Notice of Meeting

You are invited to attend a Meeting of the

Swansea Public Services Board

At: **Remotely via Microsoft Teams**

On: **Thursday, 12 October 2023**

Time: **3.00 pm**

Chair: **Councillor Andrea Lewis**

Watch Online: https://bit.ly/3rsT9pM

Agenda

		Page No.
	Preliminary Matters:	
1	**Apologies for Absence.**	
2	**Disclosures of Personal & Prejudicial Interest.** www.swansea.gov.uk/disclosuresofinterests	
3	**Minutes.** To approve and sign the Minutes of the previous meeting(s) as a correct record.	1 - 3
4	**Terms of Reference.**	4 - 15
5	**Public Question Time.** Questions can be submitted in writing to Democratic Services democracy@swansea.gov.uk up until noon on the working day prior to the meeting. Written questions take precedence. Public may attend and ask questions in person if time allows. Questions must relate to items on the open part of the agenda and will be dealt within a 10 minute period.	
	Items for Discussion / Decision / Approval:	
6	**Updates on the 8 Steps in the PSB's 2023-24 Action Plan.** • Transforming early years' services across Swansea. • Building on Swansea as a Human Rights City. • Working towards Swansea's net zero target and nature recovery. • Making Swansea safer, more cohesive, and prosperous.	16 - 91

- Developing Swansea's integrated cultural offer.

- Influencing and connecting with other governance arrangements across the Swansea Bay region.

- Improving data quality and accessibility across the Swansea Bay region.

- To Develop Swansea PSB performance management arrangements which measure and monitor the PSB's progress.

7 Walking In Our Shoes Event on 17th October 2023. (Verbal)

For Information:

8 Future Work Programme:

- Area Planning Board Annual Report.
- Update on GP Clusters.

Next Meetings: Thursday, 11 January and 25 April 2024 at 3.00 pm

Huw Evans
Head of Democratic Services
Friday, 6 October 2023

Contact: Democratic Services - 01792 636923

Minutes of the Swansea Public Services Board

Remotely via Microsoft Teams

Thursday, 13 July 2023 at 1.30 pm

Present:

Leanne Ahern, Swansea Council
Gareth Borsden, Swansea Council
Eve Davies, South Wales Police
Helen Grey, Natural Resources Wales
Daniel Jones, Police & Crime Commissioners Office
Andrea Lewis, Swansea Council
Alice Puchades, Swansea Bay University Health Board
Gwynfor Thomas, Mid & West Wales Fire & Rescue Authority
Roger Thomas, Mid & West Wales Fire & Rescue Service
Nerissa Vaughan, Swansea Bay University Health Board
Ness Young, Swansea Council

Apologies for Absence
Martyn Evans, Natural Resources Wales
Keith Lloyd, Swansea Bay University Health Board
Martin Nicholls, Swansea Council
Keith Reid, Swansea Bay University Health Board
Karen Stapleton, Swansea Bay University Health Board
Rob Stewart, Swansea Council
Mark Wade, Swansea Council

1 Election of Chair for the Municipal Year 2023-2024.

Resolved that Councillor Andrea Lewis, Swansea Council be elected Chair for the Municipal Year 2023-202.

Councillor Andrea Lewis, (Chair) Presided

2 Election of Vice Chair for the Municipal Year 2023-2024.

Resolved that Roger Thomas, Mid & West Wales Fire & Rescue Service be elected Vice Chair for the Municipal Year 2023-2024.

3 Disclosures of Personal & Prejudicial Interest.

No declarations were made.

4 Minutes.

Resolved that the Minutes of the Swansea Public Services Board Joint Committee held on 27 April 2023 be approved as a correct record.

5 Public Question Time.

There were no public questions.

6 Update on Public Services Board Action Plan.

Ness Young presented a report that updated the PSB on the development of the 2023-24 action plan and outlined the progress on the steps to date.

She outlined that since the last PSB meeting held on 27th April 2023, the action plan has been finalised and was attached to the circulated report at Appendix A.

Ness Young, Nerissa Vaughan, Roger Thomas and Helen Gray then verbally updated the PSB on the various actions undertaken, desired outcomes that were outlined in the report, along with the milestone dates for achieving the progress on the eight areas identified in the plan, namely

- To support the transformation of Early Year Services in Swansea to provide better support for children to have the best start in life;
- To build on Swansea's 2022 declaration of being a Human Rights City;
- Working towards Swansea's net zero target and nature recovery;
- Making Swansea safer, more cohesive, and prosperous;
- Developing Swansea's Integrated Cultural Offer; (Ness Young to provide the PSB with further detail on action two to clarify if the action was actually RED and if so why)
- To Influence and connect with other governance arrangements across the Swansea Bay region;
- To improve data quality and accessibility across the Swansea Bay region;
- To Develop Swansea PSB performance management arrangements which measure and monitor the PSB's progress

Resolved that the Board

1) noted the progress made in quarter 1 of 2023-24.
2) agreed to receive an update report on the action plan areas and its progress as a standing item at future PSB meetings.

7 Swansea Public Services Board Terms of Reference.

Ness Young outlined and detailed the revised and updated terms of reference for the PSB following changes made during the last year for review and approval.

She indicated that the diagram contained within the appendix would require some further minor amendments.

Resolved that

1) the revised terms of reference be agreed and adopted.
2) Ness Young be given delegated authority to amend the diagram contained within the appendix.

8 Future Work Programme.

The Forward Work Programme was noted.

The meeting ended at 2.02 pm

Chair

Swansea Public Services Board – 12th October 2023

Swansea PSB Terms of Reference

Purpose:	To be agreed by Swansea Public Services Board on 12th October 2023.
Recommendation(s):	It is recommended that:
1)	The Board review the amendments made and accept all the said changes that were mentioned in previous meeting held on 13th July 2023.
Report Author:	Ness Young

1. Introduction

The Terms of Reference were previously approved on 21st June 2022, it is proposed that there is a change to the title and that the meetings are now held on a quarterly basis.

Background Papers: None.

Appendices: Appendix 1- Proposed amended Terms of Reference.

Appendix 1

Swansea Public Services Board Terms of Reference

(Agreed by Swansea Public Services Board on 13 July 2022)

Prepared with reference to the Welsh Government Statutory Guidance: Shared Purpose: Shared Future

Status

1. Swansea Public Services Board (the Board) is a statutory board established by the Well-being of Future Generations (Wales) Act 2015. References to the Board are references to the members of the Board acting jointly. [i]

Purpose

2. The purpose of the Board is to improve the economic, social, environmental and cultural well-being of Swansea.

3. In pursuing this purpose the Board will contribute to the national well-being goals:

   a) A prosperous Wales
   b) A resilient Wales
   c) A healthier Wales
   d) A more equal Wales
   e) A Wales of cohesive communities
   f) A Wales of vibrant culture and thriving Welsh language
   g) A globally responsible Wales

4. In conducting its business the Board will act in accordance with the sustainable development principle, acting in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. [ii]

5. In exercising its functions, the Board must seek advice from its other partners and involve them in such manner and to such extent as it considers appropriate. [iii]

6. In exercising its functions, the Board must take guidance issued by Welsh Ministers into account. [iv]

Main Tasks

7. The Board has the following main tasks (to be achieved within timescales as specified in the Well-being of Future Generations Act):

   a) To prepare and publish an assessment of economic, social, environmental and cultural well-being in Swansea. [v]
   b) To prepare and publish a Local Well-being Plan for Swansea setting out local objectives and the steps it proposes to take to meet them. [vi]
   c) To prepare and publish an annual report that sets out the Board's progress in meeting the local objectives[vii]

d) To invite participants to attend and participate in the business of the Board as appropriate[viii].
e) To review and revise its local objectives and if it has revised its local objectives it must amend the Well-being Plan [ix].
f) To review its local objectives if directed to do so by Welsh Ministers and then amend the Well-being Plan in consequence of such a review. [x]
g) To attend Swansea Council's Scrutiny Programme Committee to provide information and assistance that enables the committee to discharge its responsibilities to scrutinise the work of the Public Services Board as defined in s35 of the Well-being of Future Generations (Wales) Act 2015. [xi]

Membership

Statutory Members

8. The statutory members of the Board are: [xii]

   a) City and County of Swansea
   b) Swansea Bay University Health Board
   c) Mid and West Wales Fire and Rescue Authority
   d) Natural Resources Wales

9. The Representatives of the statutory members of the Board are: [xiii]
   a) City and County of Swansea (Leader and Chief Executive)
   b) Swansea Bay University Health Board (Either the Chairman, Chief Executive or both)
   c) Mid and West Wales Fire and Rescue Authority (Either the Chairman, Chief Officer or both)
   d) Natural Resources Wales (Chief Executive)

10. Individuals must designate a substitute in the event that they are unable to attend a meeting of the Board. The Council Leader may only designate his substitute from the Council's Executive. [xiv]

11. Any substitutes should have the authority to make decisions on behalf of the named persons.

Invited Participants

12. The following persons must be invited to participate in the activity of the Board: [xv]
    a) The Welsh Ministers
    b) The Chief Constable of South Wales Police
    c) The South Wales Police and Crime Commissioner
    d) Probation services representative
    e) A representative of voluntary organisations
    f) Any other persons who the Board may be required to invite under regulations made by Welsh Ministers. [xvi]

13. Invited participants are not required to accept the invitation.

14. Invited participants are not members of the Board. They are entitled to;

    - make representations to the Board about the content of assessments of local well-being, the local well-being plan and proposed amendments to the local well-being plan, to take part in Board meetings and provide other advice and assistance to the Board. [xvii]

15. In the event that an invited person is unable to attend a meeting of the Board they are required to designate a substitute but it is expected that substitutes will be authorised to make decisions and commitments on behalf of the invited person.

16. The Board may invite any other persons who exercise functions of a public nature to participate in the Board's activity, even if that person exercises other functions. [xviii]

17. Invited participants who are to be asked to join the Board will be agreed at a meeting of the Board and the form of invitation will be via a letter from the Chair setting out the reasons for the invitation and the expectations upon the invitee. The letter will set out to whom a response is to be sent. [xix]

18. Invited participants may participate in the activity of the Board from the date on which the response accepting the invitation is received by the person to whom it is to be sent and ending on the date on which the next ordinary election is held under s26 of the Local Government Act 1972 (c.70).

Other partners

19. The Board must seek advice from its other partners and otherwise involve them as it considers appropriate. Other partners are not members of the Board. [xx]

20. These partners will include, but are not limited to:

    a) A Community Council for a community in an area which (or any part of which) falls within the local authority area
    b) The Public Health Wales NHS Trust
    c) A Community Health Council for an area which (or any part of which) falls within the local authority area
    d) A National Park Authority for a National Park in Wales any part of which falls within the local authority area
    e) The Higher Education Funding Council for Wales
    f) An institution in the further education sector or the higher education sector situated in whole or in part within the local authority area
    g) The Arts Council of Wales
    h) The Sports Council for Wales
    i) The National Library of Wales
    j) The National Museum of Wales

Decision Making and Dispute Resolution

21. Board decisions are only valid when made jointly and unanimously by all statutory members (or their substitutes) and with all statutory members in attendance.

22. In the event of a disagreement between statutory members it is the responsibility of the Chair to convene a meeting to resolve the disagreement. In the event that a consensus cannot be reached at the meeting the Chair will appoint an independent mediator who must not be in the employment of the statutory members. The statutory members must co-operate with the mediator. The costs of mediation will be borne in equal shares by the four statutory members.

Quorum

23. The quorum of a PSB meeting is all of its statutory members. Each statutory member of the PSB must be represented at a meeting by the individual specified in section 9 or a substitute for that individual. [xxi]

Mandatory Meetings

24. The PSB will hold a meeting of the statutory members of the Board, chaired by Swansea Council, no later than 60 days after the date on which the Board is established. [xxii]

25. At this meeting the Board will:

    a) Determine when and how often it meets.
    b) Agree its terms of reference

26. Members will appoint the chair for subsequent meetings of the Board at the first meeting from the statutory members. In the event that there is no consensus as to the chair for subsequent meetings, the local authority will chair subsequent meetings.

27. Subsequent to each ordinary election of local government councillors, the Board will hold a “mandatory meeting” chaired by Swansea Council no later than 60 days after the date of each ordinary election of councillors. [xxiii]

28. At this “mandatory” meeting the Board must review its terms of reference, amend the terms of reference if so agreed and can choose to do so at any other meeting. Members will also appoint the chair for subsequent meetings of the Board from the statutory members. In the event that there is no consensus as to the chair for subsequent meetings, the local authority will chair subsequent meetings. [xxiv]

Ordinary Meetings

29. Ordinary meetings of the Board will take place, as a minimum, quarterly in accordance with Schedule 1. The Board may amend the schedule of meetings. [xxv]

Sub-groups

30. The Board is able to establish sub-groups to support it in undertaking its functions and the Board can authorise sub-groups to exercise its functions, excluding those set out in section 32 of this terms of reference. [xxvi]

31. Each sub-group of a PSB must include at least one statutory member of the Board, who will chair the sub-group, and may include any invited participant or other partner. [xxvii]

32. Sub-groups cannot: [xxviii]

a) invite persons to participate in the Board's activity under section 30 (of the Act);

b) set, review or revise the Board's local objectives;

c) prepare or publish an assessment of well-being under section 37 (of the Act);

d) consult under section 38 (of the Act) or to prepare a draft of an assessment under section 37 (of the Act) for the purposes of consulting;

e) prepare or publish a local well-being plan;

f) consult under section 43 (of the Act) or to prepare a draft of a local well-being plan for the purposes of consulting;

g) review or amend a local well-being plan or to publish an amended local well-being plan;

h) consult under section 44 (of the Act);

i) agree that the Board –

(i) merges or collaborates with another public services board.

(ii) Collaborates with another board under section 48(1) (of the Act)

However statutory guidance, Shared Purpose: Shared Future 3: 37 states 'Whilst sub-groups cannot themselves be authorised to finalise and approve the assessment of local well-being, or the local well-being Plan, it is expected that they will play an important role in researching and developing those products in draft'.

Support

33. Administrative support for the Board is provided by Swansea Council. [xxix]

Statutory guidance, Shared Purpose: Shared Future 3:42-34 states 'The local authority must make administrative support available to the public services board. The Welsh Ministers consider administrative support would include:

- ensuring the public service board is established and meets regularly;
- preparing the agenda and commissioning papers for meetings;
- inviting participants and managing attendance;
- work on the annual report and
- preparation of evidence for scrutiny.

However it is for the board to determine how it will resource the functions it has to undertake, which are a responsibility of all the statutory members equally. It is for the board to determine appropriate and proportionate resourcing of the board's collective functions. There is nothing to prevent invited participants or other partners providing advice, assistance, and resources to the board in the form of analytical or professional expertise. They are not obliged to provide financial assistance but may do so if they consider that it is within their powers.

Wider Engagement

34. The Board will ensure the involvement of persons who are interested in the improvement of the areas of economic, social, environmental and cultural well-being and will consult such persons in the preparation of assessments and well-being plans. [xxx]

35. A copy of the well-being assessment, the well-being plan and each annual report will be sent to Swansea Bay University Health Board, Mid and West Wales Fire and Rescue Service, Natural Resources Wales, the Welsh Ministers, the Commissioner, the Auditor General for Wales and the council's relevant overview and scrutiny committee. [xxxi]

36. Meetings of the Board are open for the public to observe. The Agenda and Minutes of key subgroups will be published online

Scrutiny

37. The work of the PSB will be scrutinised by Swansea Council's Scrutiny Programme Committee who have set up a special panel to undertake this role. The Public Services Board Scrutiny Panel includes councillors as well as people responsible for holding other public bodies to account. This Committee must have the power;

    a) To review or scrutinise decisions made, or other action taken, by the Public Services Board for the local authority in the exercise of its functions
    b) To review or scrutinise the board's governance arrangements
    c) To make reports or recommendations to the board with respect to the board's functions or governance arrangements
    d) To consider such matters relating to the board as the Welsh Ministers may refer to it and to report to the Welsh Ministers accordingly
    e) To carry out such other functions in relation to the board as are imposed on it by this Act.

