</td> <td>No Data</td> </tr> <tr> <td>2021/22</td> <td>~93%</td> <td>~90%</td> <td>~90%</td> </tr> <tr> <td>2022/23</td> <td>~90%</td> <td></td> <td></td> </tr> </tbody> </table>	Year	Spring	Summer	Autumn	2018/19	~94%	~94%	~94%	2019/20	~94%	~93%	~93%	2020/21	~95%	No Data	No Data	2021/22	~93%	~90%	~90%	2022/23	~90%								
Year	Spring	Summer	Autumn																											
2018/19	~94%	~94%	~94%																											
2019/20	~94%	~93%	~93%																											
2020/21	~95%	No Data	No Data																											
2021/22	~93%	~90%	~90%																											
2022/23	~90%																													

Education & Skills 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
EDU016b ↑ Percentage of pupil attendance in secondary schools	RAG				
	Result	93.63%	No Data	87.27%	
	Target				
	Trend	DECLINING		No Data	
	Num	686096		1342275	
	Den	732718		1538004	
POV07 ↑ The number of training and employment person weeks created by BBM for unemployed and economically inactive.	RAG				The declining trend against last year s quarter 1 reflects the prevailing market conditions that continue to challenge the construction sector
	Result	680	2163	1689	
	Target				
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	680	2163	1689	
	Den				



The first quarter performance for 2022 shows positive results, with a mixed picture regarding trends. Some indicators are showing downward trends when compared against results for last year, or against the last monitoring period. Where relevant, explanatory comments have been provided based on the specific circumstances prevailing.

As previously reported, the delivery of actions within the Swansea Economic Recovery Action Plan is ongoing. The action plan, that was prepared in partnership with key stakeholders, and that is supported by deployment of the Council's economic recovery fund, includes a range of initiatives to stimulate economic activity and resilience within Swansea's local economy. The Regional Economic Delivery Plan, led by this Council and produced in collaboration with other authorities in the region and with Welsh Government, is now the platform for the production of the Shared Prosperity Fund Investment Strategy. Work on the regional Investment Strategy is now also being led by the Council. In addition, Round 2 Levelling Up funding bids are also advanced.

The effects of Covid on the construction sector is still having an impact on our programme delivery. Skilled and unskilled labour shortages, together with supply issues for some construction materials continue to affect programme and construction costs. An ongoing dialogue continues with our contractors, and all available countermeasures are being explored to mitigate the impacts of these issues. Despite this our major regeneration priorities have continued to make substantial progress on site during quarter 1. In particular the Copr Bay works have continued to make significant visible progress with final snagging works on the residential units, Church Hall, and ongoing work to the North MSCP. There have been positive discussions with tenants for the commercial units, and with funding bodies regarding the hotel development opportunity.

The Shaping Swansea procurement has now been concluded and Urban Splash have been announced as the Council's long term private sector development partner for the delivery of the next phase of strategic sites. This marks an exciting new chapter in Swansea's regeneration journey, bringing new resources and development expertise to the City. Stage 1 design work has progressed on phase 1 sites, which include the Swansea Central North, Civic Centre site and St Thomas Station site. Good progress has already been made on master planning and on the production of information to support the Levelling Up funding bids.

The Public Sector Hub project at the former BHS building has also made good progress on partner engagement for the new Community Hub with finalisation of RIBA stage 3 and the appointment of Design & Build contractors. Technical design will now move forward at pace. Works have also progressed on site at the Kingsway Employment Hub building to construct a major new high-tech office development, totalling 114,000 square feet of commercial floorspace, providing flexible co-working and office opportunities for innovative tech, digital and creative businesses.

The completion of the Reimagining of Wind Street project has improved the public realm and includes the installation of new street furniture, paving, lighting and environmental improvements. Minor works to address defects have been discussed with the contractor. A pre-application consultation has been launched for the regeneration of Castle Square with plans for a new Water fountain/jets, the addition of green space and a range of new cafes and restaurants overlooking the square. A full planning application will be submitted in Quarter 2.

Substantial progress has also been achieved at the Hafod Copperworks Powerhouse project with shell and core works completion targeted for Quarter 2. The iconic Musgrave Engine House has been restored and Vivian Engine House repairs are underway. Work has also continued on the 110 year old Bascule Bridge working closely with Cadw. The historic but derelict Palace Theatre was acquired by the Council both saving a part of Swansea's heritage and acting as a regeneration catalyst for the Upper High Street. Grant funding was secured and design and refurbishment works are underway. Main works undertaken to date are demolition and strip out works, including the removal of the roof. The innovative digital workspace will offer a home for growing businesses in the tech, digital and creative sectors. 1544m² of floor space will be refurbished to create a quality office space that offers the prospect of providing accommodation for multiple SMEs. Heads of Terms have already been signed with the lead tenant Tramshed Tech.

Work has also continued with Skyline Enterprises who aim to create a gondola attraction with luge tracks, zip lines and visitor facilities on Kilvey Hill. The company visited in Quarter 1 to progress technical designs. Land assembly discussions to facilitate the scheme are now advanced.

Due to the impact of Covid pandemic, Welsh Government extended the compliance period for local authorities to complete the Welsh Housing Quality Standard (WHQS). The completion date was revised to the 31st December 2021, which corresponded with the end of Q3. The WHQS capital investment programme for 2021/22 was initially set at £46.875m, which included £12m of slippage from last year's Covid pandemic affected end of year financial outturn.

Further slippage has been experienced during this current year, again due to on-going impact of Covid and issues relating to the shortage of contractor capacity, skilled labour and materials which has affected programme delivery. A total spend of £32m has been achieved for WHQS projects at the end of financial year, which represents 96.5% of the revised budget target. The investment aims and objectives have remained the same as proceeding years; to ensure homes are in a good state of repair, thermally efficient, safe and secure and meeting the needs of individuals.

The Housing Service will collate data from completed improvement works to demonstrate achievement of WHQS compliance as is defined in statutory guidance. From 1st April 2022, the capital programme for WHQS will pass from a compliance target stage to a maintenance phase of the WHQS. Welsh Government have undertaken a comprehensive review of the current WHQS provisions and will consult with social housing providers this summer before introducing revised regulation and guidance, which will be known as WHQS2.

The revised WHQS2 guidance will introduce decarbonisation and fire safety targets for social landlords which will come into effect in April 2023. The overall WHQS programme will continue to contribute significantly towards community benefits and employment opportunities. We will report on the recruitment and training opportunities the WHQS programme provided during 2021/22 later this year.

The Council's More Homes Programme, focussed on providing new build Council housing, is looking to a 10 year delivery ambition of 1000 new affordable homes. Following the completion 60 homes in 2021/22 work has completed on 25 homes on Hill View Crescent in Clase. This scheme has also been awarded £1.5m of Innovative Housing Funding, which will fund the renewable technologies to continue the Homes as Power Stations theme.

As part of the Welsh Government Phase 2 planning for homelessness, the Council has also developed 8 one bedroom homes at a former Education site in Uplands. The conversion of the existing building and the 4 off site-manufactured pods has been completed and are now occupied. A further 23 acquisitions of ex Council owned properties are planned for 22/23. Work has also started at West Cross, to develop 6 bungalows, which has also been awarded IHP funding to include the additional renewable technologies.

The Council has successfully bid for Welsh Government Transitional Accommodation Capital Programme (TACP) funding for works to 34 void properties, increasing the overall number of properties being prepared for letting over the next 6 months, this approach would also lead to normal voids being turned around more quickly; as the in-house team would not be undertaking major capital work. The bid also included a request to fund the remodelling and conversion of 2 ex District Housing Offices and the Sparks Centre. Penlan DHO will be converted into 6 x 2 bedroom flats, with 2 ground floor flats will be wheelchair accessible. Eastside DHO will be converted into 4 x 1 bed flats, and again the 2 ground floor flats will be accessible. The Sparks Centre is a part demolition and new build of an ex community centre into 1 x 3 bedroom house and 2 x 1 bedroom wheelchair accessible flats.

A planning application has been approved to convert a former social services property in Gorseinon into 2 x 3 bedroom homes, and work is due to start in September. The former Education site at Brondeg House has also been acquired to develop for affordable housing, and the existing building will be demolished to make way for new affordable housing. Cabinet has approved the appropriation of 3 sites from the General Fund to develop for affordable housing, and concept plans are now being developed for these sites. The demolition of the former Clase DHO has now been completed, as part of the Creswell Road development of 9 new homes.

The Council is also progressing the procurement of a development partner or partners to deliver mixed tenure housing on 2 Council owned sites in Penderry, whilst maximising the delivery of affordable housing to meet local need. The Council has also procured a multi-disciplinary team to deliver a masterplan for the regeneration of a large Housing owned site. This work is progressing however the timeframe has been extended as the planned resident consultation events, site visits and surveys were delayed due to Covid. The Council has also appointed a multi-disciplinary team to develop a masterplan for 4 x sites in close proximity, which should achieve planning application stage by early 2023.

Quarter 1 saw the new marketing campaigns launched building on the success and engagement for the previous year, including new branding in the city centre for the summer of sport. Events in Singleton Park resumed, with Gerry Cinnamon kickstarting a summer line up of strong acts, and the quarter completed with the build and preparations for the return of the Wales Airshow, which will be further reported on in the next quarter report.

We also saw the venues and events programme operating almost as they were pre-covid, with the exception that many activities and events had been 'rolled forward' creating a programme that is arguably bigger than ever. A new company in residence was established at the Grand Theatre Swansea - Grand Ambition, consisting of actors, producers, musicians and educationalists to aid the recovery of the venue alongside our community partners and staff. Work was also completed to the Foyer area and the Malthouse and new box office, ground floor **cafe** are now operational, helping encourage our audiences back to this historic and much loved venue in the city centre. Work to advance a Creative Hub for the South West also continued with the repurposing of the former Cranes music store into the 'Arts Arkade' welcoming artists to explore new ways of working and digital realms, alongside research programmes including an 'Hip Hop for Health' seminar and workshops, over a weekend, followed by a social event to explore how the software can further an understanding of the benefits of urban and street arts.

Within this agenda, we also contracted with an external agency Hopp Studios to undertake research and consultancy into the prospects for permanent 'entry point' sites for high quality arts installations on gable ends and billboards with the intention to progress and alternative city centre event, as part of the recovery plan and reoccupation of the city centre. The World Reimagined is another key project that will support these ambitions and this quarter confirmed the artists in residence, schools participation and locations for the ten Globes that will form a new temporary arts trail in the city, alongside a heritage and learning resource for better understanding our communities, histories and efforts for social and racial justice in the city. More on this to follow next quarter also alongside an update on the Uboxed series of projects visiting Swansea. These include the exciting Storybox tour which has been developed with our public libraries, and Galwad - an immersive theatre project developed with National Theatre Wales.

Significant progress was made with the delivery within the Cefn Hengoed 3G Barn and improved Community Leisure and PE facilities and a letter of intent and contract award issued to the preferred bidder which will be formally announced and start work early in Q2. To follow the increased Capital investment and overwhelming support from Swansea Councils Cabinet in late 21/22, the football foundation confirmed funding for £750,000 towards the scheme in Q1 and the project team and lawyers continued work to secure this funding offer within the period. Site mobilisation and completion of pre commencement planning conditions nearing completion in the period, with some investigations into mine shaft presence at the site further being explored through June.