38. The scrutiny committee can require any statutory member of the board to give evidence, but only in respect of the exercise of joint functions conferred on them as a member of the board (as set out under section 7).

39. The scrutiny committee must send a copy of any report or recommendation it makes to the Welsh Ministers, the Commissioner and the Auditor General for Wales. [xxxii]

40. The Scrutiny Panel will decide what aspects of the Board's work they want to investigate and gather evidence including from the public, about the work that is being done. The panel's conclusions and recommendations are published in letters to the Chair of the Board who must then reply, also by public letter.

Merging and collaboration

41. The PSB may merge with other PSBs if it would assist it in contributing to the achievement of the well-being goals. [xxxiii]

42. The PSB may collaborate with another Board. [xxxiv]

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[i] The PSB is created by s29 of the Well-being of Future Generations (Wales) Act 2015
[ii] S 36(3) of the 2015 Act
[iii] S32(2) of the 2015 Act
[iv] S38 of the 2015 Act
[v] S 37 of the 2015 Act
[vi] S 39 of the 2015 Act
[vii] S45 of the 2015 Act
[viii] S 30 of the 2015 Act
[ix] S44(1) of the 2015 Act
[x] S 44(2) of the 2015 Act
[xi] S 35(3) of the 2015 Act
[xii] Para 7(1) of Schedule 3 to the 2015 Act
[xiii] Para 7(1) of Schedule 3 to the 2015 Act
[xiv] Paragraph 7(1) (b) of Schedule 3 to the 2015 Act
[xv] S30(1) of the 2015 Act
[xvi] S33(1) of the 2015 Act
[xvii] S30 (4) of the 2015 Act
[xviii] S30(2) of the 2015 Act
[xix] S31(3) of the 2015 Act
[xx] S32(2) of the 2015 Act
[xxi] Paragraph 1 Schedule 3 of the 2015 Act
[xxii] Paragraph 2 Schedule 3 of the 2015 Act
[xxiii] Paragraph 3 Schedule 3 to the 2015 Act
[xxiv] Paragraph 4(3) (4) Schedule 3 of the 2015 Act
[xxv] Paragraph 4 Schedule 3 of the 2015 Act
[xxvi] Paragraph 4(2)(f) of the 2015 Act
[xxvii] Paragraph 6(1) Schedule 3 of the 2015 Act
[xxviii] Paragraph 6 (3) Schedule 3 of the 2015 Act
[xxix] Paragraph 5 Schedule 3 of the 2015 Act
[xxx] Paragraph 4 (e) Schedule 3 of the 2015 Act
[xxxi] S37 (7) S39(8) and s 45(5) of the 2015 Act
[xxxii] S35(2) of the 2015 Act
[xxxiii] S47 of the 2015 Act
[xxxiv] S48 of the 2015 Act

Schedule 1 :Procedure for Meetings

1. Ordinary meetings of the Board will take place as a minimum, every 3 calendar months. The meetings will take place as follows;

   Date 13 July 2023

   Date 12 October 2023

   Date 11 January 2024

   Date 25 April 2024

2. The Council will give at least fourteen clear day*s notice of any meeting by contacting all statutory members of the Public Services Board by email. Papers will be sent out a minimum of seven days before any meeting of the Board.

3. Any statutory member of the Board shall be entitled to give written notice to the Chair at least 10 clear days before the date of the next meeting that he/she wishes an item relevant to the functions of the Public Services Board to be included on the agenda for, and be discussed at, a meeting of the board.

4. Meeting procedures should include
   - Welcome and apologies
   - Declaration of Interests
   - Minutes of the last meeting
   - Progress on well-being objectives
   - Forward Plan

Schedule 2: Structure

The Public Services Board consists of four statutory members. However invited participants and other partners participate in the activities of the board. The structure by which they do so is set out below.

The PSB Committee

- This includes the legal entity that is the Public Services Board in statute. This consists of four statutory members
  - Swansea Council
  - Swansea Bay University Health Board
  - Mid and West Wales Fire and Rescue Authority
  - Natural Resources Wales

- The PSB Committee also includes invited participants as defined in statute and appropriate organisations identified by the statutory members.

- It's role is one of ratification and advocacy of the PSB's priorities

Coordination of the Local Well-being Objectives

- Responsibility for the co-ordination of each of the Local Well-being Plan's four outcome based Local Well-being Objectives lies with one of the four statutory members. This will include all the administrative and support arrangements.

    - Early Years – ABMU
    - Live Well, Age Well – Swansea Council
    - Climate Change & Nature Recovery – Natural Resources Wales
    - Stronger Communities – Fire and Rescue

Administrative Support

- Swansea Council will provide an administrative role supporting statutory members of the Public Services Board to discharge their legal responsibilities. This is in line with the Local Authority's statutory duty to support the PSB.

- Statutory members co-ordinating the delivery of the Local Well-being Objectives will service their area in the spirit of co-operation but will be supported by Council Administration to ensure that their work is fully integrated across the PSB

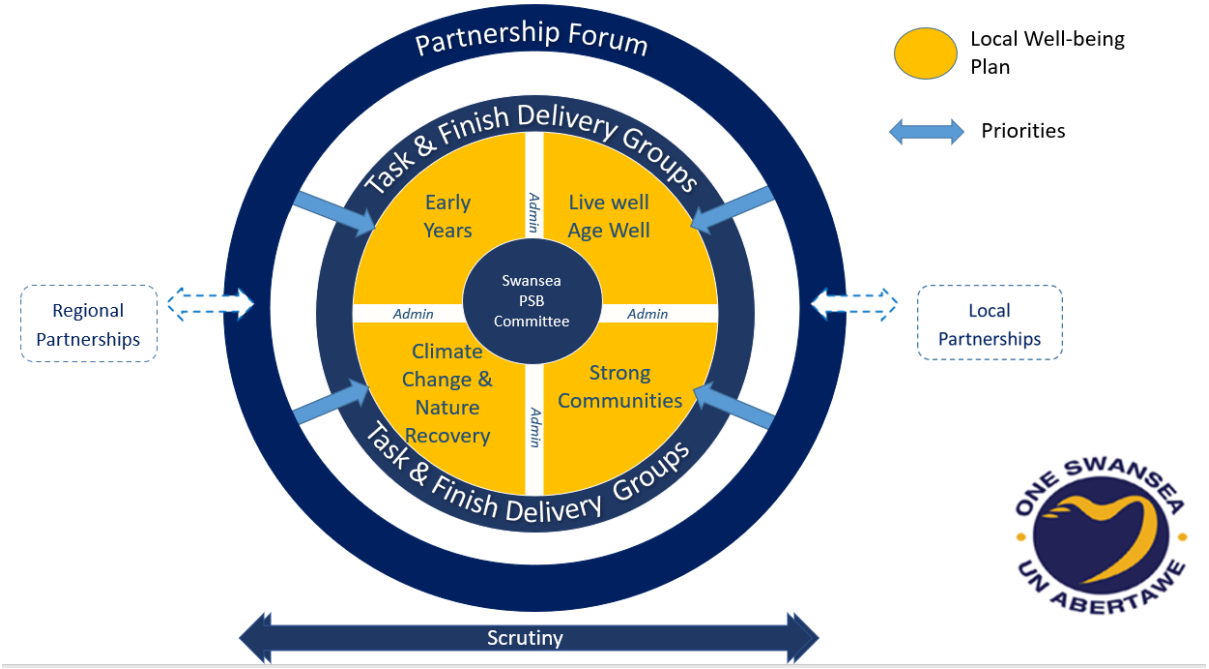
Task and Finish Delivery Groups

- Task and finish delivery groups will deliver the Local Well-being objectives, and steps. Each group will sign up to common terms of engagement and be led by Objective/Step Leads (with a common role description).

- Task and finish Groups to work on other tasks such as planning and research can be established and stood down from a pool of contacts via the **Partnership Forum** as required.

The Partnership Forum

- This group provides a mechanism for all partners to engage, raise issues and report progress etc.



Schedule 3: Responsibilities

Statutory members and invited participants must:

a) Ensure that any designated representatives attending meetings of the Board should have the authority to make decisions on behalf of their organisation

b) Provide information that the Board requests about any action they take that may contribute to achieving the well-being goals. However they are not required to provide information if;

- they consider it would be incompatible with their duties
- it had an adverse effect on the exercise of their functions
- they were prohibited from providing it by law

c) Provide the board with written reasons for the decision if it is decided not to provide information that the board has requested

d) Provide any evidence requested by the Council's designated scrutiny committee but only in respect of the exercise of joint functions conferred as a member of the Board

Each Statutory member who commits to coordinating the integrated delivery of a Local Well-being Objective ensuring the group meets, delivers and reports on progress.

Schedule 4: Best practice

Committed and consistent attendance by the right people has been identified as a key success factor by partners. Statutory members and invited participants should do all that they can to fulfil this ideal.

As a statutory member or invited participant you should demonstrate leadership by:

a) Ensuring that you understand the sustainable development principle and by adopting the five sustainable development behaviours into your day to day work

b) Ensuring that you are aware of the commitments that underpin the work of the Board and are able to take positive steps to promote them within your organisation

c) Reflecting on and adopting the public service leadership behaviours developed by Academi Wales

d) Contributing to shared planning and resourcing to deliver the wellbeing objectives and other priorities agreed by the Board

Swansea Public Services Board – 12 October 2023

Updates on the 8 Steps in the PSB's 2023-24 Action Plan

Purpose:	To update the PSB on the development of the 2023-24 action plan and progress on the steps to date.
Recommendation(s):	It is recommended that:
1)	The Board notes the progress made in quarter 2 of 2023-24 and agrees to receive an update report on the action plan and its progress as a standing item at future PSB meetings.
Report Author:	Ness Young

1. Introduction

1.1 Since the last PSB meeting held on 13th July 2023, the steps within the action plan have been progressed. The Strategic Leads report explaining the progress on their steps (see appendix A) is attached.

1.2 This item will be presented as a standard item to each formal PSB meeting (i.e. once a quarter).

1.3 A proposed timetable and process for developing actions for 2024-25 and beyond will be presented to the PSB at the final 2023-24 PSB meeting.

Background Papers: None.

Appendices: Appendix A - Progress report and supporting papers

Appendix A

Progress reports and supporting papers

Well-being Plan - Step 1 - To support the transformation of Early Year Services in Swansea to provide better support for children to have the best start in life.

Quarter: 2 2023/24

Overall RAG status			
Q1	Q2	Q3	Q4

KPI	Target	Result	Comment	RAG

Strategic Lead: Karen Stapleton
Name: Karen Stapleton
Organisation: SBUHB
Email Address: karen.stapleton@wales.nhs.uk

Operational Lead: Alison Williams/Gary Mahoney
Name: Alison Williams/Gary Mahoney
Organisation: Swansea Council
Email Address: alison.williams@swansea.gov.uk/
gary.mahoney@swansea.gov.uk

2023-24 Action	Desired outcome	Milestone	Milestone Deadline	Milestone Owner	Success Measure	Progress Update	RAG
Identify a lead sponsor for the Integration toolkit, the Early Years Maternity Maturity Matrix (EYMMM)	Sponsor identified and attending PSB to ensure the work is highlighted and driven		Apr-23	KS/AW/GM	Sponsor identified	Discussion with Karen Stapelton have resulted in Michelle Davis involvement in the Early Years Steering Group. Karen Stapleton has been identified as the Lead for the Early Years Objective at a PSB level.	Green
Integrate the work of the Early Years Steering Group with the PSB wellbeing objectives from Swansea & NPT	A single action plan that supports outcomes from Early Years Integration Transformation (EYIT), PSB Wellbeing Objective, incorporating recommendations from EYMMM & EYIT evaluation		Sep-23	Early Years Steering Group	Amended Terms of Reference for the group to ensure clarity	Amended ToR sent around to partners for discussion, and updating. Final sign off is expected by the end of October 2023. The need to develop an integrated strategy is recognised. The vision for Early Year Integration Steering Group is to lead on the EY PSB objectives across the HB footprint, discussions with Swansea have resulted in agreement, however further discussions are needed in NPT. This should support an integrated way of working across the region.	Amber
Develop a framework with performance measures.	Agencies working towards agreed performance measures		Mar-24	Early Years Steering Group	Framework developed, in place and used by all partners	Performance measures for Pathfinder pilots are being	

						examined to ensure that the lessons learnt from the testing is measurable. Flying Start measures for SLT, HV & Parenting are also being examined to ensure that work is reported and impact assessed. Work has begun to understand the various EY reports with a view to understanding how to align them and support the development of an EY Strategy.	Green
Develop a Swansea Bay Early Years and Maternity Strategy, to bring together different strategies from Swansea, NPT & SBUHB	A single action plan that supports outcomes from Early Years Integration Transformation (EYIT), PSB Wellbeing Objective, incorporating recommendations from EYMMM & EYIT evaluation		Mar-24	All agencies – lead by the early Years Steering Group	Multi agency strategy developed, in place and used by all partners	Sessions are booked to begin populating a draft action plan to develop the strategy following an initial planning session in February. Recommendations from the Early Years Maturity Matrix, and EYIT to be woven into the plan.	Green
Engage key stakeholders and public around an action plan, and better understand population needs	Action plan and recommendations taken to the public		March 2023/ May 2024/ ongoing	GM	Action plans informed by process	ongoing - sessions planned to engage with the public.	Green

Well-being Plan - Step 2 - To build on Swansea's 2022 declaration of being a Human Rights City .

Quarter: 2 2023/24

Overall RAG status			
Q1	Q2	Q3	Q4

Strategic Lead: Ness Young
Name: Ness Young
Organisation: Swansea Council
Email Address: ness.young@swansea.gov.uk

Operational Lead: Adele Dunstan
Name: Adele Dunstan
Organisation: Swansea Council
Email Address: adele.dunstan@swansea.gov.uk

2023-24 Action	Desired outcome	Milestone	Milestone Deadline	Milestone Owner	Success Measure	Progress Update	RAG
To work with stakeholders to develop and deliver an action plan that supports the declaration of Swansea being a Human Rights City.	Across Swansea there is evidence that the following Human Rights principles are being proactively applied: • Embedding Human Rights • Equality & non-discrimination • Empowering people • Participation • Accountability	Stakeholder Engagement Workshop	16-Jun-23	AD	Case study evidence at year end of a human rights approach in respect of: • Tackling poverty • Vulnerable children and families • Tackling discrimination • Domestic violence and abuse Evidence of an increase in Human Rights awareness across the city	A plan to put Human Rights at the centre of the Council's decisions is in final draft. The HRC Steering group members have been tasked with developing their own Human Rights approach plan and plans will be shared at the next steering group meeting (2nd Oct). A report has been written with the results from the Action plan engagement event. This report has been shared with the steering group and will be presented to them further on the 2nd of Oct. The Council's actions and key indicators under the HRC priorities are currently being developed using the information from the report and speaking to relevant officers	Amber
		1st Draft of action plan	30-Jun-23				
		Final Draft	31-Jul-23				
		1st year action plan completion	31-Mar-24				
2023-24 Target: Develop a five year action plan and implement the first year resulting in evidence of an increase in awareness of human right across the city and county							
Creation of a Human Rights Stakeholder Panel	To act as a 'critical friend' to the Council and Swansea's Public Service Board partner organisations in their design and	Mapping exercise of existing stakeholder panels and engagement networks	16-Jun-23		Independent feedback is received from stakeholder group on action plan impact	Document has been created holding contact details of engagements groups and networks that have been shared	

	fulfilment of their Human Rights City action plans by contributing their expertise and experience from an independent perspective.	Advertisement of Stakeholder panel and Registering expression of interests	30-Jun-23	AD	Panel is involved in review of year 1 action plan implementation and development of year 2 actions	with us post event. Exploring the creation of a stakeholder panel will be included in the action plan for the priorities.	Amber
		Panel formed and first meeting	30-Sep-23				
		Panel involved in review of year 1 action plan and development of year 2 actions	31-Mar-24				
2023-24 Target: Human Rights City Stakeholder Panel is established and makes a positive contribution to the delivery of Step 2							

Human Rights City Action Plan Engagement Event Report

Abertawe Hawliau Dynol | Swansea Human Rights

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Introduction

On the 16th of June 2023, at Swansea.com Stadium, the Human Rights Steering group hosted an action plan engagement event. The invitation to this event went out through all the networks, forums and community groups that had been previously consulted with. Senior Management from businesses and organisations from across Swansea, people with lived experience and young people attended.

We were overwhelmed with the amount of interested people who wanted to attend the event, and we quickly hit capacity. Due to this we launched a survey to capture the views of those who couldn't attend the event. The survey closed on the 16th of July.

The event was hosted by Councillor Elliot King, Cabinet Member for Culture and Equalities. There were 103 in attendance on the day. There were ten roundtables with ten seats. Attendees were told they could sit anywhere, ensuring there was no formal seating plan. The young people had two dedicated tables. Each table had two facilitators, supporting the attendees in the two workshops during the event and recording the ideas discussed.

Workshop 1; What can you do to further support Swansea being a Human Rights City?

The first workshop followed a presentation by Katie Spendiff, Senior Policy Manager of Children's Rights from Welsh Government. Katie delivered a presentation based on "A Human Rights Based Approach – A Guide for Organisations and Public Authorities in Swansea" - this guide was developed by Swansea University in partnership with Swansea Council and the Human Rights Steering Group.

The second part of Katie's presentation covered "Principles in Practice". These were case studies examples from Swansea where a Human Rights based approach is being used.

Following the presentation, the attendees were asked "What can you do to further support Swansea in being a Human Rights City?" One example from each table was asked in a short feedback session. The following was provided;

- Sharing information about Human Rights better.
- Promote the guides that have been produced.
- Take part in consultation and engagement events.
- Creating a space (in policy work) to listen.
- Staff training.
- Review of policies making explicit links to Human Rights.

Roundtables Discussions on the Priorities

In 2021 after consultation and engagement, Swansea's Human Rights City priorities were set. These are;

1. Tackling Poverty
2. Vulnerable Children and Families
3. Tackling Discrimination
4. Domestic Violence and Abuse
5. Human Rights Awareness

The purpose of the roundtable discussions was to ask attendees what they thought the main issues are, what the potential actions could be and what success looks like for each priority. Fifteen minutes were spent on each priority asking the three questions. The two facilitators on each table supported the attendees to answer the questions and then recorded what was discussed. Below are the results from all of the tables and the responses to the survey combined.

For the purpose of this report, responses have been categorised into reoccurring themes for each question under each priority. Further analysis has taken place on the top three themes for each question under each priority, which has been written into this report. A number of responses had more than one theme in them, therefore where applicable, the one response has been categorised into more than one theme. Direct quotes have been used from the responses from the top three themes, which are in italics and quotation marks.

A table has been created for each priority which serves to highlight the themes identified of the main issues and potential actions and what does success look like questions. The main issues and potential actions don't consistently correlate, however both need to be considered when developing the action plans under the priorities. The views about what success looks like gathered from the workshop need to help inform what our indicators will be.

Full analyse of the three questions, what are the main issues, what are the potential actions and what does success look like for each priority, follows each table.

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Tackling Poverty

Main Issues		
Cost of living	Information and knowledge	Jobs and Wages
Potential Actions		
• Ensure we consider the impact of poverty in our decisions • Co-production with people with lived experience • Staff training to raise awareness • Development opportunities in the workplace	• Multi-agency collaboration • More welfare rights advisors in accessible places • Education on how to utilise food and how to grow food • Funding for community gardens	• (Financial and Mental Health) Education for Young People to prepare for life after school • Schemes to support parents with cost of school uniforms and trips • Creation of jobs by attracting organisations to Swansea

What does success look like	
Broad and Sweeping	**Local level measurable outcomes**
• Safe spaces to live • Enough food to eat • Wages match inflation • A disposable income • Families eating healthier	• Policies and strategies created using coproduction • Consultations are inclusive and publicised well • Increased uptake of benefits • Parenting support • Support before crisis point

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Main Issues

When asked what are the main issues with regards to tackling poverty, just over a third of the comments recorded at 34% said cost of living.

"Cost of living crisis - policy & practice accounting for those who are in crisis eg school uniforms. Expectations of additional expenditure eg trips, school leaver hoodies, transport."

"People who have not experienced poverty before, not entitled to benefits - have just about managed."

"Cost of living crisis. Austerity in services."

The second largest response to this question was in relation to information and knowledge at 25%. The responses in this category were wide ranging from people not knowing where to go for support at the beginning of personal financial issues, knowing and understanding what benefits they are entitled to, to not being educated on how to manage money and to 'cook from scratch'. Also mentioned in this category was the ability for support services to signpost to other organisations and lack of coordination between service providers to enable signposting.

"Unclaimed benefits, people not asking for help as soon as they think they have a problem."

"Benefits. Accessing services and entitlement. Staff knowing where to signpost. Coordination between services."

"Perception of what poverty is. Dehumanisation of support services."

The third top theme identified in the responses are jobs and wages at 10%. Similar to the information and knowledge category, there was a wide range of responses covering the need to encourage businesses to come to Swansea to provide jobs, wages not matching inflation and the need to support people to 'get back into work'.

"Attracting better paying jobs to Swansea, encouraging part time workers to increase their hours, reduce reliance on poverty level state benefits."

"Costs of things are going up but things like wages aren't."

"Codi (raise the) minimum wage a (and) living wage I bawb (for everyone) and to be the same depending on responsibilities not age – we wouldn't lower the wage for people when they reach 40 so why are young people getting paid less?"

Potential Actions

The largest theme identified at 25%, concerned a change in policy areas. When analysing this theme further, 70% of the comments referred to corporate policy areas, for example, Integrated Impact assessments, coproduction and multi-agency collaboration, which local public bodies and organisations have control over. 30% concerned policy areas which are controlled by Welsh and UK Governments, for example, local housing rates and benefit rates.

Corporate policy area examples

"Impact assessments through HR (Human Rights) /poverty lens looking at impact of ANY decision."

"Looking at attitude for procurement to increase local food supplies."

"Training staff. Multi-agency collaboration."

"…School uniform - schemes to support and reduce cost. Connecting with anti-poverty schemes e.g., food banks."

UK and Welsh Government policy area examples

"Local housing rates, childcare and support, benefit rates, guaranteed income."

"Redistribution from wealthy areas to poorer ones... implement basic income grant to public below certain earnings level."

"Free school meals for all…"

The second largest theme identified was the promotion of and access to services to support people at 22%. These comments included having easy, accessible spaces for people to "pop by" and have free benefit checks and properly resourced support services.

"More independent advisors to help people."

"Make access easier. Drop-in centres to access information. Use of more inclusive language."

"Provide bespoke support. Make links between homelessness/begging and substance abuse."

The third largest theme identified was education, specifically with young people in schools at 14%. Ideas included, teaching young people how to prepare for life after school financially, while also providing funding and opportunities to learn cookery skills and growing their own food.

"Education - How to utilise food, balanced diet, growing, cooking etc. Funding for community gardens, allotments, school gardens etc"

"Prepares for life after school. How to financially support yourself, physically and mentally learning tools to help."

The remaining ideas covered themes including raising awareness of what poverty is and communicating what support services are available in different formats. Creating employment opportunities and training within employment was also cited.

What success looks like

A broad range of ideas were shared for the answer to this question. For the purpose of this report answers have been categorised in to two themes. Broad and sweeping, and more specific and measurable ideas that are achievable on a local level. Further analyse of these ideas will be made when developing the action plan, which will need to developed with subject matter experts and have measurable outcomes.

There is a 51% and 49% split between the two themes, broad and sweeping and more specific and measurable ideas on a local level, respectively.

Broad and Sweeping

"Everybody with a safe place, to live, able to eat, able to pay basic bills and an income, and enough disposable income to have a life."

"People working for a wage than can support them allowing more support for those who can't work."

Specific, Measurable and Local Level

"Meaningful creation of new policies and strategies using coproduction."

"Consultations are inclusive and publicised in a way that broadens awareness."

"Parenting support, financial awareness…"

"Better uptake of benefits. Increased prospect of options"

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Vulnerable Children and Families

Main Issues		
(Lack of) Support	Information and knowledge	Education in schools
Potential Actions		
• Enhance community support • Enhance 3rd Sector support • Train and recruit social workers	• Better multi-agency collaboration • Prevention awareness in schools • Online resource on HWB for children and young people to receive support	• Positive news stories • Benefit entitlement awareness • Trauma informed practices into schools and community groups

What does success look like	
Broad and Sweeping	**Local Level Measurable Outcomes**
• Safe homes • Ability to eat healthy • Ability to provide financially, emotionally and socially • Children no longer hungry or cold • Children have their right to a happy childhood upheld	• Improved educational attainment • Reduction in request of Social Services • Safeguarding awareness training • Better educational outcomes for cared for children

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Main Issues

When asked what are the main issues under the priority Vulnerable Children and Families, the majority at 36% cited lack of support. This ranges from people not knowing where to go for support to not enough preventative services being available.

"Need more independent visitors to meet with such families on regular basis."
"hunger, violence in the home, deprivation of services."

"Lack of support and education."

The second largest theme identified was information and knowledge at 12%. This includes having a definition about vulnerability and people knowing where to go when they need support, before they hit crisis point. Also, the perception around support services and receiving them, the fact that support services are there to help families and not to 'take children away'.

"Asking why they are vulnerable and defining vulnerability."

"Entitlements, taking up of rights. Rigorous understanding of Safeguarding."

"Perception that social services input is bad - fear that they are going to have child taken away from them."

The third largest theme identified at 11% cited education in schools. Participants told us simply that education needs to improve in schools and children who are excluded or had a reduced timetable because of their behaviour, were not having their right to education realised.

"Poverty they face, poor education, income inequality."

"Hidden in UK - behind closed doors. Truancy, home schooling, exclusion, suspension."

Potential Actions

There was a large variety of answers to this question, when analysed, the largest theme identified at 33% cited the improvement of support services. This also includes enhancing community support and using or enhancing 3rd sector support.

"Train and recruit social workers."

"Peer support. Trauma informed practices into schools and community groups. Use sport."

"Signposting to support."

"Services working together more closely; data sharing; access to services and signposting; community focused schools."

"Raising awareness of the unique issues families and LGBTQ+ children face. Training for PSB staff. Training for parents. Promotion of the support each PSB org can provide."

The second largest theme identified was regarding education in schools at 14%. The ideas shared here included general thoughts on children don't fall through gaps and more specific actions like having more staffing in schools for vulnerable children, and encouraging swap shops for uniform or clothing in schools to help with the cost.

"Online platform on HWB to express their feelings, problems and find advice and support to help."

"Prevention awareness in schools - healthy relationships etc."

"Better support for looked after children in schools."

"Ensure adequate wages & benefits. Ensure everyone is aware of their entitlement."

"Training and awareness of staff and public. Understanding your rights."

What does success look like?

A broad range of ideas were shared for the answer to this question. For the purpose of this report answers have been categorised in to two themes. Broad and sweeping, and more specific and measurable ideas that are achievable on a local level. Further analyse of these ideas will be made when developing actions plans with subject matter experts and measurable outcomes.

There is a 60% and 40% split between the two themes, broad and sweeping and more specific/measurable ideas respectively.

Broad and sweeping

"Safe homes, able to eat healthy, able to provide, financially, emotionally and socially."

"Children no longer hungry or cold. Children have the right to a happy childhood upheld."

Specific, Measurable and Local Level

"Improved educational attainment."

"Reduction in request of social services."

"More training and education for others who come into contact with families - to be aware of safeguarding concerns."

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Tackling Discrimination

Main Issues		
Negative attitudes in press	Lack of awareness	Lack of support services for specific protected characteristics

Potential Actions		
• Raising awareness in educational settings • Representation of protected characteristics in teaching profession and professional/support services • Inclusive education	• Information provided in different formats and languages • Public notices (communication campaigns) • Organisations working together and sharing best practices for tackling discrimination • Zero tolerance to discrimination	• Ensure workforce training in tackling discrimination is up to date and mandatory • Use of correct language in corporate policies • Host cultural events

What does success look like	
Broad and Sweeping	**Local Measurable Outcomes**
• All (are) treated respectively • We can agree to disagree without malice • Fairer and truthful of life being lived in reality • Everyone allowed to be themselves	• Reduced instances of discrimination • Reporting of less isolation • More complaints are made (therefore) more sharing of experiences • Representation in (media) stories • All teachers understand social and medical models of disability and UNCRDP (United Nations Convention on the Rights of Disabled People) • Enhance diversity in professional services

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Main Issues

Tackling discrimination is a vast and complex topic that encompasses various aspects of social, political and cultural life. This is evidenced in the responses we received to this question. Over 50% of comments cited media was an issue with negative news stories. Direct reference to a specific protected characteristic or a set of, was mentioned in 22% of the comments – this ranges from asylum seekers and refugees receiving negative media attention, to disabled people not having adequate housing.

"Negative attitudes in the press - especially towards refugees/asylum seekers and transgender people."

"Lack of accessible housing for disabled people."

22% of comments cited awareness as an issue. The comments range from a general lack of understanding and information, to more detailed comments where participants would express lack of awareness of a certain protected characteristic, for example;

"It only seems to work a few ways - as a Christian I am discriminated against but that is accepted as OK. People blaspheme, can mock my beliefs and religion and it seems that even though faith / religion is a protected characteristic it only applies to other faiths."

"20% of Wales disabled. Greater understanding of what disabilities are. Main issue between 25-50 where there is a lack of support".

The third largest theme identified in the answer to this question was support services at 10%. All comments categorised in this theme made reference to a specific protected characteristic and the lack of services to support them.

"…Age discrimination is now lagging behind other discrimination uses due to lack of promotion and action. People expect older people to have to put up with lesser services and provision."

"Migrant and asylum seeker abuse, not enough services to support people."

"Looking after and having dedicated support for people who are different or are from different sections of the LGBTQIA+ community."

Potential Actions

As demonstrated above, tackling discrimination is a vast and complex issue, because of this a large variety of answers were given when participants were asked, what could be the potential actions to tackle discrimination.

22% of comments cited education, suggesting the majority of respondents felt the key to tackling discrimination began in educational settings. Participants told us it is

important to have inclusive education and that there is a lack of diversity within the teaching profession in Swansea which needs to be addressed.

"Swansea is multi-cultural but this is not represented in our education staff / council staff. This is especially prominent in Welsh Medium education."

"Ensure inclusive education under UNCRDP. Ensure level playing field. People focused."

"Assemblies in schools to help learn and teach pupils on positive language and how to use it."

The second largest theme identified was information and awareness. 18% of comments referred to this theme. To provide information in various accessible formats which would then lead to more awareness of what discrimination is and all the different forms it can take, and also how it affects different people.

"Resource for literature to be available in different languages when requested."

"Promote older people's rights. Provide practical support in suitable formats and ways."

"More public notices about it."

The third largest theme identified was around improving or enhancing corporate policy areas in organisations including schools, at 10%. This theme includes ideas around organisations collaborating together to share best practices in tackling discrimination. Ensuring policy writers in organisations use correct language and also having zero tolerance to discrimination in the workplace.

"Protecting dignity, Model behaviours. Train staff. Work with local charities and organisations to tackle issues."

"Training. Senior managers and politicians who write policy use the correct language."