The start to the financial year saw activity levels increase across the Leisure portfolio, with continued reducing of restrictions, the centres were able to operate at pre covid capacities. However the impact of new membership sales across the post-Christmas period has impacted into the early part of 22/23 with the growth dropping behind anticipated targets as expected.

Community sites continued to perform stronger than city centre attractions such as the LC from a gym membership perspective, contributed to factors such as continued working from home and the significant city centre developments which impacted on access and parking. The opening of the new Arena car parks added additional capacity, however without a fully commissioned solution for gym member parking in this new facility, the impact of the offer was limited to general customers, waterpark users etc. The walkways to the Waterfront were not completed within the period, and when they are should benefit the LC in terms of parking availability and general access from the same side of the site with direct access.

Swimming participation and income continued to remain strong across the facilities, with Swansea leading the way in terms of Learn to Swim enrolments and general splash income, particularly over the Easter period at the LC. Trends are however starting to show signs of changing habits across the venues, with less booking in advance due to increased capacity, which limits guaranteed income and participation in the event of no-show and plans changing due to weather changes. Online booking has however increased significantly post Covid, with majority of customers choosing this option.

The Penlan and the LC Hypolysers (electronic chlorination) were commissioned in Q1 and now offer a safer, cleaner and more environmentally friendly way to chlorinate the pools. Following some small teething issues, the units are now fully operational and save the contract significantly in terms of ongoing cost into depleting chlorine supplies, which still are in high demand and short supply across the sector.


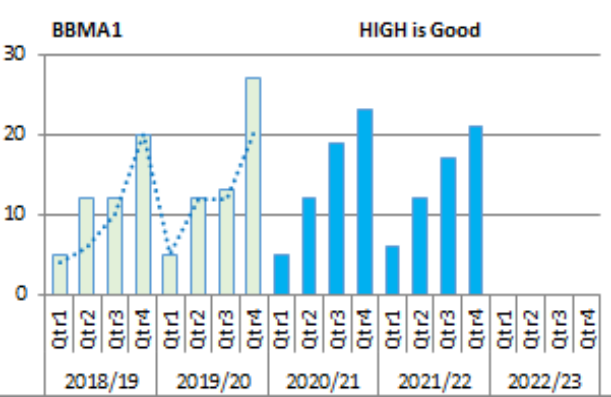

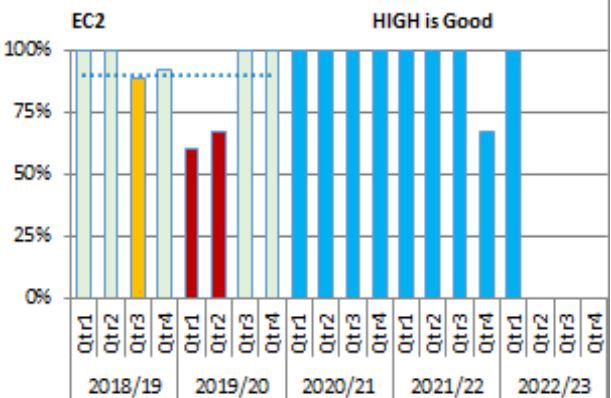
Further mitigation measures were completed following LED lighting upgrade and fencing at Elba Sport Complex, and the work completed to replace the playing surface, fencing, LED floodlighting and sports goals and equipment at the Phoenix Centre, Townhill. Using funding via ERF investments were made to refurbish the all-weather pitch and MUGA, which will benefit the local community for generations. Phoenix Centre trust and local ward members celebrated the investments with a community open day in May, which was attended by Cabinet members.

Draft reports into the assessment and options appraisal by consultants in relation to the Swansea Bay Sports Park at King George V playing fields made significant progress, with key stakeholder across the University and Council having initial review of the options available, which will be progressed for a decision in due course. This work aligns with our efforts to develop options to improve the site and leisure offer, in partnership with the University, for improved community, performance and student/educational sport, delivered under a single partnership model. Planning permission explored by the University, with support from the Council for a new 3G pitch at the Sports Park was submitted, with decision due in Q2.

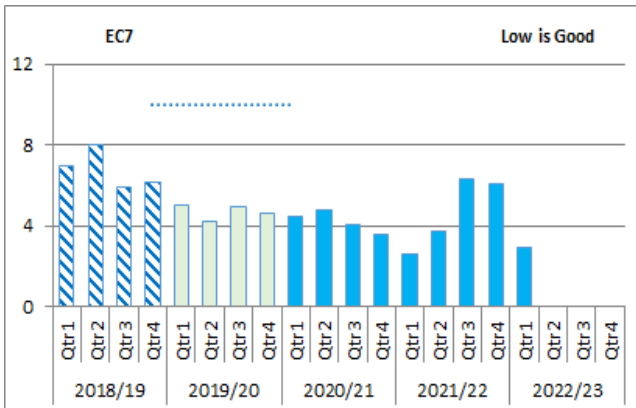
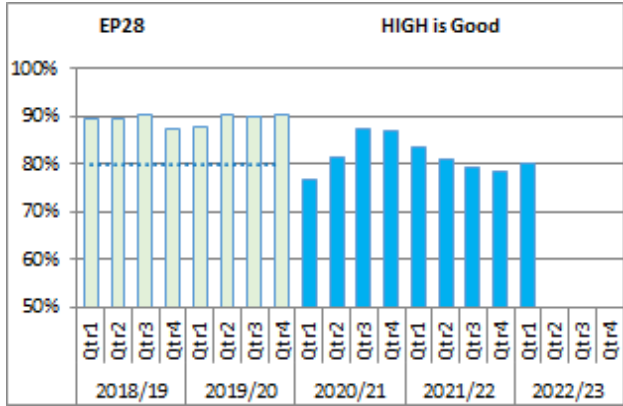
Outdoor leisure facilities and attractions opened up in early May with some record participation numbers helped by the good weather across the period. Demands for services such as beach huts continued to be popular, and the online systems registered over 1000 applications for less than 80 available seasonal beach huts.

The Council funded RNLI beach lifeguard service were back on the beaches at Langland, Caswell and Port Eynon from Easter, with each of the beaches retaining the Blue Flag Beach award which assesses the quality of the offer at each location including public services, information, safety and cleanliness. The Council launched the Beach Operators Charter at Caswell Bay in June, bringing together a number of key users of the beach to operate in a safe and sustainable way under the supervision and guidance of the RNLI and governing bodies.

Economy & Infrastructure 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
BBMA1  The number of projects with social benefit clauses and Beyond Bricks & Mortar in their contracts	RAG				A number of clauses have been included in council contracts, although to date none of these have started on site during the 1st quarter (starting on site is the trigger to counting towards the PI target)
	Result	5	6	0	
	Target				
	Trend	STATIC	IMPROVING	DECLINING	
	Num	5	6	0	
	Den				
					
EC2  The Percentage of all major applications with an economic imperative that are approved	RAG				
	Result	100.00%	100.00%	100.00%	
	Target				
	Trend	IMPROVING	STATIC	STATIC	
	Num	3	3	5	
	Den	3	3	5	
					

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
<p>EC5 </p> <p>Amount of commercial floorspace (measured by sq m) created within the TRI (Targeted Regeneration Investment) Programme target areas to accommodate job creation</p>	RAG				7 schemes are presently on site and progressing to deliver 2692sqm of commercial floorspace
Result	0	0	404		
Target					
Trend	STATIC	STATIC	IMPROVING		
Num	0	0	404		
Den					
<p>EC6 </p> <p>Number of new housing units created in TRI target areas as a result of Targeted Regeneration Investment (TRI) Programme funding.</p>	RAG				4 Schemes are presently on site progressing to deliver 26 units.
Result	0	0	25		
Target					
Trend	DECLINING	STATIC	IMPROVING		
Num	0	0	25		
Den					

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
EC7 ↓ Average Turnaround Time for Land Charge Searches completed in the period	RAG				Performance is well within the 10 day target for response times to Land Charge Searches. However, the department has been involved in a project with the Land Registry for the transfer of some functions to that body. The transfer took effect at the end of April. The work involved in this project meant that there has been a slight impact on speed of turnaround.
	Result	4.46	2.61	2.88	
	Target				
	Trend	IMPROVING	IMPROVING	DECLINING	
	Num	4.46	2.61	2.88	
	Den				
					
EP28 ↑ The percentage of all planning applications determined within 8 weeks.	RAG				Target of 80% still being met. The last two years has seen a significant increase in the number of applications received which has increased officer workload. Analysis of the applications that have have taken over 8 weeks to determine shows that in many cases, the extra time needed is because applicants have amended the proposals. This automatically extends the time period to determine the application..
	Result	76.49%	83.58%	80.20%	
	Target				
	Trend	DECLINING	IMPROVING	WITHIN 5%	
	Num	257	458	397	
	Den	336	548	495	
					

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

Cost of Living Impact

The economic impact of the Covid-19 pandemic and the cost of living crisis is having a significant impact on those already experiencing poverty and is driving those that were at risk of poverty, into poverty.

The latest Bevan Foundation 'Snapshot of Poverty' Summer 2022 report highlights that more than 1 in 8 Welsh Households either sometimes or often struggle to afford everyday items.

- 45% of Welsh households never have enough money for anything other than the basics, this is a deterioration from the May 2021 findings of 33% of households.
- The majority of people (57%) are now cutting back on essential items; heating, electricity and / or water.
- One in ten households with one child and one in five families with two children are cutting back on food for children.
- 14% of people have been arrears on a bill for more than one month with 25% borrowing money.
- 10% of people spent all their savings on day-to-day items between January and July 2022.
- The cost of living is impacting on people's health, with 43% of people in Wales have seen their mental health deteriorate as a result of their financial position.
- 11% of people are worried about the prospect of losing their home over the next three months.

Page 26

Welfare Benefits

- The number of people on Universal Credit in Swansea (Swansea East / West and Gower) 23,045 (DWP March 2022)
- People on Legacy Benefits (Child Tax Credit / Housing Benefit / Income Support / Income-based Jobseekers Allowance / Income-related Employment and Support Allowance / Working Tax Credit) Swansea West: 4312, Swansea East: 5346 and Gower: 3147 (DWP Nov 2021)
- From early May 2022 those on legacy benefits will migrate to Universal Credit by the end of 2024. DWP estimates that 54% of people will be better off when they move to UC, 35% of people will be worse off (approx 4,400 using Nov 21 figures) and 11% will see no change.

Employability Support

The number of people gaining employment through Employability support, supports the well-being objective steps; ensuring that young people are able to access employment, education and training after reaching 16 and, individuals are supported to overcome their barriers to employment through coordinated person centre employability support. 122 people have been supported into employment this quarter. This has been through the employability support programmes; Swansea Working, Communities for Work, Communities for Work Plus, Workways STU and Workways Plus. We continue to see an increase in vacancies and employment across many sectors.

Welfare Benefit Entitlements

The step to help address the impacts of Welfare reform, including supporting people to claim the full benefits they are entitled to so that they are able to maximise

their income is reported through the amount of welfare benefits raised through securing rights and entitlements by the Welfare Rights team. The amount of benefits secured during the first quarter of 22/23 was £2033,913.75 a slight decrease on the same quarter in 21/22. There continues to be a reduction in the number of appeals at tribunal and the value of benefits secured have decreased. The team responded to 254 benefit enquiries and trained 65 support workers this quarter.