"Institution's frameworks - replicate some of their best practice. Host cultural experiences."

What Success looks like

Similar to the answers to this question under the earlier priorities, the answers have been categorised into two themes. Broad and sweeping and more measurable outcomes which could be carried out on a local level. Further analysis of these answers needs to be made when setting measurable outcomes in a future action plan and working with subject matter experts in developing the outcomes.

56% of the comments were broad and sweeping and would be a challenge to create key indicators under. For example –

“That all are treated respectfully. That we can agree to disagree without malice.”

“Fairer and truthful of life being lived in reality.”

42% of comments provided ideas for measurable outcomes which could be conducted on a local level.

“Reduced instances of discrimination.”

“Reporting of less isolation. People able to use their voice. More complaints are made and (therefore) more sharing of experiences.”

“Having all parties around the table - many voices. Representation in stories, media, case studies etc.”

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Domestic Abuse and Violence

Main Issues		
Lack of awareness	Lack of support services and resources	Lack of reporting
Potential Actions		
• Awareness raising of different forms of abuse • Awareness raising of who victims can be • Survival story telling • Campaigns in schools, workplaces and public spaces including social media	• Diverse support services • More refuges • Better signposting • Education on why incidents should be reported	• Healthy relations awareness in schools • Building confidence in victims to report • More prosecutions

What does success look like	
Broad and Sweeping	**Local Measurable Outcomes**
• Improved education • Improved policing • Everyone knows who to talk to and gets appropriate support • Reduction in DAV incidents • Harsher sentences for abusers	• (Availability of) Safe spaces • Informed city centre – staff and businesses know how to signpost and assist • Advertising and promotion of community/hub group e.g. Grand Theatre • Understanding of Human Rights of each protected characteristic

Main Issues

When asked what are the main issues under the priority Domestic Abuse and Violence, awareness or lack of was the largest theme with 29% of comments citing

this. Participants told us that there is lack of awareness of what the different forms of abuse can be, and that it can happen to any gender.

"Lack of information on how to escape and where to go, assumption this applies primarily to women, not men."

"Lack of knowledge of mental abuse - just as damaging as physical - can be hidden."

"Lack of understanding of what abuse is. Lack of education. Perceptions of abuse."

The second largest theme identified was lack of support services and resources at 20%. A large proportion of these comments said that support services are not aimed enough at men or the LGBTQ+ community and often refuges are full, so there is no escape for victims.

"No focus on domestic abuse of males, males are rarely believed. Domestic abuse includes dad's not being allowed to see their children."

"Access to refuges for both men and women as victims."

"Support for victims - especially support for men, LGBTQ+ communities and disabled people."

The third largest theme identified was the lack of reporting at 9%, because of the fear of not being believed and subsequently, the lack of prosecutions. Lack of policing within DAV was also identified within this theme.

"Victims not supporting prosecutions."

"Confidence to report/coming forward."

"Not reporting things – fear of not being believed."

Potential Actions

There was a large variety of ideas within in the answers to this question. The largest theme identified at 31% was raising awareness. Participants told us that raising awareness was vital to combating Domestic Abuse and Violence amongst residents of Swansea. Ideas included survival story-telling and use of case studies. Raising awareness so public understand it isn't just physical abuse, that there are many different forms. And also, victims can be any gender and any sexual orientation. This needs to be done in schools, workplaces and in public spaces including social media.

"Greater understanding of different types of abuse - information shared via social media."

"Share information of diverse support services."

"Survival story telling."

The second largest theme for potential actions at 25% cited better support for victims. This includes more refuge spaces being available. Better dedicated support for victims who also have a protected characteristic. Ideas were also shared around providing better emotional support as well as physical for victims and potential for organisations to collaboratively work together to support the victims allowing them to re-build their lives.

"Refuges provided, so there are spaces for people to change and rebuild."

"Appropriate funding support. House people (in refuges) in appropriate groups."

"Better support for victims through the whole process."

Improve education and resources in schools and improving policing and reporting of incidents were both identified as third highest theme at 11%. We were told that opportunities in schools were important to education young people on healthy relationships.

"Awareness is schools - understanding relationships."

"Promotion that it's not acceptable within schools."

"Teaching pupils in schools how to report issues inside and outside of school."

We were told that it is important for people to know how to report incidents to the police, the process of reporting, which will enable victims to have confidence in the reporting system, which would then lead to more prosecutions. Ideas were shared that perpetrators should have higher sentences and also restorative interventions should be used.

"What happens if we do/don't report it?"

"Prosecution of offenders, education of offenders, better support for victims."

What does success look like?

The answers have been categorised into two themes. Broad and sweeping and more measurable outcomes which could be carried out on a local level, 67% and 33% respectively. Further analysis of these answers needs to be made when setting measurable outcomes in a future action plan, with subject matter experts.

Broad and Sweeping

"Improved education, equality of opportunity and improved policing."

"Everyone knows who to talk to and gets the appropriate support they need."

Local level, measurable outcomes

"(Availability of) Safe spaces."

"Informed City Centre where all members of staff in services/business know how to signpost/assist people in need."

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Human Rights Awareness

Main Issues		
Lack of awareness and knowledge	Improvement of individual rights	Misinformation and misconception
Potential Actions		
• Promotion of Human Rights • Advertising in public spaces • Discuss issues • Provide people space to have a conversation and creating awareness	• Information distributed in different formats and languages • Ability to signpost to support services • Pledges/Human Rights assessment process and development points to work on	• Teach about Human Rights in schools • Consult and engage with different networks and forums to ensure everyone's voice is heard • Human Rights Champions

What does success look like	
Broad and Sweeping	**Local Measurable Outcomes**
• Everyone is happy • Greater knowledge and awareness which leads to better self-esteem and more confidence • Public are reassured their voice matters • Better reputation	• Full awareness and transparency over what a Human Rights City is • Transparency. Engagement. People of Swansea proud of where they live • Co-production and involvement. A workforce aware of their human rights • Trust in Local Authorities and other services

What are the main issues under the Human Rights Awareness priority?

The largest theme identified was the lack of awareness and knowledge of Human Rights at 53%. Participants told us that people lack a basic understanding and respect of Human Rights and why they are important to everyone and not knowing what to do if your Human Rights aren't being met. Answers that have been categorised into this theme also acknowledge that children learn about children's

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rights in schools but not about the larger picture of Human Rights and questioned how can we increase the knowledge within the adult population.

"Knowing rights and how your own behaviour impacts on others. How do we participate in our communities."

"Knowing what to do if your Human Rights are not being met."

"Children's rights are promoted and well known in schools - how do adults learn about Human Rights? Exploitation of people that are marginalised, will they be empowered to know their rights? Will political changes change the agenda of a Human Rights City?"

The second largest theme identified was the need to improve individual rights at 15%. The answers in this theme cited a general need for improving the rights of individuals to specific mention of certain rights, for example '(the need to improve) the right to family life' and children with disabilities not having their rights realised.

"Improving human rights means improving individual rights, freedoms and liberty."

"Human Rights comes with responsibility. Additional challenges for children with disabilities. Needs to be a practice how you preach approach - not just a sign above the door."

The third largest theme identified for issues under this priority at 13% was misinformation and misconception. We were told that media has an influence in this when they attack certain groups of people. Also, a general feeling that it is a 'fad' and is not something tangible that people can relate to creates an issue.

"Misconception of Human Rights. Fair and equitable for all."

"Perceived as a 'fad' - long term sustainability. Is the language right? Should it be 'Swansea People's Rights'?"

Potential Actions

The largest theme identified at 46% cited the need for promotion of Human Rights, which would then lead to increased awareness. A number of specific ideas within this theme was suggested from providing information about Human Rights and what they mean in everyday life in different formats, being ready to translate the information into different languages when requested, and promoting information in public spaces like public transport and in shops.

"Making it real. Change narrative."

"Signpost to information. Discuss issues. Provide people space to have a conversation and creating awareness."

"Provide better support. Make people feel a part of the community. Better mental health services. Support for drug and alcohol misuse. Provide alternative methods of communication/awareness."

The second largest theme identified was having the education in schools. 16% of comments were categorised into this theme. It was acknowledged that the promotion and education of children's rights in schools in Swansea has been a huge success, as mentioned in the analysis of 'what are the main issues' question, however Human Rights in the broader sense needs to be addressed and education of Human Rights should start in schools.

"Start young."

"School lesson plans."

"Focused inputs/lessons to young people. People with lived experience delivering lessons."

The third largest theme identified at 13% was increasing consultation and engagement opportunities. Participants told us that listening to people with lived experiences, engaging with existing networks and forums is essential so people can have a direct say and influence in issues and subsequent policies and programmes, that affect them in their everyday lives. This will empower people and have a positive effect on society as a whole.

"Share this information widely. Speak to communities, inform, invite – consistently."

"Every person who is a resident in Swansea should be heard."

"Allows everyone the knowledge, inclusion and feedback about Swansea."

What does success look like?

When analysing the results of this question, for consistency, the questions have been categorised into the same two themes. Broad and sweeping and ideas for measurable outcomes on a local level. 62% of the comments were broad and sweeping and 38% of the comments were ideas that could be used to measure on a local level. In the future, re-issuing the survey that was undertaken in 2021, to established baseline Human Rights knowledge of residents in Swansea, would provide a data set that is measurable.

Broad and sweeping

"Everyone is happy."

"Greater knowledge and awareness which leads to better self-esteem and more confidence."

"Public are reassured their voice matters."

Specific, Measurable and Local Level

“Transparency. Engagement. People of Swansea proud of where they live.”

“Co-production and involvement. A workforce aware of their human rights.”

“Trust in Local Authorities and other services.”

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Well-being Plan - Step 3 - Working towards Swansea's net zero target and nature recovery.

Quarter: 2 2023/24

Overall RAG status			
Q1	Q2	Q3	Q4

Strategic Lead: Martyn Evans
Name: Martyn Evans
Organisation: Natural Resources Wales
Email Address: martyn.p.evans@cyfoethnaturiolcymru.gov.uk

Operational Lead:
Name: Helen Grey and Jane Richmond
Organisation: NRW / Swansea Council
Email Address: helen.s.grey@cyfoethnaturiolcymru.gov.uk
jane.richmond@swansea.gov.uk

2023-24 Action	Desired outcome	Milestone	Milestone Deadline	Milestone Owner	Success Measure	Progress Update	RAG
Map the arrangements in place in climate signatories' organisations to tackle climate change and nature recovery in the city and county of Swansea to build capacity and capability, through a) sharing of good practice and innovation b) identification of collaborative adaptation and mitigation actions	Improved understanding of who is doing what across the city and county of Swansea to ensure a more cohesive and coordinated approach to ensuring a just and equitable transition to net zero by 2050 by taking action to adapt to and mitigate the impacts of climate change and enable nature recovery, with resources understood and better utilised	Establish Climate Signatories Group as delivery group for PSB action under Step 3	31st May 2023	Jane Richmond	Climate Signatories Group agree to be PSB Delivery Group and ToR reflect this	Agreed in meeting 19/06/2023	Green
		Define the exercise scope and gather relevant documents gathered	30-Jun-23	Helen Grey	Scope agreed by PSB	Scope and approach agreed by main C&N Signatories Group. Main survey questions agreed and sent for translation and creation of MS Forms survey. A second, lighter touch survey is also being developed, which will go to 'environment sector' organisations to understand wider landscape across C&CS.	Green
		Group present map and analyses to PSB, including examples of good practice and collaborative opportunities	31-Dec-23	Helen Grey	PSB approves the map and agrees key areas of future action on good practice sharing / innovation and collaboration	Project delivery running to agreed timescales	Green
		Produce an action plan to take forward in 2024-25	31-Mar-24	Helen Grey	PSB agrees 2024-25 action plan	Project delivery running to agreed timescales	Green
Key Performance Indicator for Action 1: By the end of March 2024 there is an action plan for 2024-25 which sets out how the PSB will share good practice, identify, and share innovation and work collaboratively to add value to work of individual organisations						Project delivery running to agreed timescales	Green

Produce an independent adaptation and mitigation strategy for the city and county of Swansea, taking account of the seven wellbeing goals and the Climate Change signatories' statutory functions and responsibilities	Swansea has a climate change and nature recovery adaptation and mitigation strategy which has been agreed by the Climate Signatories Group and the PSB which will inform the development, in 2024-25, of an action plan for 2024-28.	Undertake and report to PSB a desktop risk assessment of the key climate change (CCRA3) risks for Swansea to inform adaptation and mitigation plan	31/07/2023 (will be by 20/10/23)	Jane Richmond	Report and recommendations adopted by PSB, with key risks / actions allocated a lead organisation to take forward. Work progressing as per SPF funding bid. JR to take initial findings to PSB once CC&NR Steering Group are informed	Initial high level assessment of CCRA3 risks that are seen to be less relevant to Swansea has been carried out as part of defining the scope for the consultancy work. Scope itself almost complete and process for procurement via Sell 2 Wales underway. NOTE: the scope of work, as now to be funded by SPF monies, is now wider than first anticipated and proposed new milestones and deadlines are set out below this table.	Green
		Secure funding to commission independent consultant to develop an adaptation and mitigation strategy for Swansea	31-Jul-23	Jane Richmond	Funding secured to enable an independent strategy to be produced	Funding successfully secured, full amount awarded.	Green
		Commission consultant	30-Sep-23	Jane Richmond	Consultant is commissioned in time to enable strategy to be produced by March 2025	Brief and approach to commissioning of consultant agreed by main C&N Signatories group. Consulted due to be appointed in Jan 2024.	Green
		Draft strategy presented to PSB	31-Mar-24	Jane Richmond	Strategy is produced to time, and quality required	Due to the wider scope and breadth / phasing of work to be completed, as per funding bid and draft brief, the consultancy project will extend into year 24/25. Reporting of progress to date and any early fings will be shared at this milestone date. A draft strategy may now be expected in October 2024. Please see proposed new milestones and dates, below.	Green
		Plan in place to consult and engage PSB members and climate and nature charter signatories on the draft strategy	30-Jun-24	Jane Richmond	Appropriate communications and engagement are in place to take the draft strategy forward in 2025	Please ref to above regards timescales.	
Key Performance Indicator for Action 2: The PSB has produced a final independent adaptation and mitigation strategy for the city and county of Swansea, by 30 June 2024							Green

Suggested new action plan milestones and dates for A&M Strategy:

Activity	Date
Tender pre-evaluation consultation	Mid-October
Tender released / closed	20th Nov - 11th Dec 2023
Interviews	5th January 2024
Contract award	12th January 2024
Inception meeting (contract commences)	February 2024
Strategy delivered	October 2024

Climate Change Adaptation and Mitigation Working Group

PROJECT ZERO SWANSEA

PROSIECT SERO ABERTAWE

NET ZERO SWANSEA

'Working together for a better future'

ABERTAWE DI-GARBON NET

'Gweithio Gyda'n Gilydd ar gyfer Dyfodol Gwell'

Methodology of Working Group

- General discussion as to what a strategy may have within it and what we would like to see from it:
  - Bringing everyone into the conversation is important
  - Knowing what's already going on and what will link – mapping
  - Knowing what legislations are in place and pending that will affect A&M
  - What are the likely costs of doing or not doing things
  - Identification of key priorities for Swansea
- Review of CCRA3 and identified risks for Wales in the Swansea context

Climate Change Risk Assessment 3

- The following 5 slides show tables from the latest CCRA3 report for Wales. The columns next to them labelled Swansea (with notes)are from the meetings with the Signatories Working Group to ascertain which are the least important for Swansea.
- This may be due to geography or the fact that something is not in our direct control/gift (other organisations will be looking closely at particular aspects as they are the experts eg, Dwr Cymru will have a strategy for water supply, and we need to access that rather than write something new that may not fit with their plans)
- We are more concerned about the RED highlighted issues but will remain mindful of the GREEN

Natural Environment and Assets

Risk or Opportunity	Risk number and Receptor	Nature of risk/opportunity	Urgency Score	Swansea
RISKS	N1. Terrestrial species and habitats	Changing climatic conditions and extreme events, including temperature change, water scarcity, wildfire, flooding, wind, and altered hydrology (including water scarcity, flooding and saline intrusion)	More action needed	
RISKS	N2. Terrestrial species and habitats	Pests, pathogens and invasive species	More action needed	
RISKS	N4. Soils	Changing climatic conditions, including seasonal aridity and wetness	More action needed	
RISKS	N7. Agriculture	Pests, pathogens and invasive species	More action needed	
RISKS	N8. Forestry	Pests, pathogens and invasive species	More action needed	No real forestry in Swansea
RISKS	N10. Aquifers and agricultural land	Sea level rise, saltwater intrusion	Further investigation	
RISKS	N11. Freshwater species and habitats	Changing climatic conditions and extreme events, including higher water temperatures, flooding, water scarcity and phenological shifts	More action needed	
RISKS	N12. Freshwater species and habitats	Pests, pathogens and invasive species	More action needed	
RISKS	N14. Marine species, habitats and fisheries	Changing climatic conditions, including ocean acidification and higher water temperatures	More action needed	
RISKS	N16. Marine species and habitats	Pests, pathogens and invasive species	More action needed	
RISKS & OPPORTUNITIES	N5. Natural carbon stores, carbon sequestration and greenhouse gas (GHG) emissions	Changing climatic conditions, including temperature change and water scarcity	More action needed	
RISKS & OPPORTUNITIES	N6. Agricultural and forestry productivity	Extreme events and changing climatic conditions (including temperature change, water scarcity, wildfire, flooding, coastal erosion, wind)	More action needed	
RISKS & OPPORTUNITIES	N17. Coastal species and habitats	Coastal flooding, erosion and climate factors	More action needed	
RISKS & OPPORTUNITIES	N18. Landscape character	Climate change	Further investigation	Med to Low priority – dealt with by ANOB?
OPPORTUNITIES	N3. Terrestrial species and habitats	New species colonisations	Further investigation	
OPPORTUNITIES	N9. Agricultural and forestry productivity	New/alternative species becoming suitable	Further investigation	
OPPORTUNITIES	N13. Freshwater species and habitats	New species colonisations	Sustain current action	
OPPORTUNITIES	N15. Marine species, habitats and fisheries	Changing climatic conditions	Further investigation	

Infrastructure

Risk or Opportunity	Risk number and Receptor	Nature of risk/opportunity	Urgency Score	Swansea
RISKS	I1. Infrastructure networks (water, energy, transport, ICT)	Cascading failures	More action needed	
RISKS	I2. Infrastructure services	River and surface water flooding	More action needed	
RISKS	I3. Infrastructure services	Coastal flooding and erosion	Further investigation	
RISKS	I4. Bridges and pipelines	Flooding and erosion	Further investigation	
RISKS	I5. Transport networks	Slope and embankment failure	More action needed	
RISKS	I6. Hydroelectric generation	Low or high river flows	Further investigation	
RISKS	I7. Subterranean and surface infrastructure	Subsidence	Further investigation	
RISKS	I8. Public water supplies	Reduced water availability	Sustain current Action	LOW - Welsh Water
RISKS	I9. Energy generation	Reduced water availability	Watching Brief	
RISKS	I10. Energy	High and low temperatures, high winds, lightning	Further investigation	LOW - LAEP
RISKS	I11. Offshore infrastructure	Storms and high waves	Sustain current action	
RISKS	I12. Transport	High and low temperatures, high winds, lightning	More action needed	
RISKS	I13. Digital	High and low temperatures, high winds, lightning	Further Investigation	

Health, Communities and the Built Environment

Risk or Opportunity	Risk number and Receptor	Nature of risk/opportunity	Urgency Score	Swansea
RISKS	H1. Health and wellbeing	High temperatures	More action needed	Priority
RISKS	H3. People, communities and buildings	Flooding	More action needed	Priority
RISKS	H4. Viability of coastal communities	Sea level rise	More action needed	Priority
RISKS	H5. Building fabric	Moisture, wind and driving rain	Further investigation	Priority
RISKS	H7. Health and wellbeing	Changes in indoor and outdoor air quality	Further investigation	
RISKS	H8. Health	Vector-borne disease	Further investigation	Further investigation
RISKS	H9. Food safety and food security	Higher temperatures (food safety) and extreme weather (food security)	Further investigation	
RISKS	H10. Health	Poor water quality and household water supply interruptions	Further investigation	
RISKS	H11. Cultural heritage	Changes in temperature, precipitation, groundwater, land, ocean and coastal change	More action needed	
RISKS	H12. Health and social care delivery	Extreme weather	More action needed	
RISKS	H13. Education and prison services	Extreme weather	More action needed	
RISKS & OPPORTUNITIES	H6. Household energy demand	Summer and winter temperature changes	More action needed	
OPPORTUNITIES	H2. Health and wellbeing	High temperatures	Further investigation	

Business and Industry				
Risk or Opportunity	Risk number and Receptor	Nature of risk/opportunity	Urgency Score	Swansea
RISKS	B1. Flooding of business sites	Increase in flood risk	More action needed	
RISKS	B2. Coastal business locations and infrastructure	Coastal flooding, extreme weather, erosion and sea level rise	More action needed	
RISKS	B3. Business production processes	Water scarcity	Further investigation	
RISKS	B4. Business access to finance, investment and insurance	Extreme weather	Sustain current action	
RISKS	B5. Reduced employee productivity in businesses	Infrastructure disruption and higher temperatures in working environments	Further Investigation	
RISKS	B6. Disruption to business supply chains and distribution networks	Extreme weather	More action needed	
OPPORTUNITIES	B7. Changes in demand for goods and services	Long term climate change	Further investigation	

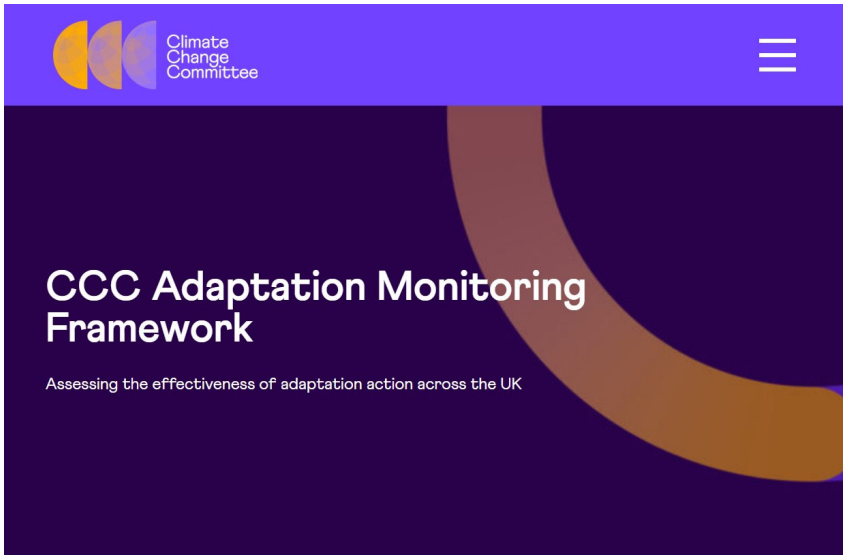
- Problems with ICT and connectivity – especially Gower
- Finding markets for local businesses
- Skills gaps

International Dimensions

Risk or Opportunity	Risk number and Receptor	Nature of risk/opportunity	Urgency Score	Swansea
RISKS	ID1. Food availability, safety, and quality	Decreasing yields from rising temperatures, water scarcity and ocean changes globally	More action needed	
RISKS	ID4. The UK's international interests and responsibilities	International violent conflict resulting from climate change overseas	More action needed	
RISKS	ID5. Changes to international governance affecting the UK	Reduced international collective governance due to climate change and responses to it	More action needed	We can only advise for lobbying here
RISKS	ID7. International trade routes	Climate hazards affecting supply chains	More action needed	
RISKS	ID8. Risk to the UK Financial Sector from climate change overseas	Climate driven resource governance pressures and financial exposure	Sustain current action	
RISKS	ID9. Risks to Public Health from Overseas	Increase in vector borne diseases due to climate change	More action needed	
RISKS	ID10. Risk multiplication to the UK	Interactions and cascades of named risks across systems and geographies	More action needed	
RISKS AND OPPORTUNITIES	ID3. Migration to the UK and effects on the UK's interests overseas	Climate-related international human mobility	Watching brief	Immigration already a hot political topic and only set to worsen.
OPPORTUNITIES	ID2. UK food availability and exports	Increases in productivity and areas suitable for agriculture overseas	Watching brief	Likely worsen of famines and droughts in large areas first???
OPPORTUNITIES	ID6. Increased trade for the UK	Arctic ice melt opening up new trading routes	Watching brief	

- Swansea historically linked with provided refuge for those in need
- Students – new legislation about spouses
- Climate change refugee status

Adaptation Framework……



- New framework adopted by Wales will provide a strong guidance as to how and what to look at for A&M.
- The purpose of this document is to provide a guide to CCC current monitoring framework on adapting to climate change, used across the CCC's 2023 adaptation progress reports.
    - A stronger focus on delivery and implementation of adaptation action, rather than risk assessment and planning.
    - A more integrated response to systemic and interacting climate risks.
    - A more consistent framework for assessing adaptation progress across the UK and the Devolved Administrations.
    - A more forward-looking approach which focuses on key outcomes needed for a well-adapted UK.
    - A more aligned assessment framework across the CCC's mitigation and adaptation progress reporting.