Council Tax Reduction and Housing Benefit

The performance indicator of Council Tax Reduction (CTR) and Housing Benefit (HB) average time for processing new claims has decreased compared to the same period last year. The increase in time taken to process new applications for HB/CTR claims reflect a number of issues including the shift of more straightforward applications for financial assistance with rent over to Universal Credit. Those applications that remain with Housing Benefit being the more complex cases, particularly those for supported accommodation where in depth consideration of the rent charges must be carried out.

The Benefits Service have continued to manage additional grants on behalf of Welsh Government and this is having a very significant impact on processing times as staff are diverted away from core functions to deal with these payments to vulnerable residents. This includes the Winter Fuel Payments, Cost of Living Payment and Unpaid Carers Grant. The impact on core benefits processing services in Swansea, and indeed all Welsh LAs, from the need to divert resources to processing these grants continues to be very significant.

Housing

The Council, along with partners in the housing sector and support charities continued response to addressing homelessness and many people have been supported to find a place to live and many moving on from emergency temporary accommodation into longer-term homes. The average number of days homeless families with children spent in Bed and Breakfast accommodation increased from this time last year due to the continued pressure on temporary accommodation and families are moved into suitable accommodation as soon as possible.

Skills and Qualifications

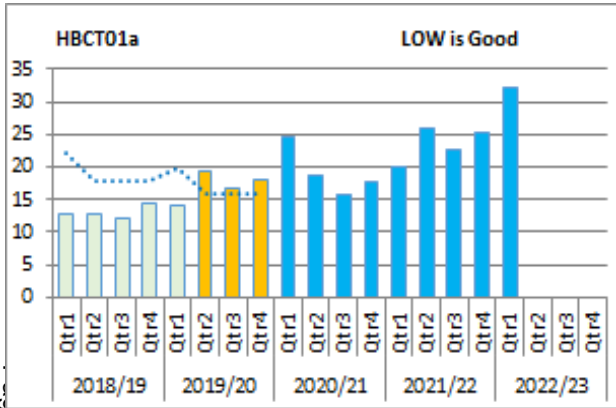
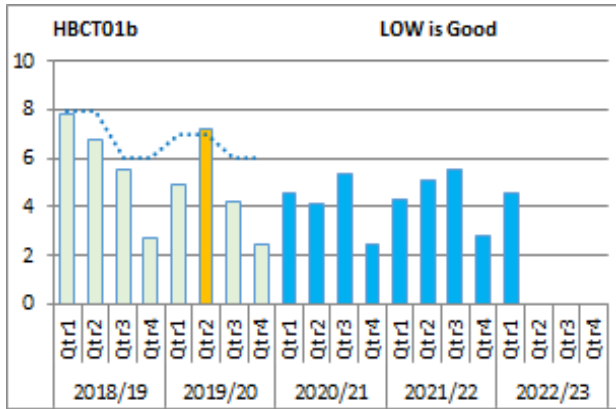
The number of accredited qualifications achieved by adults with local Authority support has increased this quarter to 210 compared to last year's 192 in the same period. Course arrangements and attendance continues to be impacted by covid, both for the attendees and the course providers. There were 468 unique learners on accredited and non-accredited Lifelong Learning courses during the last quarter, with 632 enrolments onto courses, including digital literacy, Essential Skills and Learning for Life Courses (languages, well-being and arts). The non-accredited courses provide a pathway for learners to progress onto further learning and accredited courses. Partnership working between Swansea Working, Lifelong Learning, Employability Programmes and partners has continued offer participants accredited training and qualifications to meet employment opportunities.

Partnership Working

The Swansea Council Poverty Forum, Swansea Poverty Partnership Forum, Financial Inclusion Steering Group and Swansea Food Poverty Network continue to meet, facilitating networking, sharing of good practice, information, trends, changes to services and new opportunities, encouraging partnership working and collaboration.

During the quarter £58,005.83 Household Support grants were awarded to 35 organisations, £52,500 of the WG Cost of Living Grant has been allocated to a Fuel Costs Support Fund and the team have worked in partnership to distribute 595 surplus beds from the Bay Field Hospital to people in need including refugees across the Swansea Bay area.

Tackling Poverty 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
HBCT01a ↴ Housing Benefit Speed of Processing: Average time for processing new claims.	RAG				Increased processing times reflect the diversion of resources to work outside our normal core function - welsh government grants
	Result	24.69	20.01	32.19	
	Target				
	Trend	DECLINING	IMPROVING	COVID-IMPACT	
	Num	13802	8883	17610	
	Den	559	444	547	
					
HBCT01b ↴ Housing Benefit Speed of Processing: Average time for processing notifications of change in circumstances.	RAG				Increased processing times reflect the diversion of resources to work outside our normal core function - welsh government grants
	Result	4.58	4.26	4.55	
	Target				
	Trend	IMPROVING	IMPROVING	COVID-IMPACT	
	Num	25379	21422	20305	
	Den	5547	5034	4462	
					

Tackling Poverty 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
HBCT02a ↴ Council Tax Reduction Speed of Processing: Average time for processing new claims.	RAG				Increased processing time reflects the diversion of resources to work outside our normal core function - welsh government grants - plus the impact of uprating exercises carried out by DWP
	Result	28.18	26.36	31.90	
	Target				
	Trend	DECLINING	IMPROVING	COVID-IMPACT	
	Num	65462	43782	52420	
	Den	2323	1661	1641	
	RAG				Improvements in processes result from increased automation of the handling of DWP notifications of changes in circumstances
HBCT02b ↴ Council Tax Reduction Speed of Processing: Average time for processing notifications of change in circumstances.	Result	8.36	8.10	1.90	
	Target				
	Trend	DECLINING	IMPROVING	COVID-IMPACT	
	Num	145151	167371	43179	
	Den	17361	20789	22780	

Tackling Poverty 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
POV05 ↑ The amount of welfare benefits raised through securing rights and entitlements by the Welfare Rights Team (£)	RAG				A slight reduction on last quarter and this time last year, which is not unexpected due to the reduction of benefit income for key claimant groups including many who are sick and disabled.
	Result	266842.28	211047.86	203913.75	
	Target				
	Trend	DECLINING	DECLINING	WITHIN 5%	
	Num	266842.28	211047.86	203913.75	
	Den				
<p>POV05 HIGH is Good</p>					
POV06 ↓ The average number of days all homeless families with children spent in Bed and Breakfast accommodation	RAG				The average was greatly increased by one family who remained in B&B for 24 nights. This household was homeless due to violence and we were unable to secure a male refuge where children were also accommodated. We were unable to move the family into another form of temporary accommodation sooner due to the pressures on all forms of temporary accommodation caused by the pandemic. We did however succeed in housing them from B&B on a permanent basis.
	Result	0	6.60	10.33	
	Target				
	Trend	IMPROVING	DECLINING	DECLINING	
	Num	0	33	31	
	Den	0	5	3	
<p>POV06 LOW is Good</p>					

Tackling Poverty 17-22

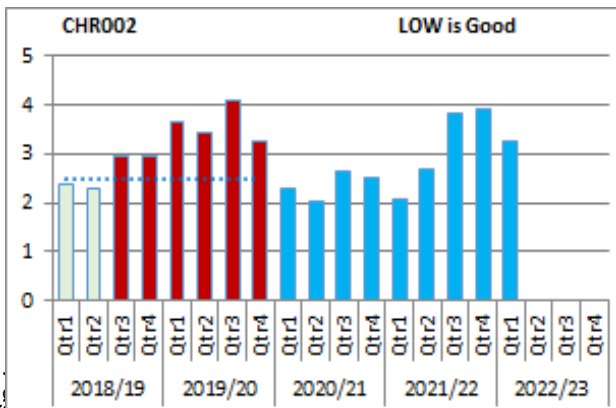
Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
POV10 <p>Number of people gaining employment through Employability Support</p>	RAG				One support programme has ended since quarter 1 last year. A replacement programme has started with a revised target group of young people age 18-25. New partnerships have been developed to engage with the target group and targeted employment opportunities including an Employment Hub in the city centre.
Result	82	134	122		
Target					
Trend	IMPROVING	IMPROVING	DECLINING		
Num	82	134.	122		
Den					
POV11 <p>Number of accredited qualifications achieved by adults with local Authority support</p>	RAG				We have seen increased confidence of learners to attend face to face accredited courses as there is less risk of covid in communities.
Result	80	182	210		
Target					
Trend	DECLINING	IMPROVING	COVID-IMPACT		
Num	80	182.	210		
Den					

Working with partners regionally and locally continues to be an important element of delivering our Transformation and Future Council objective. In the first quarter the South West Wales regional Corporate Joint Committee has been developing its work programme for the year ahead in respect of the regional transport plan, the strategic development planning function and delivery of activities that contribute to economic wellbeing.


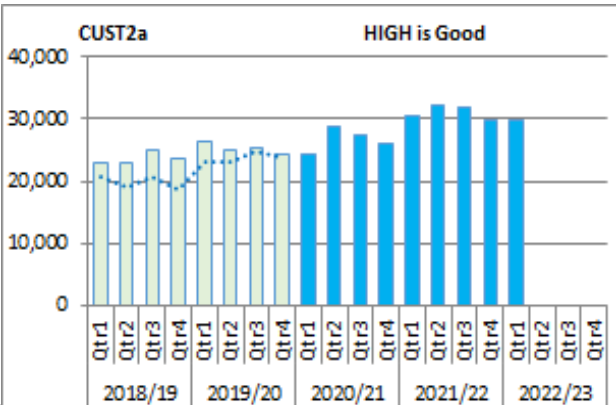

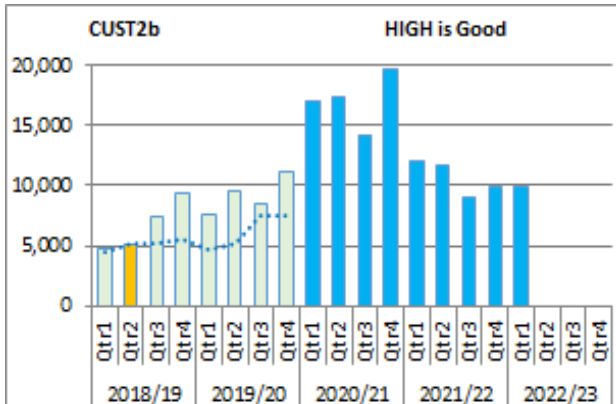
Locally, the Public Service Board (PSB) Joint Committee met in June when Cllr Andrea Lewis, Deputy Leader of the Council, was elected as Chair and Terms of reference agreed. Among other items, the Joint Committee discussed Human Rights City and development of the new PSB Well-being Plan to improve the well-being of the people of Swansea. Progress towards Swansea becoming a human rights city continues with a pocket guide to "your rights" due to be launched in August and training planned in the next quarter for senior managers in the council and partnership organisations to help increase understanding of how to embed human rights into policies and services.

Implementation of the provisions in the Local Government and Elections (Wales) Act 2021 remains on track with the development of a new public participation strategy and publication of our self-assessment and annual performance report scheduled for October.


Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CHR002 ↓ The number of working days/shifts per full time equivalent lost due to sickness absence	RAG				Note from Corporate Performance Team - Data quality under review. Sickness levels continue to be impacted by Covid related absence. Q1 is particularly high when compared to the same quarter in 2020/21 and 2021/22 due to it being the first Spring season which follows a Winter with no Covid related restrictions that dampened down transmission. It is also evident that Q1 mirrors the outturn in Q1 in 2019/20, suggesting a more usual pattern of absence as experienced before the pandemic. To mitigate increasing levels, MOA advisors continue to work with service areas to address sickness absence rates.
	Result	2.31	2.09	3.27	
	Target				
	Trend	IMPROVING	IMPROVING	COVID-IMPACT	
	Num	20415.25	19045.76	30841.14	
	Den	8844.79	9093.07	9445.78	



Page 33

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CUST2a  Number of online payments received via City and County of Swansea websites	RAG				The banking industry brought in new security measures in the spring, which caused our third party payment provider Civica some issues. These were resolved by them, but the overall number of online payments may have been affected slightly. This, coupled with the Council's policy to encourage post-pandemic recovery by waiving fees and charges for some activities eg pitch bookings and Lifelong Learning courses means that the total is slightly down compared with the same period last year.
	Result	24364	30406	29819	
	Target				
	Trend	DECLINING	IMPROVING	WITHIN 5%	
	Num	24364	30406	29819	
	Den				
 <p>CUST2a HIGH is Good</p>					
CUST2b  Number of forms completed online for fully automated processes.	RAG				This shows a downward trend due to fewer reports of some waste related issues including missed bins. Users no longer request green bags online as they are available from libraries and a range of other location points
	Result	17079	11987	9812	
	Target				
	Trend	IMPROVING	DECLINING	DECLINING	
	Num	17079	11987	9812	
	Den				
 <p>CUST2b HIGH is Good</p>					

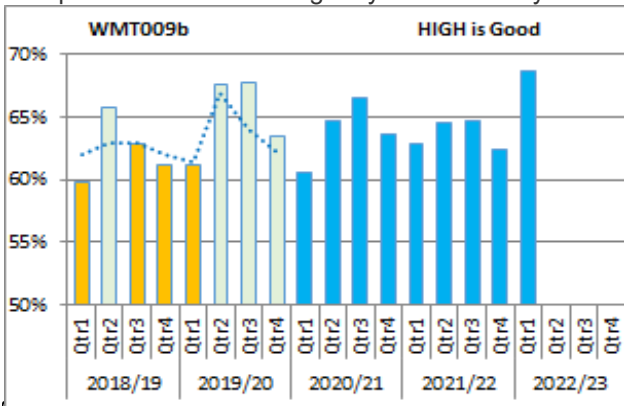
je 34

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
PROC12  Number of data breaches which has resulted in an enforcement or monetary penalty notice being issued by the Information Commissioners Office (ICO)	RAG				
	Result	0	0	0	
	Target				
	Trend	STATIC	STATIC	STATIC	
	Num	0	0	0	
	Den				
	NO GRAPH DISPLAYED All values are zero				

Waste management has an important role in enabling Swansea to get to its Net Zero targets by 2030 and 2050. This means reducing waste and maximising the value of limited resources by making things last through keeping them in a loop of use including reusing, repairing, remaking and finally recycling. Diverting resources away from landfill in line with the WG Collection blueprint will be critical to the net zero objectives.

Nature Recovery and Climate Change 19-22



Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
<p>WMT009b ↑</p> <p>The percentage of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated biowastes that are composted or treated biologically in another way</p>	RAG				<p>Please note that the data is reported a quarter behind. This data is for Q4. 2021/22. The significant increase in the performance for Q4 2021/22 is due to our move from landfilling residual waste at Tir John, to our new Energy from Waste (EfW) contract which commenced in February 2022, in line with our Waste Strategy. The resultant bottom ash from the EfW process is recycled for use as an aggregate, providing an ongoing improvement in recycling performance.</p>
Result	60.55%	62.90%	68.74%		
Target					
Trend	DECLINING	IMPROVING	IMPROVING		
Num	16053.99	17876.76	18428.96		
Den	26511.54	28421.85	26809.10		



je 37



APPENDIX - New PI's

Safeguarding 17-22					
Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
AD011a ↕ The total number of packages of reablement completed during the period which: a) Reduced the need for support	RAG				See AD011C below. As a percentage, the number of completed packages of care with reduced support in Qtr 1 reduced to just 1%. This reflects the positive increase in those returning home without care.
	Result			2.00	
	Target				
	Trend			No Data	
	Num			2.00	
	Den				
AD011b ↕ The total number of packages of reablement completed during the period which: b) Maintained the need for support	RAG				See AD011C below. As a percentage, positively the number of completed packages of care where there was a continued need for support reduced in Qtr1 to 27% (from 30%)
	Result			44.00	
	Target				
	Trend			No Data	
	Num			44.00	
	Den				



Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
AD011c 	RAG				Despite continued pressures, the service has achieved good outcomes with 52% leaving reablement with no ongoing support requirements (165 people in total leaving reablement). This is an increase from 48% for last year which is an improved position (contrary to the red downward arrow) and is due, in part, to more robust multi disciplinary screening of admissions into service(s) where capacity has been restricted through increased staff absence towards the end of quarter 1.
The total number of packages of reablement completed during the period which: c) Mitigated the need for support	Result			86.00	
	Target				
	Trend			No Data	
	Num			86.00	
	Den				
AD011d 	RAG				See AD011C above. As a percentage, the number of completed packages of care, where the need for support was not mitigated/maintained in Qtr1, reduced to 20%, due in part to the increased complexity of individuals being referred to the service(s) for assessment and right sizing activity and increased length of stay in service, due to the paucity of external domiciliary care provision for individuals with longer term long term maintenance care and support needs following assessment.
The total number of packages of reablement completed during the period which: d) Neither reduced, maintained nor mitigated the need for support	Result			33.00	
	Target				
	Trend			No Data	
	Num			33.00	
	Den				

Safeguarding 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
AD017 ↑ The number of Care and Support plans that were due to be reviewed during the period that were completed within statutory timescales	RAG				Due to the validation work required to complete this measure it has not been possible to complete in the timescales.
	Result				
	Target				
	Trend				
	Num				
	Den				
AD024 ↑ The total number of enquiries completed within 7 working days from the receipt of the reported alleged abuse.	RAG				
	Result			97.00	
	Target				
	Trend			No Data	
	Num			97.00	
	Den				

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CA005a 	RAG				Positively we continue to see an increase in the number of carers assessments completed as a result of our ongoing work to provide support to the carers in our community. 147 Assessments were completed in Qtr1, equating to 63% being providing with care and support (60% in Q4 21/22).
The number of carers assessments completed for adults during the period where: a) Needs could be met with a carer's support plan or care and support plan.	Result			93.00	
	Target				
	Trend			No Data	
	Num			93.00	
	Den				
CA005b 	RAG				See CA005a above. 49 equates to 33% , therefore a reduction from Q4 21/22 which was 38%. This remains positive that alternative interventions are being identified
The number of carers assessments completed for adults during the period where: b) Needs were able to be met by any other means.	Result			49.00	
	Target				
	Trend			No Data	
	Num			49.00	
	Den				



Safeguarding 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CA005c  The number of carers assessments completed for adults during the period where: c) There were no eligible needs to meet..	RAG				See CA005a above. 5 equates to 3%, therefore remaining very similar to Q4 21/22 which was 4.7%
	Result			5.00	
	Target				
	Trend			No Data	
	Num			5.00	
	Den				
FS11a  The number of children Being Placed on the Local Authority's Child Protection Register (CPR) within the Period.	RAG				Since April 2022 we have seen a downward trend in the number of children on the Child Protection Register, with the number of de-registration surpassing the number of registrations each month.
	Result			54.00	
	Target				
	Trend			No Data	
	Num			54.00	
	Den				



Safeguarding 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CFS19b ↑ The Number of visits to children on the Child Protection Register (CPR) which were not overdue.	RAG				We have seen improvements in this area, which is now above our expected target (90% compliant). This is really positive, given the challenges experienced with staffing.
	Result			177.00	
	Target				
	Trend			No Data	
	Num			177.00	
	Den				
CFS25 ↓ The number of Children / Young People supported by the Early Help Hubs at the end of the period	RAG				Since April 2022 we have seen a reduction in the number of children and young people requiring support from the statutory service. Positively, we are seeing more children and their families accessing support from early intervention and prevention services.
	Result			1190.00	
	Target				
	Trend			No Data	
	Num			1190.00	
	Den				



Safeguarding 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CFS26  The Number of contacts to the Child & Family IAA (Information, Advice and Assistance) Hub that are subsequently passed on to the Integrated Safeguarding Hub.	RAG				Although the overall number of children and young people needing support from statutory services has reduced, the level of complexity presenting at the front door has increased. The Integrated Safeguarding Hub completes child protection investigations as well as safety planning to try and avoid these cases being passed over to the supported care planning teams.
	Result			126.00	
	Target				
	Trend			No Data	
	Num			126.00	
	Den				
CFS2b  The number of children ceasing to be looked after (LAC) within the Period.	RAG				Monthly meetings have taken place to review legal orders for looked after children. We have seen this safely reduce the looked after children population, and this may also see the number that cease being looked after stabilising. Examples of where children cease being looked after include - returning home to their parents/family, being adopted, Special Guardianship Order being granted.
	Result			29.00	
	Target				
	Trend			No Data	
	Num			29.00	
	Den				

Safeguarding 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CH015  The total number of children with a care and support plan at the end of the period.	RAG				As we continue to develop WCCIS reporting, we are seeing the positive impact of these reports on the service - with an increased number of children with a Care and Support Plan being recorded.
	Result			927.00	
	Target				
	Trend			No Data	
	Num			927.00	
	Den				
CH026  The number of children on the Local Authority's Child Protection Register (CPR) at end of the period.	RAG				See comment for CFS11a
	Result			181.00	
	Target				
	Trend			No Data	
	Num			181.00	
	Den				

Safeguarding 17-22

Performance Indicator	KEY	2020/2021 Quarter 1	2021/2022 Quarter 1	2022/2023 Quarter 1	Comment-2022/2023
CH036  The number of children being removed from the Local Authority's Child Protection Register (CPR) within the Period.	RAG				See comment for CFS11a
	Result			72.00	
	Target				
	Trend			No Data	
	Num			72.00	
	Den				
CH037b  The number of children becoming Looked After (LAC) within the Period.	RAG				While we have seen an increase in the number of children becoming looked after compared with the previous quarter - the overall looked after population has reduced.
	Result			34.00	
	Target				
	Trend			No Data	
	Num			34.00	
	Den				

Appendix B - Integrated Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form.

Which service area and directorate are you from?

Service Area: SDU

Directorate: Corporate Services

Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other

(b) Please name and fully describe initiative here:

Q1 2022/23 Performance Monitoring Report – this reports on performance during Q1 2022/23 delivering the Council’s key priorities as set out in the Corporate Plan.

Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further Investigation	No Impact
	+	-	+	-	+	-		
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Appendix B - Integrated Impact Assessment Screening Form

- Q3** What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches?
Please provide details below – either of your activities or your reasons for not undertaking involvement

This reports on performance during Q1 2022/23 delivering the Council's key priorities as set out in the Corporate Plan, so no consultation or engagement is required.