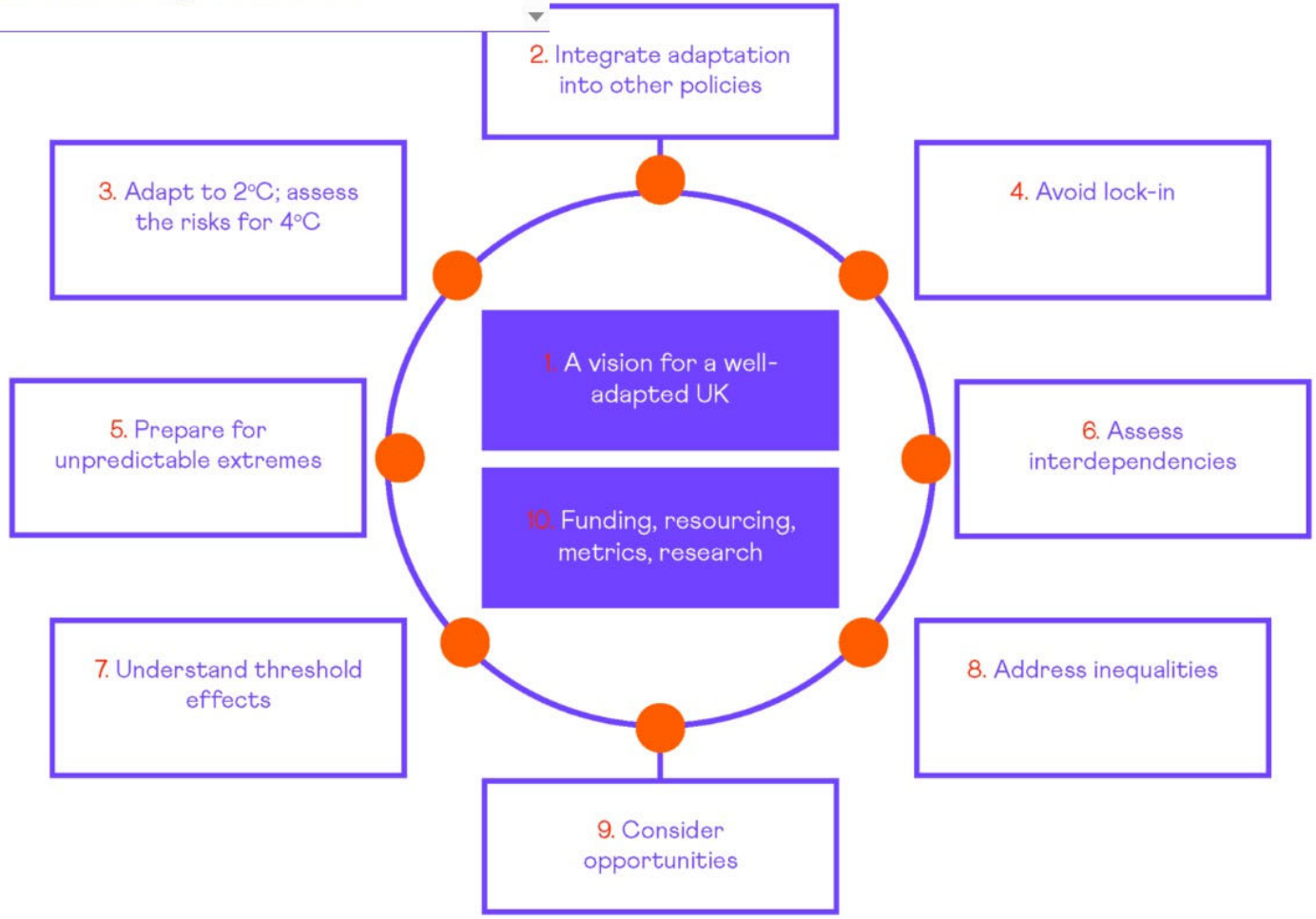
on preparing for climate change

(a) Monitoring maps

(b) Evaluating progress

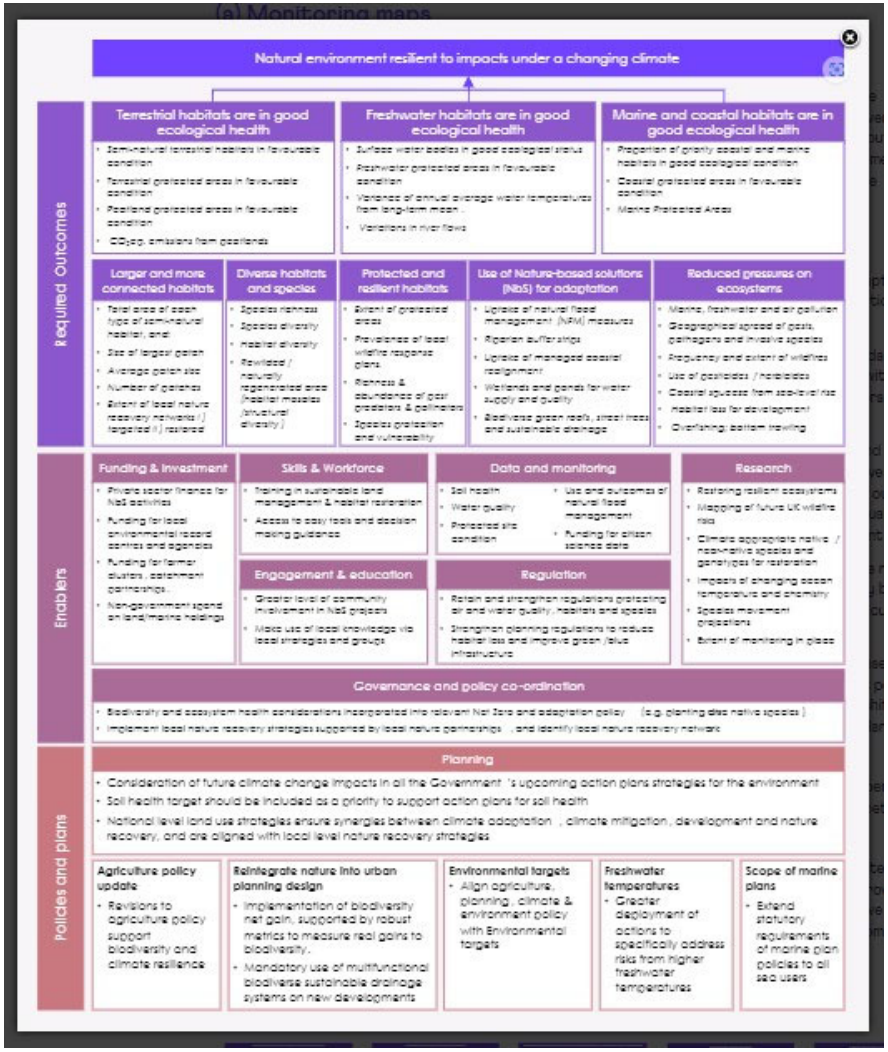
(c) Recommendations

4. Challenges and looking ahead



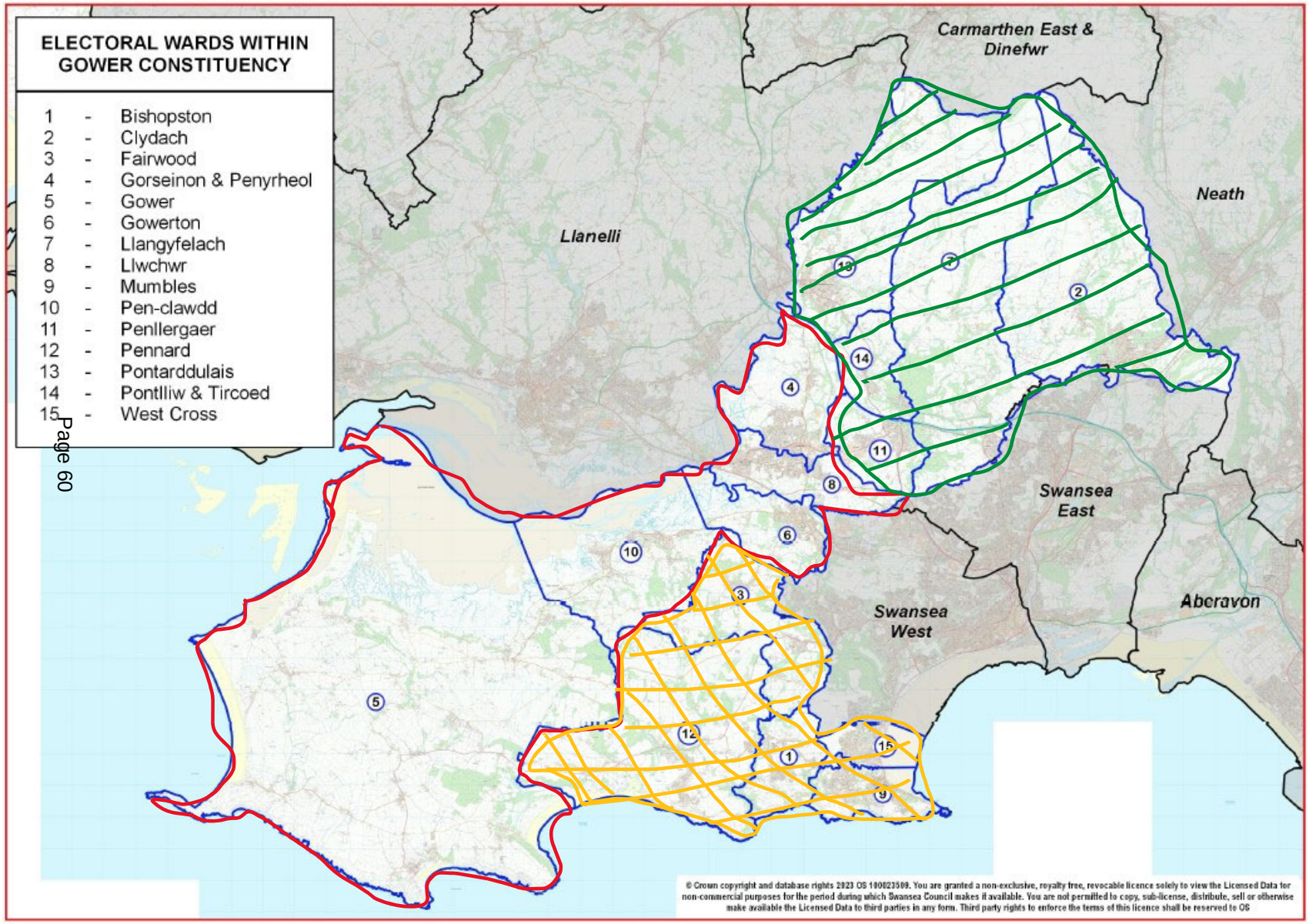
Monitoring Maps

- **Goal**
- **Required outcomes**
- **Enablers**
- **Policies**
- **Contextual factors**



13 themes

- Natural environment resilient to impacts under a changing climate
- Sustainable and climate resilient working land and sea
- UK population has access to affordable, sustainable, high quality food, under future global climate conditions
- Plentiful supply of water for people
- Reliable energy supply in a net zero economy
- Reliable telecommunications and ICT services
- Reliable net zero transport systems
- Places are prepared for and resilient to future climate risks
- Buildings (fit for the future) adapted to current and future climate
- A healthy population in current and future climates
- Communities in UK are prepared for and can respond to weather and climate shocks
- Opportunities realised and a reliable supply of goods and services
- A stable financial system which enables adequate public and private investment in UK adaptation



- *Swansea East*
- *Swansea West*
- *Gower #1 – 5, 10, 6, 8 and 4 taking in rural Gower and the estuary*
- *Gower #2 - 11, 14, 13, 7, and 2 – north Swansea*
- *Gower #3 – 12, 1, 15, and 9 – more urban fringe*
- *Likely now to have closer fit with LDP areas.*

AIM:

To develop a climate change mitigation and adaptation strategy that provides a just and equitable transition to net zero for all citizens in Swansea, creating a liveable future with nature rich environment and health & wellbeing for all at its heart.

OR

To provide a just and equitable transition to net zero for all citizens in Swansea, delivering healthy & sustainable communities through placemaking to ensure a liveable future with a nature rich environment and wellbeing for all at its heart.

OBJECTIVES:

- Develop a strategy that identifies key priorities for collaboration across the Swansea region, for both mitigation and adaptation
- Develop a pathway to Net Zero
- Develop mechanisms that will prevent 'Lock-In'
- Highlight key stakeholders in the identified priorities
- Understand other future opportunities
- Understand the cost of not adapting and mitigating and potential impact on Swansea region

SPECIFICATION:

Swansea Net Zero Signatories Group (SNZS) is looking to produce a climate change mitigation and adaption strategy that shall:

AIM: To develop a climate change mitigation and adaptation strategy that provides a just and equitable transition to net zero for all citizens in Swansea, creating a liveable future with nature rich environment and health & wellbeing for all at its heart.

This will be achieved through the following:

- Understanding the current status of mitigation and adaptation in SNZS organisations
- Benchmarking best practice
- Undertaking workshops with citizens from across Swansea region
- Developing a strategy document for the Swansea region with key priorities outlined that will enable a full action plan to be developed by the Signatories

This project will focus on the geographic area within Swansea Council's footprint, divided into five different areas:

- Swansea East
- Swansea West
- Gower #1 – 5, 10, 6, 8 and 4 taking in rural Gower and the estuary
- Gower #2 - 11, 14, 13, 7, and 2 – north Swansea
- Gower #3 – 12, 1, 15, and 9 – more urban fringe

The successful bidder will need to produce a strategy, with key priorities, which supports the transition to net zero, creating a liveable future with nature rich environment and health & wellbeing for all at its heart.

Methodology

The suggested methodology includes:

1. Understanding the current status of mitigation and adaptation in SNZS organisations

Provide a summary of the current approach to climate change mitigation and adaptation of al SNZS members, and any other local work/groups that support this agenda. The information will be provided to the Consultant at the start of the contract.

- SNZS will supply any of the following 'owned' by their organisation, this includes but is not limited to:
    - Mitigation strategies/plans
    - Adaptation strategies/plans
    - Resilience and response plans for extreme weather events
    - Welsh Government Public Sector Carbon emissions reporting returns from 2019/20 onwards
    - Biodiversity/nature strategies/plans
    - Appropriate contacts to coordinate questions
    - Staff/public surveys
    - Other strategies/plans that may be linked/influence this strategy
    - Known work occuring at a Welsh Government level that may impact this strategy
    - Relevant third sector groups/initiatives
    - Planning approaches
- Mapping stakeholders and other key decision/change makers that will need to be involved in the workshops

2. Benchmarking best practice
    - Review of mitigation and adaptation approaches

3. Undertaking workshops with citizens from across Swansea region
    - Up to 2 workshops per area (total 10 workshops)
    - One workshop with the whole PSB
    - Up to four additional workshops with other key stakeholders from the SNZS e.g. Planners, Estates, Resilience etc.

All workshops should engage and enable participants to be actively involved.

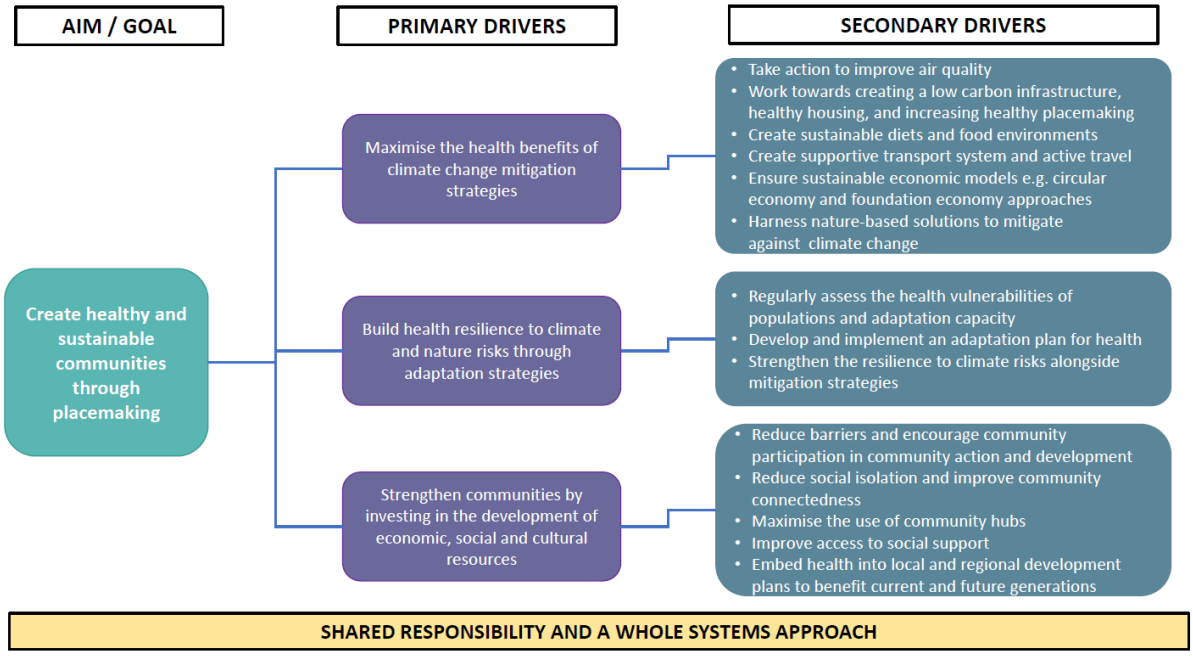
4. Developing a strategy document for the Swansea region with clear priorities that will aid the formulation of an action plan
   - A technical document and an easy read version
   - Recorded presentation that can be shared publically
   - Priorities to be clearly highlighted, with stakeholders identified
   - Identification of mechanisms/approaches that will prevent 'Lock-In'
   - Understand the cost of not adapting and mitigating and potential impact on Swansea region

All work associated with this contract must include:

1. Provision of Welsh language options for all workshops and resulting documents
2. Accessible
3. Consideration of both 2°C and 4°C scenarios, at a minimum
4. Key risks identified in CCRA3
5. 'Climate Change Committee Adaptation Monitoring Framework', including the 'Ten principles for good adaptation'
6. Consider cost and impact of 'do nothing'
7. To consider the following aspects, ensuring that 'Education & Skills', 'Circular Economy' and 'Health & Wellbeing' are considered within all:
   a. Nature: Terrestrial (including on farmland), freshwater and marine habitats.
   b. Working lands and seas: Agriculture, forestry and fisheries.
   c. Food security: Domestic and imported food supply chains, as well as vulnerability of society to climate-related food disruption.
   d. Water supply: Public water system which supplies households and businesses.
   e. Energy: Key energy systems, the electricity system (transmission, distribution, and generation), gas networks and novel sources of energy supply (such as hydrogen) as they develop.
   f. Telecoms & ICT: Communications and ICT infrastructure, including data centres, networks and other critical national infrastructure.
   g. Transport: Road networks (both the national strategic road network and local roads), railways, ports and airports.
   h. Towns and cities: The built environment at a settlement scale, covering flooding, coastal erosion and overheating risks.
   i. Buildings: Individual buildings and their occupants, covering overheating and flooding.
   j. Health: Public health, including mortality and morbidity, as well climate-sensitive vector-borne diseases and health care delivery.
   k. Community preparedness and response: Preparedness of communities for climate impacts, including the ability to protect cultural heritage, and their ability to effectively respond when climate and weather-related disruptions occur.

l. Business: Businesses and their function as a commercial entity, including risks to supply chains (both domestic and international), sites and assets, access to capital and productivity impacts.
m. Finance: Financial system, so that systemic risks from climate change are minimised and it can effectively support the economy in investing in necessary adaptation actions.

8. Five Ways of Working
9. Seven goals (see next page)
10. Population Health Strategy



Tentative Timeline

Activity	Date
Tender pre-evaluation consultation	Mid-October
Tender released	20th November 2023
Close tender	11th December 2023
Notify of interviews & schedule	18th December 2023
Interviews	5th January 2024
Award	12th January 2024
Inception meeting (contract commences)	XX February 2024
Strategy delivered	XX October 2024

Fair Work	Low Carbon Society (decarbonisation)	Resource efficiency & circular economy	Fair & local procurement	Skills for nature	Local / foundational economy
Community energy	Healthy functioning ecosystems	Natural green space	Knowledge of nature	Water and air quality	A compassionate nation
An active nation	Placemaking	Preventative organisations and services	Educational opportunities for all	Citizen & community participation	Equality of health outcomes
People active in their communities	Connected and safe communities	Access to key well-being services	Community anchor institutions	Promoting and protecting culture, heritage & Welsh language	Culture, heritage & Welsh language as a mechanism for change
Participation in the arts, sports and recreation	Culture available to all	Valuing creativity	Fair, ethical and sustainable supply chains	Global citizenship and leadership	Solidarity and peace
Fair share of natural resources	Fair and ethical investment and divestment	Meaningful citizen and stakeholder engagement			

Well-being Plan - Step 4 - Making Swansea safer, more cohesive, and prosperous.