- Q4** Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:

- a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together?
Yes No
- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?
Yes No
- c) Does the initiative apply each of the five ways of working?
Yes No
- d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?
Yes No

- Q5** What is the potential risk of the initiative? (*Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...*)

High risk

Medium risk

Low risk

- Q6** Will this initiative have an impact (however minor) on any other Council service?
 Yes No If yes, please provide details below

- Q7** Will this initiative result in any changes needed to the external or internal website?
 Yes No If yes, please provide details below

- Q8** What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?
(*You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.*)

Outcome of Screening – This reports on performance during 2021/22 delivering the Council's key priorities as set out in the Corporate Plan, so there is no direct impact on people or communities.

Appendix B - Integrated Impact Assessment Screening Form

- Q9** Please describe the outcome of your screening using the headings below:
- Summary of impacts identified and mitigation needed (Q2)
 - Summary of involvement (Q3)
 - WFG considerations (Q4)
 - Any risks identified (Q5)
 - Cumulative impact (Q7)

(NB: This summary paragraph should be used in the 'Integrated Assessment Implications' section of corporate report)

Full IIA to be completed

Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

Screening completed by:
Name: R Rowlands
Job title: Strategic Delivery & Performance Manager
Date: 15/08/22
Approval by Head of Service:
Name: Lee Wenham
Position: Head of Communications & marketing
Date: 15/08/22

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 8



Report of the Cabinet Member for Community Services

Service Improvement and Finance Scrutiny Panel 6 December 2022

Recycling and Landfill Annual Performance Monitoring Report 2021/22

Purpose	To monitor and challenge performance and action plan for meeting statutory targets.
Content	This report explains the statutory recycling target, performance to date and actions to meet statutory target.
Councillors are being asked to	Consider the report
Lead Councillor(s)	Councillor Cyril Anderson, Cabinet Member for Community Services
Lead Officer(s)	Chris Howell
Report Author	Matthew Perkins Tel: 07825 186552 E-mail: matthew.perkins@swansea.gov.uk

1. Background

- 1.1 The Waste (Wales) Measure 2010 and the Welsh Governments National Strategy 'Towards Zero Waste' sets out a 70% recycling and composting target for 2025. It also sets out targets to reduce the amount of biodegradable waste sent to landfill.
- 1.2 Council adopted a new Waste Strategy in 2022 which sets out a range of principles and actions to achieve the statutory targets set out in Welsh Governments plans by 2024/25. In addition the Waste Strategy outlined upcoming issues and potential future options which may need to be considered.
- 1.3 In 2021/22 the Council exceeded the increased statutory recycling target of 64% by achieving 65.07%; this was an increase of 0.58% on the previous year. This increase overcame the adverse impact of the

Coronavirus lockdowns, and was supported by the successful delivery of the new Waste Strategy.

1.4 This performance meant that the Council sits 16th in a league table of performance for the whole of Wales. As in previous years, it should be noted that most LAs in Wales are sending their residual waste for incineration, which means that they are also able to claim recycling tonnage for the residue ash produced. Swansea's Energy from Waste contract commenced in February 2022, so whilst there is 2 months' worth of residue ash in the 2021/22 recycling figures, the full impact will be seen for the first time in the 2022/23 recycling figures. We have a number of factors which adversely affect our recycling rate, these include:

- A large commercial sector being a city authority
- A large student population
- A large number of flats and other high density housing with less room to recycle.

1.5 The annual residual household waste produced per person in the Swansea Council area was 154kg, compared with a Wales average of 178Kg, putting the Council joint 5th in Wales.

1.6 Should the Authority miss the Welsh Government Statutory Recycling Target the Authority could face fines of £200 for every tonne that the target is missed, which represents £250k for every 1% short of the target.

2 Progress on the Waste Strategy 2022-25

2.1 Our The following actions from the Service Improvement Action plan have been successful implemented:

- Thermal Treatment Contract
- Push on Keep it Out Campaign
- Recovery of Recyclables
- Green Waste from Meadows
- Paper Line Reject Reductions

2.2 Our current un-validated recycling and composting rate for the first two quarters of this year has increased to over 70% due to the implementation of the above measures, moving Swansea up to the top quartile in Wales. It is still early in the new Waste Strategy and things can change. There may be some downgrading of our performance through the validation process, and mechanical, operational, and/or contractual breakdowns could hamper our performance at any time, although we are still in a very good position.

2.3 We can always improve, and potential areas to enable the Council to increase its recycling and reuse will include:

- Reviewing our commercial waste operations in line with any new legislative requirements.
 - Increasing reuse of products.
 - Continuing to promote recycling through the Keep Recyclables Out campaign.
 - Waste minimisation
 - Exploring options for the collection and/or receipt of new waste streams for recycling
 - A further reduction in material sorting rejects
- 2.4 The Service will continue to monitor recycling performance and levels of residual waste and review new recycling technologies and markets to ensure it maximises recycling performance within available budgets.

3 Welsh Government Policy Future Direction

- 3.1 Following the publication of Welsh Government's Towards Zero Waste in 2019, and Beyond Recycling in 2021, WG has clear aspirations for increased recycling and a move towards a circular economy.
- 3.2 WG state "*To maintain our trajectory towards zero waste by 2050, we will commit to setting out interim targets on a trajectory towards zero waste.*" WG are highly likely to set increased recycling targets post 2025.
- 3.3 WG are also considering the introduction of a Deposit Return Scheme (DRS), where purchasers of products included in the scheme, such as beverage cans or bottles, will have to pay a deposit up front and then claim it back when they return the empty container. This could have a negative impact on Council's recycling rates and incomes from recyclable materials depending upon which products are included and how the scheme is administered.
- 3.4 Extended Producer Responsibility (EPR) is another scheme WG are considering. This operates under the principle of the producer of packaging which eventually becomes waste, pays for the cost of dealing with that waste.
- 3.5 All of the above uncertainties mean that it is difficult to set a long term waste collection strategy until some of the issues become clearer.

4.0 Integrated Assessment Implications

4.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage
- Consider opportunities for people to use the Welsh language
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

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

4.3. Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language. An IIA Screening Form has been completed with the agreed outcome that a full IIA report was not required. This report relates only to the process of preparing the three strategies. The IIA screening form is attached as **Appendix A**.

4.4 This report provides an update only, and there are no significant risks associated with this project, the project has been scored as 'low risk' and the outcomes are all deemed positive, therefore a full IIA is not deemed necessary

5 Legal Implications

5.1 There are no additional legal implications to those already set out in the report.

6 Financial Implications

6.1 The service has a circa £14.1M annual budget comprising of £21.8M costs and £7.7M income generated primarily through commercial

contracts or the sale of certain recyclables. £1.1M of the income currently comes via grants from Welsh Government. The £21.8M costs principally comprise of staff, vehicles and waste/recyclable treatment/disposal costs.

Background papers: None

Appendices: IIA Screening 21-22 Recycling Scrutiny

Integrated Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form.

Which service area and directorate are you from?

Service Area: Waste Management

Directorate: Place

Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services

(b) Please name and fully describe initiative here:

Recycling and Landfill Annual Performance Report 2021-22

An annual report is submitted to scrutiny which considers the Waste service area's performance and effectiveness. This report does not propose new initiatives, but reviews the service area's performance against existing strategy.

Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further investigation
	+	-	+	-	+	-	
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Integrated Impact Assessment Screening Form

Marriage & civil partnership	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/>

Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches? Please provide details below – either of your activities or your reasons for not undertaking involvement

N/A this report will not impact staff/public and will be submitted to the panel which reviews it.

Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:

- a) Overall does the initiative support our Corporate Plan’s Well-being Objectives when considered together?
 Yes No

- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?
 Yes No

- c) Does the initiative apply each of the five ways of working?
 Yes No

- d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?
 Yes No

Q5 What is the potential risk of the initiative? (Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...)

High risk <input type="checkbox"/>	Medium risk <input type="checkbox"/>	Low risk <input checked="" type="checkbox"/>
---------------------------------------	---	---

Note: Waste is a potentially emotive subject. Based on the experience of other Councils, there may be some criticism of Swansea regardless of how waste is handled. However, this report merely compares performance versus strategy.

Q6 Will this initiative have an impact (however minor) on any other Council service?
 Yes No If yes, please provide details below

Q7 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?
(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

Integrated Impact Assessment Screening Form

This strategy will have little impact on the people of Swansea. It will ensure Swansea's waste continues to be treated in line with WG's current strategy.

Outcome of Screening

Q8 Please describe the outcome of your screening below:

- **Summary of impacts identified and mitigation needed (Q2)**
- **Summary of involvement (Q3)**
- **WFG considerations (Q4)**
- **Any risks identified (Q5)**
- **Cumulative impact (Q7)**

This report provides an update only, and there are no significant risks associated with this project, the project has been scored as 'low risk' and the outcomes are all deemed positive, therefore a full IIA is not deemed necessary

(NB: This summary paragraph should be used in the relevant section of corporate report)

Full IIA to be completed

Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

Screening completed by:
Name: M Perkins
Job title: Group Leader Waste Management
Date: 23/11/2022
Approval by Head of Service:
Name:
Position:
Date:

Please return the completed form to accesstoservices@swansea.gov.uk

Agenda Item 9



Report of the Cabinet Member for Culture and Equalities

Service Improvement and Finance Scrutiny Performance Panel
6th December 2022

Equality Impact Assessments: Audit Wales Report

Purpose:	To update the Scrutiny Panel on the Council's response to the Audit Wales report 'Equality Impact Assessments: more than a tick box exercise'.
Content:	An update on: 1. Audit Wales report: Equality Impact Assessments: more than a tick box exercise?
Councillors are being asked to:	Consider the information provided and give views
Lead Councillor:	Councillor Elliot King, Cabinet Member for Culture and Equalities
Lead Officer & Report Author:	Rhian Millar E-mail: Rhian.Millar@Swansea.gov.uk
Finance Officer:	Ben Smith
Legal Officer:	Debbie Smith
Access to Services:	Catherine Window

1. Background

- 1.1 In September 2022 the Audit Wales published a report on its audit of the use of Equality Impact Assessments in Wales. The aim of the audit was to provide insight about the approach to EIAs undertaken across the public sector in Wales.
- 1.2 The audit wanted to highlight good practice and identify opportunities to improve. The report is titled [Equality Impact Assessments: more than a tick box exercise?](#)
- 1.3 Equality Impact Assessment (EIA) is an important part of the approach to tackling inequality in Wales. EIAs help public services meet their legal duties to avoid discrimination in the decisions they make and to promote equality of

opportunity and cohesion. Done well, EIAs are more than a means to show compliance. They support the growth of a mind-set and culture that put issues of equality at the heart of decision-making and policy development.

- 1.4 Last year in Swansea we revised our Equality Impact Assessment (EIA) process and developed an [Integrated Impact Assessment \(IIA\) process](#). The purpose of developing an Integrated Impact Assessment (IIA) process was to bring together a range of impact assessment duties into one single coherent framework, in order to reduce duplication and complexity.

2. Audit Wales: Key Areas for Improvement

- 2.1 Audit Wales's findings showed that public bodies in Wales tend to use their EIAs defensively. Too often, they seem like a tick box exercise to show that the body has thought about equality issues in case of challenge. While legal challenge is of course an important risk to manage, this approach means public bodies are not using EIAs to their full potential, especially in terms of promoting equality and cohesion

- 2.2 The Audit Identified the following key areas for improvement:

- 1) Greater clarity over which type of policies and practices must be impact assessed
- 2) Greater clarity about the arrangements for assessing the impact of collaborative policies and practices
- 3) Greater clarity about expectations to consider the PSED as part of an integrated impact assessment
- 4) Better and more timely identification of the practical impacts of decisions on people and how different protected characteristics intersect
- 5) More engagement and involvement of people with protected characteristics
- 6) Better monitoring of the actual impacts of policies and practices on people
- 7) A shift in the mindsets and cultures to move EIA away from being seen as an add-on 'tick box' exercise

- 2.2.1 We will look at each area of improvement in turn and outline the Council response:

Area 1: Greater clarity over which type of policies and practices must be impact assessed

Audit Wales findings: As drafted, the Welsh specific duties require public bodies to assess all new policies or practices, or those under review. However, the EHRC's non-statutory guidance recognises that 'policies and practices' is a broad category and says public bodies may need to prioritise. It introduces the concepts of 'proportionality' and 'relevance', which it says public bodies can apply through a process known as 'screening'

The EIAs or screening decisions that public bodies publish are usually those that go to their boards or cabinets. They therefore tend to be at the more strategic or impactful end of the scale. While we did not examine in detail practices at individual bodies, we think there is a risk that public bodies may be informally filtering out smaller scale policies and practices that do not require decisions from boards or cabinet, even though they may impact on people with protected characteristics

Council Response: Our IIA process includes an initial screening form and guidance for staff to use to assess the impact on equalities and a full report and guidance for staff to use when it is required. The Council's Access to Services Team co-ordinates dedicated IIA support by providing information, advice and quality assures all completed IIAs. There is comprehensive guidance available to officers on the IIA process. We have conducted a number of information sessions with CMT and Head of Services around the importance of commencing the IIA process as early as possible. At present, every public facing report that the Council produce must have at least an IIA screening.

Area 2: Greater clarity about the arrangements for assessing the impact of collaborative policies and practices

Audit Wales findings: There is scope to clarify how public bodies should do EIAs in an environment of increasing collaboration. The law places duties on individual public bodies. Since the legislation came into force, public bodies are increasingly developing plans and delivering services through collaborative arrangements. The Welsh Government updated the legislation to extend the PSED and Wales specific duties to Corporate Joint Committees in local government, but there are other collaborative arrangements not covered. These include Public Services Boards and Regional Partnership Boards as well as multiple service specific collaborations

Council Response: We would welcome clarity within this area, within our PSB and other partnership arrangements the leading organisation usually takes ownership of the IIA process. There are instances where partnerships are unsure whose process to use, which can cause confusion.

Area 3: Greater clarity about expectations to consider the PSED as part of an integrated impact assessment

Audit Wales findings: Increasingly, public bodies are integrating their EIAs with other impact assessments. While there is no legal requirement to integrate assessments, the Welsh Government's guidance on the Well-being of Future Generations (Wales) Act emphasises the opportunities for bodies to integrate their approach to different duties, including those under the Equality Act 2010. Many of the equality officers we spoke to said that integrating impact assessments led to a streamlined process and a more rounded approach to thinking about impacts. The key downside can be that the assessment is longer and can appear daunting. Our review of EIAs also

identified a risk that integrated impact assessments dilute the focus on the impacts of policies and practices on people with protected characteristics.

Public bodies are inconsistent in what they include in an integrated impact assessment. Mostly, they collate separate assessments in one document, rather than produce a truly integrated analysis of impacts. There is no specific guidance to support public bodies in conducting integrated impact assessments. Many equality officers would welcome clearer guidance from the Welsh Government about its expectations.

Council Response: We have developed an Integrated Impact Assessment (IIA) process. Our Integrated Impact Assessment was designed to meet the requirements of existing and new Welsh legislation such as the Public Sector Equality Duty, the Well Being of Future Generations Act (2015) and the new Socio-economic duty (2021). Our IIA process also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers and the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language. We have received positive feedback from officers on our new IIA process.

Area 4: Better and more timely identification of the practical impacts of decisions on people and how different protected characteristics intersect

WAO findings: In general, public bodies tend to identify negative impacts that they need to mitigate where possible. They are less likely to identify potential ways that the policy or practice could positively promote equality of opportunity and cohesion, even though this is a requirement of the PSED. Few public bodies have fully grasped the complexity of identifying likely impacts of policies and practices. None of the EIAs we looked at considered what is known as ‘intersectionality’; the way that different protected characteristics combine.

Many public bodies are thinking about how to identify the cumulative impacts of multiple decisions but few are doing so. Most do not have supporting systems that would enable those conducting EIAs to access the information needed about other decisions.

Most public bodies’ formal processes and guidance say they will start thinking about impacts very early in the policy development process. However, many of the equality officers recognised that in practice EIAs often start late in the process, sometimes very shortly before a decision is due to be taken. This reduces the scope to shape the policy or practice and to mitigate impacts

Council Response: Within our IIA process we look at both positive and negative impacts and ensure that we are meeting our duty to positively promote Equality and Diversity. Our process also considers intersectionality unlike those looked at within the audit. Cumulative impacts are considered within the process, however as highlighted by Audit Wales, we like others,

do not have the systems or resources in place to address this fully. There needs to be more guidance and support on how public bodies deal with both intersectionality and Cumulative Impact from the Equality and Human Rights Commission and Welsh Government

A recent Audit Wales report - **Time for Change' – Poverty in Wales**, states that:

“Swansea Council has a comprehensive integrated impact assessment that not only considers in detail the likely impact of a policy decision on the various statutory responsibilities but also includes sections covering:

- involvement activity setting out those the service has engaged with in determining its strategic policy such as partners, service users and those it is co-producing with
- an assessment of the cumulative impact/mitigation to ensure the policy is considered in the round showing how it links across services provided across the council;
- how the council service will monitor and evaluate impact to be able to make changes swiftly; and d an action plan setting out the activities the Council will take as a result of the Integrated Impact Assessment. “

Area 5: More engagement and involvement of people with protected characteristics

Audit Wales findings:

We found that where public bodies seek views these often form part of a broader open consultation rather than focussing on specific groups with protected characteristics. Some third sector organisations said that listening to people with protected characteristics was the action that would most improve EIAs

Council Response: Our IIA process has ensured that involvement and engagement activity is integral to assessing impact. Officers are guided to identify those the initiative will have the most impact on and engagement activity planned affectively. This is supported by our Consultation and Engagement Strategy, a revised version is currently out for pubic consultation.

Area 6: Better monitoring of the actual impacts of policies and practices on people

Audit Wales findings:

Public bodies need to do more to monitor the impact of policies or decisions on protected groups. Equality officers at individual public bodies identified very few examples of public bodies monitoring the actual impacts of a policy or decision once implemented. Those examples put forward generally reflected broader monitoring of a policy's objectives rather than whether the impacts identified in the EIA materialised or whether there were other unanticipated impacts.

Council Response: Each IIA sets out how the council service will monitor and evaluate impact to be able to make changes swiftly; and an action plan setting out the activities the Council will take as a result of the Integrated Impact Assessment. As Audit Wales have identified, we like others, do not have the systems or resource in place to track these actions and ensure activity has taken place. Further guidance and support is needed in this area from EHRC and Welsh Government.

Area 7: A shift in the mindsets and cultures to move EIA away from being seen as an add-on ‘tick box’ exercise

Audit Wales findings:

Audit Wales found that there had not been a sufficient change in the mindset and culture in public services to put issues of equality at the heart of policy making. The mindset revealed by the EIA was often defensive: using EIAs to prove the body had paid due regard to equality in case of political or legal challenge. Often, the EIA seems like an additional ‘tick box’ exercise to be complied with rather than a tool to promote equality.

Council Response: We have tried to ensure that our IIA process provides opportunities to highlight positive impacts, clear opportunities for mitigations and is used to inform the decisions we make. We are also very clear, in our guidance and approach, that there is a legal duty to pay due regard to the Equality Act 2010. Our corporate reporting process ensures that the IIAs are considered within the decision making process.

3. Conclusions

- 3.1 As a council we have a robust and comprehensive IIA process in place. There are some areas where improvements could be made, subject to resource or digital solutions.
- 3.2 Its clear from Audit Wales report that other organisations have similar issues to us here in Swansea.
- 3.3 We are continually reviewing our IIA process for any opportunities to improve. We will consider any further guidance or legislation that comes from Welsh Government or EHRC as a result of this Audit.

4. Integrated Assessment Implications

- 4.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage
- Consider opportunities for people to use the Welsh language
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

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

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

4.4 An IIA Screening Form has been completed with the agreed outcome that a full IIA report was not required for the following reasons:

- This is a report to share information. The summary of impacts is low. No mitigation is required.

5. Financial Implications

5.1 There are no financial implications associated with this report.

6. Legal Implications

6.1 There are no legal implications associated with this report.

Background papers: None

Appendices:

Appendix A – IIA Screening Form

Integrated Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form.

Which service area and directorate are you from?

Service Area:

Directorate:

Q1 (a) What are you screening for relevance?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other

(b) Please name and fully describe initiative here:

Report to update the Scrutiny Panel on the Council's response to the Audit Wales report 'Equality Impact Assessments: more than a tick box exercise'. The report summarises the main findings of the Audit and outlines our response to each. The report is for information only.

Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further Investigation	No Impact
	+	-	+	-	+	-		
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Integrated Impact Assessment Screening Form

Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches?
Please provide details below – either of your activities or your reasons for not undertaking involvement**

There are no requirements to involve stakeholders as this report is for information only. We may wish to share our view with Audit Wales.

Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:

- a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together?
Yes No
- b) Does the initiative consider maximising contribution to each of the seven national well-being goals?
Yes No
- c) Does the initiative apply each of the five ways of working?
Yes No
- d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?
Yes No

Q5 What is the potential risk of the initiative? (Consider the following impacts – equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...)

High risk <input type="checkbox"/>	Medium risk <input type="checkbox"/>	Low risk <input checked="" type="checkbox"/>
---------------------------------------	---	---

Q6 Will this initiative have an impact (however minor) on any other Council service?
 Yes No If yes, please provide details below

Q7 Will this initiative result in any changes needed to the external or internal website?
 Yes No If yes, please provide details below

Q8 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?
(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities adversely because of other decisions the

Integrated Impact Assessment Screening Form

organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

There is minimal cumulative impact as this report is for information only. The report outlines our process to undertake an IIA and demonstrate that we have considered the findings of the Audit Wales report.

Outcome of Screening

Q9 Please describe the outcome of your screening using the headings below:

- **Summary of impacts identified and mitigation needed (Q2)**
- **Summary of involvement (Q3)**
- **WFG considerations (Q4)**
- **Any risks identified (Q5)**
- **Cumulative impact (Q7)**

There is minimal impact as this report is for information only. The report outlines our process to undertake an IIA and demonstrate that we have considered the findings of the Audit Wales report.