Quarter: 2 2023/24

Overall RAG status			
Q1	Q2	Q3	Q4

Strategic Lead: Mid and West Wales Fire and Rescue Service
Name: Chief Fire Officer, Roger Thomas.
Organisation: Mid and West Wales Fire and Rescue Service.
Email Address: r.thomas@mawwfire.gov.uk

Operational Lead: Mid and West Wales Fire and Rescue Service / Swansea Council for Voluntary Services.
Name: Richard Felton / Amanda Carr
Organisation: Mid and West Wales Fire and Rescue Service / SCVS
Email Address: r.felton@mawwfire.gov.uk /

2023-24 Action	Desired outcome	Milestone	Milestone Deadline	Milestone Owner	Success Measure	Progress Update	RAG
To create a pop up community village during the Welsh Firefighters Fitness Challenge event taking pace in Castle Gardens, Swansea on the 3 June 2023.	To build a pop up community village during the Welsh Firefighters Fitness Challenge event taking place in Castle Gardens, Swansea on the 3 June.	Define the event scope and identify key stakeholders.	28-Apr-23	Roger Thomas	High levels of engagement with members of the public.	The community safety village event was held as part of the Welsh Firefighters Fitness Challenge on Saturday, 03 June in Oxford Street, Swansea. The event offered the opportunity to engage with members of the public on a variety of subject matters, and was well attended by members of the public.	
		Partner organisations invited to express an interest in having a stand in the "community village"	28-Apr-23	Roger Thomas	Demonstration of the added value for the communities of Swansea by partner agencies working together.	An invitation was circulated to several partner organisations, and was attended by the following agencies: Mid and West Wales Fire and Rescue Service, RNLI, Guide Dogs for the Blind Association, Firefighters Charity, South Wales Police & Go Safe, Life Long Learning Service, Swansea Neighbourhood Watch Association, SCVS, Welsh Ambulance, Swansea Council Community Cohesion Team, Ageing Well, Partnership and Involvement Team, Wales Safer Communities Network, Local Area Coordination, Swansea Council and Swansea CMET Team - Evolve.	

		Communications strategy to be developed to ensure a consistent message is shared from each partner organisation.	31-May-23	Roger Thomas	Delivering of key messages and information sharing. Promotion of the work and raising awareness of the Public Services Board. Case study / good news stories. Stakeholder engagement and feedback. Completed surveys. Number of referrals. Feedback from partner agencies. Social media engagement. Number of leaflets, freebies and information packs distributed. Collection of qualitative and quantitative data.	Information about the event was circulated to all partner organisations, PSB partners, together with Fire Authority and Swansea Councillors to promote the event and encourage attendance.	Green
		PSB questionnaire to be developed to assist engagement and data collation with members of the public.	31-May-23	Roger Thomas		The event resulted in the referral of approximately, 55 Home Fire Safety visit requests. Approximately, 130 engagements with families because of the Lego free draw and both questions on the form – which number to call in a real emergency / How often to test a smoke alarm. These questions led to good engagement with parents and valuable lessons for children.	
		Evaluation post event to identify lessons learnt to help with the future shaping of all PSB related events.	29-Nov-23	Roger Thomas		Evaluation post event - A feedback form has been circulated to all partner organisations who attended, a number of which are on annual leave, so not all feedback has been received. An internal debrief meeting also took place on Thursday, 29 June to establish what went well, what didn't go well and discuss what could be improved for next year. It was highlighted that overall the event was extremely successful, with very positive feedback received from partner organisations and members of the public. The need to provide advance notice of next year's event was highlighted as an area of improvement, together with the promotion of the event to target the hard to reach communities. Alternative ways to potentially promote the event was discussed and agreed. Engagement from some partner agencies was highlighted as an area of concern too, with limited to no engagement from some organisations and agencies. Some organisations said no straight away, sighting staffing issues as the main reason for being unable to attend, due to most staff working Monday - Friday 0900am-1700pm and no provision to pay overtime, and some organisations failed to respond to the invitation confirming yes or no.	
						All of the information listed below, will be confirmed during the next PSB update. Feedback from partner agencies. Social media engagement. Number of leaflets, freebies and information packs distributed. Collection of qualitative and quantitative data. Case study / good news stories. Stakeholder engagement and feedback. Completed surveys.	

Key Performance Indicator for Action 1: Create a multi-agency PSB event.							**Amber**
To host a safeguarding event during safeguarding week in November, to share key messages and learning opportunities between partner agencies, with a particular focus on practitioners from individual organisations.	**To promote and share information, ways of working and lessons learnt around the subject of safeguarding, to help make the communities of Swansea safer, more cohesive, and prosperous.**	**Define the event scope and identify key stakeholders**	**31-May-23**	**Amanda Carr**	**Good attendance by a wide range of partner organisations identifying the key needs of the communities of Swansea.**	**Meetings were held with SCVS and MAWWFRS to scope out the event.**	**Amber**
		Event theme, venue, date of event the to be agreed.	**31-May-23**	**Amanda Carr**		**Following consideration of identified themes, it was agreed to focus the event on the theme of safeguarding. The event titled 'Safeguarding Swansea - Building Safer and Stronger Communities Together' will be held in the Swansea.com Stadium on Friday, 17 November between 10:00am -15:00pm. The event details are as follows: Safeguarding Swansea - Building safer and stronger communities, together. This Safeguarding event is hosted by the 'Stronger Communities' workstream of Swansea PSB (Public Services Board). We are bringing together a diverse range of organisations to discuss ways to improve safeguarding across Swansea. Join us to share ideas, promote best practice and identify new ways of working together to make the communities we serve safer. Let's find ways to work collaboratively to build safety and resilience within our communities and to ensure that the needs of vulnerable people are collectively met. Speakers We'll hear from representatives from different organisations and Swansea PSB partners, including: Dave Howes, Director of Social Services; Chief Fire Officer Roger Thomas (Mid & West Wales Fire & Rescue Service); Chief Superintendent Simon Belcher (South Wales Police) Mark Brace, Wales Safer Communities Network; Workshops: You'll have the chance to choose from a variety of workshops looking at topics of mutual interest, such as Contextual Safeguarding and Hoarding. Networking space: There will be a marketplace space, with representation from a range of partners, providing opportunities to network and share information.**	
		Target audience to be established and appropriate representatives / organisations and practitioners identified and invited.	**31-May-23**	**Amanda Carr**		**It was agreed that the event will target safeguarding practitioners from mumerous partner organisations, which will help with sharing of wider learning and best practice. The Eventbrite invite has been circulated to practitioners across Swansea using partner organisations distribution lists to encourage attendance. Comms Officers from MAWWFRS will be in attendance on the day to take photos and promote on social media.**	
		Promotion of event and communications strategy agreed.	**30-Jun-24**	**Amanda Carr**		**Once the final date has been agreed, the event will be promoted accordingly.**	
		Referrals made between partner organisations.	**Dependent on event date.**	**Amanda Carr**		**To be updated post event.**	
Key Performance Indicator for Action 2: Increase awareness and information sharing between partner organisations to help support the communities of Swansea.							**Green**

2023-24 Action	Desired outcome	Milestone	Deadline				
Key Performance Indicator for Action 3: Host a 'walking in our shoes event'	The aim of these events is to broaden the awareness of partners' work and improve networks, particularly amongst those who engage directly with our communities.	Define the event scope and identify key stakeholders and attendees.	30-Sep-23	Roger Thomas		The event has been arranged for Tuesday, 17 October at Mid and West Wales Fire and Rescue Service's Training Facility in Earlswood, Jersey Marine. The event will focus on 3 principal areas, Operational Response, Prevention (Community Safety) and Protection (Built Environment). As the event will be of particular interest to practitioners within the Community Safety world (e.g. road safety, safeguarding etc) and also planning and building control, it has been requested that the invite is circulated to practitioners within these fields by PSB partners. The event will include presentations from MAWWFRS's Community Safety and Business Fire Safety teams, together with an overview of our Medical Response provision, organisational structure and a variety of demonstrations.	Amber
Key Performance Indicator for Action 3: Host a 'walking in our shoes event'	The aim of these events is to broaden the awareness of partners' work and improve networks, particularly amongst those who engage directly with our communities.	Opportunities to network, build relationships and share learning.	30-Oct-23	Roger Thomas	Post event feedback.		Red

Well-being Plan - Step 5 - Developing Swansea's Integrated Cultural Offer.

Quarter: 2 2023/24

Overall RAG status			
Q1	Q2	Q3	Q4

Strategic Lead: Swansea Council
Name: Mark Wade.
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Email Address: mark.wade@swansea.gov.uk

Operational Lead: Swansea Council
Name: Tracey McNulty
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Email Address: Tracey.McNulty@swansea.gov.uk

Overarching aim is to co-create a Cultural Strategy for Swansea, with cross sector partners and community leaders that sets a strategic framework for an integrated offer longer term.

A brief is currently being written to secure external support for this, as part of the Shared Prosperity Fund programme.

2023-24 Action	Desired outcome	Milestone	Milestone Deadline	Milestone Owner	Success Measure	Progress Update	RAG
Establishment of a Swansea Creative Network to support and help sustain the cultural and creative ecology and economy, thereby enabling cultural and creative practitioners to respond effectively to initiatives that promote health, community cohesion, civic pride and economic prosperity.	Network established.	Secure funding via Creative Wales, SPF and UWTSD.	30-Jun-23	Tracey McNulty	Funding secured.	New community space in the city centre Hub secured as a 'creative hub', with equipment from Creative Wales grant; Shared Prosperity Fund secured. Meetings with stakeholders taking place 22 September 2023.	Green
		Appointment of co-ordinator.	10-Oct-23	Tracey McNulty	Co-ordinator appointed.	Job description completed and with HR for recruitment.	
		Launch of network and events programme.	29-Dec-23	Kate Wood	Network launched.	Scope to be determined with partners now funding secured at meeting 22 September 2023	
Key Performance Indicator for Action 1: Swansea Creative Network established. 2023-24 Target: Membership secured from across the cultural and creative sectors.							Amber
Delivery of the partnership agreement with Sport Wales to ensure compliance with nationally recognised levels of physical activity required to be beneficial to health. Deliver outcomes of priority groups defined by existing and consistent low participation rates.	Through recognised national surveys key participation rates in sport and physical activity within Swansea will reach or exceed existing levels and national averages. Decreasing participation gaps between local averages and targeted priority groups. PSB partners will have visibility of the activity and actively support the delivery of positive outcomes	Complete detailed quarterly insight and learning performance log to Sport Wales as per partnership agreement covering activities and action linked to one of the following nationally agreed areas of work :- • Active Nation • Enjoyment • Lifelong • Access/Everyone • Active Older Adults	4 per year	David Jones	Compliance with Sport Wales accountability expectations and continuation of annual funding. Promotion of activities to increase participation.	Our second bi-monthly accountability report prepared in regard to our partnership agreement has been completed and accepted by Sport Wales in all areas. The key areas of work as part of the agreement to date are as follows:- <u>Targeted Delivery</u>- Agreed areas of work completed or underway include:- Us Girls and StreetGames The Us Girls and Street Games summer holiday camps, organised by the Sport and Health team's Community Sport Officers, have been hugely successful. 400 children and young peoplewere engaged over four weeks, with 8 sessions in total held at Penlan Leisure Centre. 6 external partners were involved in the delivery and a number of volunteers were trained as delivers on the scheme alongside our team Fit and Fed This project aims to support children and young people up to the age of 25 who live in deprived areas, access free schools meals and/or come from low socioeconomic households. Funding was drawn down from PEARS via Street Games Wales to tackle	

	the delivery of positive outcomes.	• Active Older Adults • Free Swimming				households. Funding was drawn down from PEARS via Street Games Wales to tackle holiday hunger and to engage more children and young people in sport and physical activity during the school holidays.Over the summer 836 participants participated in Fit and Fed sessions set up by the team. We look forward to continuing to be able to provide an opportunity for children and young people to access warm meals, fruit and snacks at future events and projects, including upcoming camps during October half term and ongoing engagement with the KPI team in Bonymaen BME Sport Swansea Project The project continued acrross the summer with prgrammes centres around three key partnership programmes. 1 - Adult Basketball in Partnerhip with Basketball Wales 2 Giirls football (9-16) in partnership with Freedom Leisure, 3- "MyZone Football" for targeted disaged young people in partnership with Swansea Mosque 60 plus Active older adults programme In Swansea, the 60+ Active Leisure Scheme (ALS) funding is co-ordinated by Swansea Council's Sport and Health team and is delivered in Partnership with Freedom Leisure. It is delivered across all 5 Freedom Leisure sites in Swansea: • Bishopston LC • The LC, Swansea • Morriston LC • Penyrheol LC • Penlan LC. In addition, a programme of activity is delivered in the local community through Swansea Council's Sport and Health team. In total there over 20 sessions delivered weekly across the authority with a range of sessions being offered including Circuits, Tai Chi, Nordic Walking, Pilates, and Walking Sports. <u>Community Sport Funding (Be Active Wales)</u> Theer were 18 successful projects supported in July and August with projects randing from £1,500 to £45,000. In total £156,000 of funding was investd in Swansea clubs through this grant. There are a further 12 projects waiting for condideration during September.	Green
Key Performance Indicator for Action 2: Adult weekly participation of 150 minutes per week or more in sport and physical activity. Young people participate for 5 hours or more per week in sport and physical activity. 2023-24 Target: To achieve all agreed outcomes and "accountability expectations" set in partnership with Sport Wales and measured by the School Sport Survey and National Adults Physical Activity Survey.						Outcome 1 to be determined after young people and adult national surveys Outcome 2 On track following Q1	Amber

Well-being Plan - Step 6 - To Influence and connect with other governance arrangements across the Swansea Bay region.

Quarter: 2 2023/24

Overall RAG status			
Q1	Q2	Q3	Q4

Strategic Lead: Swansea Council
Name: Ness Young.
Organisation: Swansea Council.
Email Address: ness.young@swansea.gov.uk

Operational Lead: Swansea Council
Name: Richard Rowlands
Organisation: Swansea Council
Email Address: richard.rowlands@swansea.gov.uk

2023-24 Action	Desired outcome	Milestone	Milestone Deadline	Milestone Owner	Success Measure	Progress Update	RAG
Map the Swansea Bay region partnership landscape (including member organisations) to: a) clarify governance, roles and responsibilities and interfaces. b) identify opportunities for collaboration on plan content. c) identify gaps / overlaps in activities.	Organisations in the Swansea region and locality have a shared understanding of the partnership landscape and understand the opportunities to improve their synergy in progressing the seven wellbeing goals.	Define the exercise scope and relevant documents gathered.	30-Jun-23	Leanne Aherne (LA), Kelly Gillings (KG), Michelle Davies (MD), Amy Richmond-Jones (ARJ)	Scope agreed by PSB.	Initial information has been gathered on partnerships - setting out ToR, meeting frequency, outputs, membership. A table has been populated with this information. It is anticipated that this collection of information will be used to pull together a partnership map by September with the gaps and opportunities set out by December.	Green
		Partnership map produced.	29-Sep-23		PSB approves the map.		
		Gap and opportunity analyses undertaken .	29-Dec-23		Analyses undertaken and consultation on findings started with lead officers in SB partnerships.		
		Produce final report for PSB consideration.	31-Mar-24		Report approved by the PSB.		
		Share the map and report shared with other Swansea Bay partnerships.	31-Mar-24		Map and report are circulated by the deadline.		

Key Performance Indicator for Action 1: Map and report shared with all partnerships in Swansea Bay.							
Promote the PSB Wellbeing Plan and Wellbeing Assessment to all PSB partner organisations and key partnerships within the region.	**PSB plan is understood and considered by partner organisations and partnerships.** **Wellbeing Assessment is used by partner organisations and partnerships to inform decision making.**	**Statutory PSB partner organisations approve the PSB Wellbeing Plan.**	**30-Jun-23**	**Statutory partners**	**PSB Wellbeing Plan has been formally approved by all statutory partners.**	**Complete**	**Green**
		Statutory PSB Partner organisation confirm their plans take account of the Wellbeing Assessment and PSB Wellbeing Plan.	**30-Jun-23**	**Statutory partners**	**Statutory partners provide confirmation.**	**Complete**	
		PSB Chair writes to partnerships within the Swansea Bay region promoting the Wellbeing Plan and Assessment.	**28-Apr-23**	**PSB Chair**	**Letter, plan and assessment is issued.**	**Complete.**	
		PSB Chair to seek meetings with other partnership chairs to discuss PSB plan and assessment and opportunities for collaboration	**29-Dec-23**	**PSB Chair**	**PSB Chair has met Chairs of the key Swansea Bay partnerships and at least one collaborative action has been agreed.**		
Key Performance Indicator for Action 2: PSB Wellbeing Plan and Assessment has been shared with all key partnerships in Swansea Bay and at least one collaborative action has been agreed as a result							

Well-being Plan - Step 6: To Influence and connect with other governance arrangements across the Swansea Bay region.