(NB: This summary paragraph should be used in the 'Integrated Assessment Implications' section of corporate report)

Full IIA to be completed

Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

Screening completed by:
Name: Rhian Millar
Job title: Access to Services Manager
Date: 23/11/22
Approval by Head of Service:
Name: Lee Wenham
Position: Head of Communications
Date: 23/11/22

Please return the completed form to accesstoservices@swansea.gov.uk



Councillor Chris Holley
Convenor
Service Improvement & Finance
Scrutiny Performance Panel

Please ask for: Councillor Rob Stewart
Direct Line: 01792 63 6366
E-Mail: clr.rob.stewart@swansea.gov.uk
Our Ref: RS/CM
Your Ref:
Date: 28 November 2022

SENT BY EMAIL

Dear Councillor Holley

SERVICE IMPROVEMENT & FINANCE SCRUTINY PERFORMANCE PANEL 4TH OCTOBER 2022

Thank you for your letter dated 27 October 2022. I agree with much of what the scrutiny panel has concluded and have sought updates on.

Due to unfortunate timing, given the national volatility, the irony of a 17th November deadline for my response will not now be lost on any of us and I have accordingly delayed my response which I am sure you will understand. Clearly those national moves have the widest of bearings on future years and the outlook remains extremely challenging. I will repeat for the avoidance of doubt what we all know, only UK government has the financial firepower to help navigate the public finances the UK collectively faces, and it has a moral obligation to do so given it created some and exacerbated all of the current turmoil by its own actions. It has chosen not to help with wage or service pressures, and has excluded schools, care homes and community buildings from future energy help.

Turning to the current year I am pleased to acknowledge the national pay award for local government staff has been concluded and about to be implemented. A sum of £1925 a member of local government staff will go part way but only part way to recompensing them for the work they do and compensating, again only partially, for the existential cost of living crisis facing everyone in the UK. Likewise for teachers at an "imposed" 5%. Regrettably there remains silence, as feared, on any funding from UK government to Welsh Government to us in local government to fund the cost. This means we remain in a very difficult and frustrating position. Whilst pressures can be temporarily



absorbed one off by use of reserves they simply cannot be covered in the base budget without cuts or tax rises. U.K. government could have helped but have chosen to ignore the pressures faced by key workers, and have left the costs firmly with Swansea taxpayers. That is unacceptable. There is a simple reason all 22 Councils in Wales are reporting overspends, lack of funding for costs being borne now and expected to continue in the future.

The in year budget strategy remains one of enforced spending restrictions, regrettably trying to limit new pressures by attempting to contain spending outside the pay award. The second quarter update will go to Cabinet on 15 December and I do anticipate that even after allowing for the confirmed pay award the position will have improved slightly, but remains one of fundamental concern for future budget setting.

The latest position will be set out more fully in December and again at third quarter in February 2023, with outturn expected around May 2023 when the success or otherwise of the containment strategy will be proven.

The focus is very much on a range of scenarios for next year and now we know the UK government announcement on 17 November did little to help with funding pressures, and did nothing to help on energy pressures, therefore we await the Welsh Government budget due 13 December and the local government finance settlement 14 December. There is a reason all 22 councils are clear the position is unsustainable, unprecedented and unacceptable.

Yours sincerely



**Y CYNGHORYDD/COUNCILLOR ROB STEWART
ARWEINYDD/LEADER**



To:
Councillor David Hopkins,
Cabinet Member for
Corporate Services and
Performance

Please ask for:
Gofynnwch
am:

Overview & Scrutiny

Direct Line:
Llinell
Uniongyrochol:

01792 636292

e-Mail
e-Bost:

scrutiny@swansea.gov.uk

BY EMAIL

Date
Dyddiad:

29 November 2022

Summary: This is a letter from the Service Improvement and Finance Scrutiny Performance Panel to the Cabinet Member for Corporate Services and Performance. The letter concerns the meeting held on 8 November 2022 and the Annual Review of Performance 2021/22.

Dear Councillor Hopkins,

On the 8 November, the Service Improvement and Finance Scrutiny Performance Panel met to discuss the Annual Review of Performance 2021/22. The Panel are grateful to yourself and Richard Rowlands, Corporate Performance Manager, for attending to discuss and answer questions. Our observations focused on the following areas.

We were informed that the report is a requirement of the Well-being Future Generations Act and the Local Government and Elections Act. We were also made aware that this 2020/21 covers the time period including the Covid pandemic with high risk to staff sicknesses. It was explained to us that the report showed the Council had maximised contributions to the national goals by meeting the steps in the corporate plan to deliver corporate priorities. It also reviews the use of resources and the effectiveness of the Council's governance arrangements. The report summarises with the areas of improvement.

We asked what time scales are used to measure these targets and you explained that for the corporate plan it is usually 5 years and the other targets are ongoing.

We also highlighted the work of the procurement inquiry and brought to your attention that recommendations within it were not covered sufficiently in this report. You responded that the Annual Review of Performance was as at 31 March 22 before the full procurement recommendations were presented to Cabinet and therefore this report does not cover this item in full.

OVERVIEW & SCRUTINY / TROSOLWG A CHRAFFU

SWANSEA COUNCIL / CYNGOR ABERTAWE

GUILDHALL, SWANSEA, SA1 4PE / NEUADD Y DDINAS, ABERTAWE, SA1 4PE

www.swansea.gov.uk / www.abertawe.gov.uk

I dderbyn yr wybodaeth hon mewn fformat arall neu yn Gymraeg, cysylltwch â'r person uchod
To receive this information in alternative format, or in Welsh please contact the above

Your Response

We are interested in any thoughts you may have on the contents of this letter but in this instance, we require no formal written response.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'C. Holley', with a stylized flourish at the end.

Councillor Chris Holley
Convener, Service Improvement and Finance Scrutiny Performance Panel
✉ cllr.chris.holley@swansea.gov.uk



**Councillor Elliot King
Cabinet Member for Equalities
and Culture**

To: *Please ask for:
Gofynnwch am:*
*Direct Line:
Llinell Uniongyrochol:*
e-Mail
e-Bost:

Date
Dyddiad:

Overview & Scrutiny

01792 636292

scrutiny@swansea.gov.uk

29 November 2022

BY EMAIL

Summary: This is a letter from the Service Improvement and Finance Scrutiny Performance Panel to the Cabinet Member for Equalities and Culture. The letter concerns the meeting held on 8 November 2022 and the Welsh Public Libraries Standards Annual Performance Report.

Dear Councillor King,

On the 8 November, the Service Improvement and Finance Scrutiny Performance Panel met to discuss the Welsh Public Libraries Standards Annual Performance Report. The Panel are grateful to you, Karen Gibbins, Library Services Manager and Karen Davies, Principal Librarian, for attending to discuss and answer questions.

We understand the reporting period for this report was 2020/21 and therefore covers the Covid pandemic time when libraries were temporarily closed. We were pleased to hear that despite this, Swansea Libraries met all of the 12 core entitlements during this time and are meeting the obligations of the Public Libraries Act.

We recognise the importance of the library services but particularly during the pandemic and that as soon as was possible, access to free broadband and Wi-Fi in public libraries was provided to members of the public.

We also heard that use of E audio book services increased by 63% due to an investment by Welsh Government of £500,000 and we heard your concern that this number will drop unless the investment in eBooks is continued.

You made us aware that borrower numbers have reduced but were pleased to hear that you understand of some of the causes of this and are looking to address those issues.

We asked how you share best practice across library sites and you assured us that due to the challenge to learn and adapt and that best practice is shared within the context of using each libraries strengths. You made us aware of recruitment challenges and staff turnover and expressed your concern that this may be in part,

OVERVIEW & SCRUTINY / TROSOLWG A CHRAFFU

SWANSEA COUNCIL / CYNGOR ABERTAWE

GUILDHALL, SWANSEA, SA1 4PE / NEUADD Y DDINAS, ABERTAWE, SA1 4PE

www.swansea.gov.uk / www.abertawe.gov.uk

I dderbyn yr wybodaeth hon mewn fformat arall neu yn Gymraeg, cysylltwch â'r person uchod
To receive this information in alternative format, or in Welsh please contact the above

due to the wages attached to library posts. We were pleased to hear that you are utilising apprenticeship and funded opportunities to grow and develop library staff.

Overall we recognise libraries are a very important part of their local communities and we recognise the impact they have had during the pandemic with limited resources.

Your Response

We are interested in any thoughts you may have on the contents of this letter but in this instance, we require no formal written response.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Chris Holley', with a stylized flourish at the end.

Councillor Chris Holley

Convener, Service Improvement and Finance Scrutiny Performance Panel

✉ cllr.chris.holley@swansea.gov.uk



To:
Councillor Rob Stewart
Cabinet Member for Economy,
Finance & Strategy

Please ask for: Overview & Scrutiny
Gofynnwch am:

Direct Line: 01792 636292
Llinell
Uniongyrochol:

BY EMAIL

e-Mail scrutiny@swansea.gov.uk
e-Bost:

Date 29 November 2022
Dyddiad:

Summary: This is a letter from the Service Improvement and Finance Scrutiny Performance Panel to the Cabinet Member for Economy, Finance and Strategy. The letter concerns the meeting held on 8 November 2022 and the Review of Revenue Reserves.

Dear Councillor Stewart,
On the 8 November, the Service Improvement and Finance Scrutiny Performance Panel met to discuss the Review of Revenue Reserves. The Panel are grateful to Ben Smith, Chief Finance Officer / S.151 Officer, for attending to discuss and answer our questions.

The Officer highlighted to us the advice to Council which is that all functions and services are under pressure and draws from reserves will be made in the current year. Also that £100m has been added to the earmarked reserves in the last few years with the general fund at £10m and revenue reserves at £158m.

The Officer told us that the pay award remains unfunded and is likely to be a significant draw from the reserves. Schools are likely to use their delegated reserves and although they are high the rate of use of these reserves will be the concern.

We asked for an up to date figure of the reserves as the data given is now a few months old, the Officer reminded us that you have announced a pause on Economic Recovery Fund activity for a short period given inflation pressures but £20m was planned to be committed and this still remains the case. Overall there is a possibility of using 20/25% of reserves in the current year. The issue for schools may get more pronounced as the teacher's pay award has yet to be decide and could affect the draw on reserves.

OVERVIEW & SCRUTINY / TROSOLWG A CHRAFFU
SWANSEA COUNCIL / CYNGOR ABERTAWE
GUILDHALL, SWANSEA, SA1 4PE / NEUADD Y DDINAS, ABERTAWE, SA1 4PE
www.swansea.gov.uk / www.abertawe.gov.uk

I dderbyn yr wybodaeth hon mewn fformat arall neu yn Gymraeg, cysylltwch â'r person uchod
To receive this information in alternative format, or in Welsh please contact the above

With the reserves at a significant sum the Officer reassured us that there is no scenario where all the reserves will be used in the current year.

We had some concerns about the risk of capital overspends, especially with the rising cost of materials, the Officer informed us that it is likely some schemes will overspend but equally there will be some underspends with an overall underspend that will add to the reserves. Any additional capital decisions which require future borrowing will need to be funded through revenue contributions not the Capital Equalisation Reserve. Officers warned us that further borrowing will come at a cost and is inevitable at some point.

We asked how high the level of borrowing could go. We are aware there are some difficult choices for Cabinet, for instance whether the capital programme is funded from revenue, leaving less revenue for other projects, or to borrow more.

The Officer gave advice that if the Council want to fund significant additional capital expenditure this would need further funding (revenue or borrowing) rather than just reserves. The last borrowing round timed well and secured rates of under 2%, it is unlikely in the near future to have access to interest rates as low as that. Using cash backed reserves in the short term avoids the council borrowing rates at higher rate and we agree that additional external borrowing in the current climate should be postponed for as long as possible.

Further advice given from the Officer was for the Council to prepare for significant change in service delivery, we asked for a timescale on this but understand that this is unclear until further statements are made from National and Welsh Governments.

We appreciate that difficult decisions and circumstances are ahead for the Council and await the draft budget proposals in December for further information.

Your Response

We are interested in any thoughts you may have on the contents of this letter but, in this instance, we require no formal written response.

Yours sincerely,



Councillor Chris Holley
Convener, Service Improvement and Finance Scrutiny Performance Panel
✉ cllr.chris.holley@swansea.gov.uk



To:	<i>Please ask for:</i>	Overview & Scrutiny
Councillor Andrea Lewis	<i>Gofynnwch am:</i>	
Cabinet Member for Service Transformation	<i>Direct Line:</i>	01792 636292
	<i>Llinell Uniongyrochol:</i>	
	<i>e-Mail</i>	scrutiny@swansea.gov.uk
	<i>e-Bost:</i>	
	<i>Date</i>	29 November 2022
	<i>Dyddiad:</i>	

BY EMAIL

Summary: This is a letter from the Service Improvement and Finance Scrutiny Performance Panel to the Cabinet Member for Service Transformation. The letter concerns the meeting held on 8 November 2022 and the Welsh Housing Quality Standards Annual Update.

Dear Councillor Lewis,

On the 8 November, the Service Improvement and Finance Scrutiny Performance Panel met to discuss the Welsh Housing Quality Standards Annual Update. The Panel are grateful to you, Dave Meyrick, Programme Planning and Delivery Manager, Carol Morgan, Head of Housing and Public Health and Dave Bratley, Housing Asset Manager for attending to discuss and answer questions.

We were interested to hear details of the Welsh Housing Quality Standards (WHQS) and that the standards aim to make sure houses are in a good state of repair, safe and secure, adequately heated, fuel efficient, well insulated, contain up-to-date kitchens and bathrooms, are well managed, located in attractive and safe environments and try to meet the specific needs of individuals, particularly people with disabilities, providing adaptations.

We recognise that not all properties can meet this standard and this is known as an acceptable fail. You informed us that 70% of our homes are now fully compliant, which is up 13% from the previous year and you explained that the 30% of acceptable fails broke down into 15% being due to residents declining the opportunity to have a Council kitchen or bathroom installed and the other 15% being due to program planning.

OVERVIEW & SCRUTINY / TROSOLWG A CHRAFFU
SWANSEA COUNCIL / CYNGOR ABERTAWE
GUILDHALL, SWANSEA, SA1 4PE / NEUADD Y DDINAS, ABERTAWE, SA1 4PE
www.swansea.gov.uk / www.abertawe.gov.uk

I dderbyn yr wybodaeth hon mewn fformat arall neu yn Gymraeg, cysylltwch â'r person uchod
To receive this information in alternative format, or in Welsh please contact the above

You highlighted to us the economic impact that the WHQS work has had in the locality, as well as apprenticeship and employment opportunities created as a part of the program. You also demonstrated resident satisfaction with the work and improvement to quality of life.

We were pleased to acknowledge the progress made on WHQS and the work of Officers involved. You also alerted us to additions to WHQS due for implementation on 1 April 2022. The next standards will include decarbonisation, fire safety and property safety measures amongst others. This has the potential for a major financial challenge as delivering the new standards could cost in the region on £875m. £423m is currently set aside to meet the current standard but falls short of what will be required for new standards.

We ask what the timescales in achieving the new WHQS were and we were informed the consultation document indicates 10 years, however due to Councils highlighting the difficulty financing the program, there may be a revision of this target.

We also asked about sprinkler systems as we are aware they can be expensive and wondered whether they formed part of the new standards. You informed us that they have already been installed in high rise properties and sheltered housing complexes but installing these into ordinary domestic dwellings isn't a requirement. You have also trained an in house specialist team and used that team to install the fire sprinkler systems. The bigger pressures on the new standards will be more around decarbonisation and an increase in inspections.

We clarified that the current spend on WHQS so far (£546m) has been a mix of revenue rental contributions (£381m) and Welsh Government funding (£165m). This money has not come from council tax which is important to note as this is a common misinterpretation.

Your Response

We are interested in any thoughts you may have on the contents of this letter but in this instance, we require no formal written response.

Yours sincerely,



Councillor Chris Holley

Convener, Service Improvement and Finance Scrutiny Performance Panel

✉ cllr.chris.holley@swansea.gov.uk

Agenda Item 11

Service Improvement and Finance – Scrutiny Performance Panel

Work Plan 2022/23

<p>Meeting 1 6 Sep 2022 10am</p>	<ol style="list-style-type: none"> 1. Role of the Service Improvement and Finance Scrutiny Panel 2. Overview: <i>Understanding Financial Reporting</i> Ben Smith – Director of Finance / S.151 Officer 3. Overview: <i>Understanding Performance Monitoring</i> Richard Rowlands – Strategic Delivery and Performance Manager 4. Work Plan 2022/23 Panel to discuss/agree work plan topics for the coming year.
<p>Meeting 2 4 Oct 2022 10am</p>	<ol style="list-style-type: none"> 1. Q1 Budget Monitoring Report – 2022/23 <i>Invited to attend:</i> Cllr Rob Stewart - Cabinet Member for Economy, Finance and Strategy Ben Smith – Director of Finance / S.151 Officer 2. Annual Performance Monitoring Report for 2021/2022 <i>Invited to attend:</i> Cllr David Hopkins – Cabinet Member for Corporate Services & Performance Richard Rowlands – Strategic Delivery & Performance Manager
<p>Meeting 3 8 Nov 2022 10am</p>	<ol style="list-style-type: none"> 1. Review of Revenue Reserves <i>Invited to attend:</i> Cllr Rob Stewart - Cabinet Member for Economy, Finance and Strategy Ben Smith – Director of Finance / S.151 Officer 2. Annual Review of Performance 2021/2022 <i>Invited to attend:</i> Cllr David Hopkins – Cabinet Member for Corporate Services & Performance Richard Rowlands – Strategic Delivery & Performance Manager 3. Welsh Public Library Standards Annual Performance Report <i>Invited to attend:</i> Cllr Elliott King – Cabinet Member Equalities and Culture Karen Gibbins – Library Services Manager Karen Davies – Principal Librarian 4. Welsh Housing Quality Standards Annual Update <i>Invited to attend:</i> Cllr Andrea Lewis, Cabinet Member for Service Transformation Carol Morgan – Head of Housing and Public Health
<p>Meeting 4 6 Dec 2022 10am</p>	<ol style="list-style-type: none"> 1. Mid Term Budget Statement 2022/23 <i>Invited to attend:</i> Cllr Rob Stewart - Cabinet Member for Economy, Finance and Strategy Ben Smith – Director of Finance / S.151 Officer 2. Quarter 1 2022/23 Performance Monitoring Report <i>Invited to attend:</i> Cllr David Hopkins – Cabinet Member for Corporate Services & Performance Richard Rowlands – Strategic Delivery & Performance Manager 3. Recycling and Landfill - Annual Performance Monitoring 2021/22 and Recycling of Business Waste Briefing <i>Invited to attend:</i> Cllr Cyril Anderson– Cabinet Member Community Services Chris Howell – Head of Waste Management and Parks Matthew Perkins – Group Leader, Waste

	<p>4. Audit Wales Report – “Making Equality Impact Assessments more than just a tick box exercise” <i>Invited to attend:</i> Cllr Elliot King - Cabinet Member Culture and Equalities Rhian Millar – Consultation Coordinator Lee Wenham – Head of Communications and Marketing</p>
<p>Meeting 5 17 Jan 2023 10am</p>	<p>1. Draft Budget Proposals 2022/23 – 2025/26 <i>Invited to attend:</i> Cllr Rob Stewart - Cabinet Member for Economy, Finance and Strategy Ben Smith – Director of Finance / S.151 Officer</p> <p>2. Q2 Budget Monitoring 2022/23 <i>Invited to attend:</i> Cllr Rob Stewart - Cabinet Member for Economy, Finance and Strategy Ben Smith – Director of Finance / S.151 Officer</p> <p>3. Q2 2022/23 Performance Monitoring Report <i>Invited to attend:</i> Cllr David Hopkins – Cabinet Member for Corporate Services & Performance Richard Rowlands – Strategic Delivery & Performance Manager</p> <p>4. Sustainable Swansea Update - Transformational delivery aspects <i>Invited to attend:</i> Cllr Andrea Lewis – Cabinet Member for Service Transformation Ness Young – Interim Director of Corporate Services Sarah Lackenby – Head of Digital and Customer Services Marlyn Dickson – Strategic Change Programme Manager</p>
<p>Meeting 6 14 Feb 2023 10am</p>	<p>1. Annual Budget and Medium-Term Financial Plan: Pre-Decision Scrutiny <i>Invited to attend:</i> Cllr Rob Stewart - Cabinet Member for Economy, Finance and Strategy Ben Smith – Director of Finance / S.151 Officer</p>
<p>Meeting 7 14 Mar 2023 10am</p>	<p>1. Q3 Budget Monitoring 2022/23 <i>Invited to attend:</i> Cllr Rob Stewart - Cabinet Member for Economy, Finance and Strategy Ben Smith – Director of Finance / S.151 Officer</p> <p>2. Planning Annual Performance Report 2021/2022 <i>Invited to attend:</i> Cllr David Hopkins – Cabinet Member for Cabinet Member for Corporate Services & Performance Phil Holmes – Head of Planning and City Regeneration Ian Davies - Development Conservation and Design Manager Tom Evans – Placemaking and Strategic Planning Manager</p> <p>3. Annual Complaints Report <i>Invited to attend:</i> Cllr Andrea Lewis - Cabinet Member for Service Transformation Sarah Lackenby – Head of Digital and Customer Services</p>
<p>Meeting 8 18 April 2023 10am</p>	<p>1. Q3 2022/23 Performance Monitoring Report <i>Invited to attend:</i> Cllr David Hopkins - Cabinet Member for Corporate Services & Performance Richard Rowlands – Strategic Delivery & Performance Manager</p> <p>2. Annual Review of Well-being Objectives and Corporate Plan <i>Invited to attend:</i> Cllr Rob Stewart - Cabinet Member for Economy, Finance and Strategy Richard Rowlands – Strategic Delivery & Performance Manager</p>

Meeting 9
9 May 2023
10am

4. Progress update on the Local Government Use of Data Action Plan (delayed due to pandemic impacts / diversion of resources) - tbc

Welsh Language Standards Annual Report 2021/2022 - TBC

Invited to attend:

Cllr Elliott King – Cabinet Member Culture and Equalities

Cllr Robert Smith – Cabinet Member for Education and Learning

Sarah Lackenby – Head of Digital and Customer Services

Lisa DeBenedictis - Standards Officer