DRAFT (work in progress)

	No. of meetings	Subject to scrutiny	Consultations, Plans and Strategies	Role/ Purpose (Terms of Ref)	Membership
Swansea Public Services Board (PSB)	The PSB will meet Quarterly.	Yes. City and County of Swansea's Scrutiny Programme Committee.	1. Assessment of Local Well-being 2. Local Well-Being Plan 3. Annual reports Swansea_PSB_Assessment_of_Local_Well-b Swansea Public Services Local Well-be	PSB Terms of Reference.docx	Public Services Board Membership.docx
Swansea PSB Partnership Forum	Annually			This group provides a mechanism for all partners to engage, raise issues and report progress etc. Involves various organisations from across Swansea.	Partnership Forum Membership.docx
Objective/ Step Delivery Groups • **Early Years** • **Human Rights City** • **Climate Change** • **Strong Communities** • **Cultural Offer**	Bi-Monthly		Action Plans for each Step (1-8) PSB Draft Action Plan 2023-24 v2.docx Swansea PSB Steps_ NPT PSB Steps_ RPB S	The delivery groups will deliver the Local Well-being objectives, and steps. Each group will sign up to common terms of engagement and be led by Objective/Step Leads (with a common role description).	Delivery Groups for Steps.docx

• **Governance/ Performance & Data**				Early Years Steering Group TOR.docx Strong Communities ToR.docx **need ToR for HRC, CC, Add delivery group meeting dates once agreed.**	
Performance Reports	Every Quarter – presented to PSB Meetings		PSB Performance Report_v2_(blank Ste		PSB Performance Report_05_Jul_23.xlsx
Scrutiny Programme Committee	Twice a year 14th Feb 2023 17th Oct 2023		Supplement Letter to Chair of Public Servic	To make suggestions to challenge improvement, including around visibility, the measuring and reporting of performance against objectives and impact, and public engagement.	Cllr Peter Black- Chair Cllr Andrea Lewis- PSB Chair Roger Thomas – PSB Vice Chair Ness Young- Director Richard Rowlands- Performance Manager (Optional Strategic/Operational Leads)

Swansea (PSB) & NPT (PSB) Joint Committee Both Swansea and Neath Port Talbot PSB Members coming together to look at the substance misuse crisis in Swansea and Neath Port Talbot as outlined in Police & Crime Commissioners letter.	Meet Quarterly			All partner agencies to commit to working together to address this issue as a top priority All partner agencies in agreement that a detailed action plan is needed, identifying what each organisation is able to carry out along with resources and funding. Commitment to creating briefing sessions to capture the scale of the problem and raise awareness	
West Glamorgan Regional Partnership (RPB)	The RPB will meet at least Quarterly.	Yes. City and County of Swansea's Adult Services Performance Panel. 1 meeting scrutinised the work of the partnerships (the Panel is not solely	1. Population Needs Assessment 2. Annual reports 3. Carers Strategy 4. Emotional Wellbeing and Mental Health Plan 5. Learning Disability Strategy 07) West Glamorgan Area Plan - 2023-202 https://www.gov.wales/sites/default/files/publications/2020-02/part-9-statutory-guidance-partnership-arrangements.pdf	West-Glamorgan-Regional-Partnership-Bc	Regional Partnership Board (RPB) Member:

		dedicated to scrutinising the work of the partnership)			
Area Planning Board (APB)	The APB will meet at least Quarterly.			Appendix 1 - Substance Misuse ABI	Area Planning Board (APB) Membership.dc
Safer Swansea Partnership	Quarterly	Yes	COMMUNITY SAFETY PRIORITIES 2023-2026 SSP priorities 2023-2026.docx	Draft ToR 2023 - Safer Swansea Partne The SSP will report quarterly – see blank template below SSP priority action plan 2023.xlsx	SAFER SWANSEA PARTNERSHIP (SSP) !

Useful Links/ Reference Documents

Healthy Weight Healthy Wales 2022-2
SoNaRR slides.pptx
PSB Workshop Planning Slides COMF
PSB POVERTY Workshop Slides.pptx
PSB HEALTH INEQUALITIES slides.p
PSB Workshop Planning Slides POVE
West-Glamorgan-Ma rket-Stability-Report-
Swansea_PSB_Assess ment_of_Local_Well-b
PHW-Older-Peoples- Social-relationships-n

Well-being Plan - Step 7 - To improve data quality and accessibility across the Swansea Bay region.

Quarter: 2 2023/24

Overall RAG status			
Q1	Q2	Q3	Q4

Strategic Lead: Swansea Council
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Email Address: ness.young@swansea.gov.uk

Operational Lead: Swansea Council
Name: Richard Rowlands
Organisation: Swansea Council
Email Address: richard.rowlands@swansea.gov.uk

2023-24 Action	Desired outcome	Milestone	Milestone Deadline	Milestone Owner	Success Measure	Progress Update	RAG
To work with Regional Partnership Board officers to identify the key data sets required to support delivery of PSB Wellbeing Plan and the West Glamorgan Area Plan, to: a) identify data gaps. b) identify opportunities for data sharing. c) improve alignment between Population Area Assessment and Wellbeing Assessment.	Improved data availability and quality across the Swansea Bay region.	Map RPB and PSB key data set requirements.	30-Jun-23	Kelly Gillings (KG), Leanne Aherne (LA) Steve King (SK) Michelle Davies (MD) Amy Richmond-Jones (ARJ)	See milestones	Initial meeting held in June between Swansea Council and RPB to review any gaps / opportunities following the production of the well-being and population assessments.	Green
		Identify data gaps.	29-Sep-23		See milestones	Further regional meeting held on 19 July involving colleagues from Swansea and NPT PSBs, individual partners and the RPB, with follow up held on 27 September. The focus has been on recent and future assessment requirements and to develop the identification of data commonalities and gaps. Agreed that NPT and the RPB review data gaps building on the work Swansea has started with an emphasis on identiying localised data.	
		Identify opportunities for data sharing between the RPB and PSB.	29-Dec-23		See milestones		

		Develop new datasets to meet PSB requirements .	31-Mar-24		See milestones		
Key Performance Indicator for Action 1: Data requirements to support PSB Wellbeing Plan are well understood and opportunities for sharing data with the RPB are being pursued.							
Work with Regional Partnership Board RPB) to develop digital data portal for partnerships (and their members) across the Swansea Bay region.	Partners across the Swansea Bay region can access up to date data to inform and improve decision making.	Explore feasibility of the PSB to piggy back on work in progress by the RPB to develop a digital data portal.	30-Jun-23	Kelly Gillings (KG), Leanne Aherne (LA) Steve King (SK) Michelle Davies (MD) Amy Richmond-Jones (ARJ)	See milestones	No detailed proposal has been developed to date. Further discussions to take place on possible options.	Amber
		Develop a proposal for a joint PSB/RPB digital data portal.	29-Sep-23		See milestones	No detailed proposal has been developed to date. Further discussions to take place on possible options.	
		Seek approval of proposal and any associate funding requirement from all participating partners to progress in 2024-25.	31-Mar-24		See milestones		
Key Performance Indicator for Action 2: Development and roll out a regional digital data portal approved by partners for implementation in 2024-25							

Well-being Plan - Step 8 - To Develop Swansea PSB performance management arrangements which measure and monitor the PSB's progress.

Quarter: 2 2023/24

Overall RAG status			
Q1	Q2	Q3	Q4

Strategic Lead: Swansea Council
Name: Ness Young.
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Email Address: ness.young@swansea.gov.uk

Operational Lead: Swansea Council
Name: Richard Rowlands
Organisation: Swansea Council
Email Address: richard.rowlands@swansea.gov.uk

2023-24 Action	Desired outcome	Milestone	Milestone Deadline	Milestone Owner	Success Measure	Progress Update	RAG
To develop a Performance Management Framework for the PSB, including a 2023-24 Action Plan, milestones, 2023-28 population level outcome measures, and monitoring arrangements.	The PSB has effective performance management arrangements in place.	2023-24 action plan, including milestones produced.	28-Apr-23	Strategic leads	PSB has a 2023-24 action plan in place within the first quarter of the year.	Complete	Green
		Performance management framework for the PSB is in place.	30-Jun-23	Richard Rowlands	PSB performance arrangements are formalised and in line with good governance principles.	Complete - action plan with outcomes, success measures and milestones produced and agreed with strategic leads and used from Q1 for reporting to the PSB Committee.	
		Map Population Level Outcome Measures for RPB and member organisations.	29-Sep-23	Leanne Ahern / Steve King	Population Level Outcome measures across region are understood.	Population measures have been researched and mapped against well-being objectives and drivers. Initial draft work has recently been discussed with the PSB Delivery Group (operational leads). Further refinement of driver-indicator links will follow and then shared more widely.	
		PSB Population Level Outcome Measures agreed.	31-Mar-24	Richard Rowlands	PSB has defined population outcome measures (aligned to member organisations and RPB) to monitor impact of the plan over the long term.		

		PSB receives quarterly performance reports.	31-Jul-23	Richard Rowlands	PSB formally considers its performance at least quarterly.	Complete - action plan with outcomes, success measures and milestones produced and agreed with strategic leads and used from Q1 for reporting to the Joint Committee.	
Key Performance Indicator for Action 1: PSB has an effective performance management framework in place.							Green
To undertake review of annual performance to inform the 2024-25 action plan.	Stakeholders can see the performance and impact the PSB has had in 2023-24 and 2024-25 action plans are informed by the progress the PSB has made.	Draft annual review of performance is produced ready for publication in first quarter of 2024-25.	31-Mar-24	Richard Rowlands	Review provides an objective assessment of PSB performance and impact.		
		2024-25 action plan is produced.	31-Mar-24	Richard Rowlands	PSB has a robust action plan for 2024-25 ready for the start of the new financial year.		
Key Performance Indicator for Action 2: 2023-24 Annual Review is produced and is reflected in the 2024-25 action plan							

DRAFT Date: 12-Sep-23

Swansea PSB: Mapping Population Level Outcome Measures for a PSB Performance Management Framework

Wellbeing Plan Step 8: To Develop Swansea PSB performance management arrangements which measure and monitor the PSB's progress.

Worksheet contents:

No./link	Sheet name	Sheet description	Further notes
	Worksheet contents	Current sheet.	
a	WBP23 drivers	Table listing of the four Swansea Well-being Plan 2023 Outcomes, and associated Primary and Secondary Drivers within	References (alpha-numeric) are added to help identification later in the workbook.
b	NIs and Goals (WG)	List of 50 current National Well-being Indicators (NIs). NIs also mapped to the seven National Well-being Goals (as published by WG)	Takes into account recent NI review following national milestones consultation. National Indicators which are milestones are indicated in the end column.
c	TPW22 (DC)	Data Cymru's own table showing Thriving Places (TP) Index 2022 measures (no. = 52) by broad type, Domain and Sub-domain	Index developed by Data Cumru and Centre for Thriving Places. Sheet includes additional information on each indicator: Description, Source / link (plus initial comments on provided links). Note: some of the measures used may not be independently or publicly available outside of the TP Index model.
d	NIs to Drivers	The national well-being indicators (NIs) mapped to Swansea Well-being Plan (WBP) objectives and primary / secondary drivers	Currently an initial single, subjective view. Some of the relationships between drivers and measures are not clear and open to interpretation. Links are identified at both primary and secondary driver level. Subject to further views and amendment. At this stage, no further judgement is made as to the suitability of the indicator to measure and monitor well-being in Swansea, e.g. data availability, frequency / timeliness, local disaggregation, robustness.
e	TPs to Drivers	Matrix showing indicators used in the Thriving Places Index 2022 (TPs) mapped to Swansea WBP objectives and primary / secondary drivers	Again, currently an initial view and subject to further amendment. At this stage, no further judgement is made as to the suitability of the indicator. A small number of these measures also have been identified as duplicates of the National Indicators.
f	Drivers to NIs & TPs	The information in the previous worksheets (for NIs and TP measures) is transposed, with WBP drivers in rows and NI/TP measures in columns. Cells where a link has been identified are highlighted green	
g	Driver-indicator list	Simplified version of previous sheet, i.e. listing of individual primary and secondary drivers and NI and TP measures identified with links to them.	

Swansea Well-being Plan 2023 drivers: primary and secondary

Ref. = Unofficial reference for purposes of this exercise

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Primary Driver (when): …

Secondary Drivers (so we need to): …

Ref.	Driver type	Driver description

Outcome (Objective) - Early Years: Children have the best start in life to be the best they can be.

EY1	**Primary**	**Parents/carers are well-prepared for birth**
EY1a	Secondary	Parents/carers are supported to develop their skills, knowledge and confidence and can access the information they need.
EY1b	Secondary	Parents/carers lead a healthy lifestyle and can access the local and natural environment.
EY1c	Secondary	Parents/carers can access good employment.
EY1d	Secondary	Families live in a good standard of housing.
EY1e	Secondary	Families enjoy healthy family relationships.
EY2	**Primary**	**All children develop to their full potential**
EY2a	Secondary	Children develop good positive attachments with their parents/carers*.
EY2b	Secondary	Children with additional needs are identified and supported.
EY2c	Secondary	Children have good quality physical and mental health and well-being.
EY2d	Secondary	Children develop speech language and communication successfully.
EY2e	Secondary	Children can access cultural and natural heritage.
EY3	**Primary**	**Children are safe from harm and are supported at the earliest opportunity**
EY3a	Secondary	Children's needs are identified and supported at the earliest stage.
EY3b	Secondary	Homes and neighbourhoods are safe and free from violence, crime and abuse.
EY3c	Secondary	Children are protected from environmental risks such as air pollution.
EY3d	Secondary	Children are protected from Adverse Childhood Experiences and supported when needed.
EY4	**Primary**	**Support services are high quality and well-integrated, and are accessible to all and no child is excluded**
EY4a	Secondary	Services are aligned and prioritised to support the mental health of parents/carers and address alcohol/drug misuse.
EY4b	Secondary	Communication and collaboration between service providers is strong in order to deliver accessible, timely services where no-one is exclude.
EY4c	Secondary	Data and information sharing between services is effective.

*Recognising that children and adults can be carers and need additional support.

Outcome (Objective) - Live well, age well: To make Swansea a great place to live at every stage of life.

LW1	**Primary**	**People have the best possible level of health and well-being**
LW1a	Secondary	Access to resources, knowledge, and skills for healthy living.
LW1b	Secondary	Key health and well-being messages are identified, targeted, and promoted.
LW1c	Secondary	Every individual has access to health and well-being opportunities and services.
LW1d	Secondary	Natural and built environments that encourage health and well-being are created and sustained.
LW1e	Secondary	People are supported to access information, advice, and assistance.
LW2	**Primary**	**People are free from poverty, as independent as possible and enjoy a good quality of life**
LW2a	Secondary	Health, Social Care and third sector services work together closely to provide services in the community.
LW2b	Secondary	People are supported to learn, work and live well.
LW2c	Secondary	Individuals and communities are supported to be more connected.
LW2d	Secondary	People are protected from poverty and are supported from the impacts of poverty.
LW2e	Secondary	Advice and support is provided to help people, help themselves.
LW3	**Primary**	**People are valued, listened to, and able to have a voice, choice and control**
LW3a	Secondary	People are able to access care and support in ways that suit them and supports them to help themselves.
LW3b	Secondary	A Human Rights City Approach is promoted to ensure people understand their rights and they are recognised.
LW3c	Secondary	Accessible mechanisms enable people to have their voice heard and be involved in decision making processes that impact their lives.
LW4	**Primary**	**People feel safe in their home and community**
LW4a	Secondary	People live in safe good quality homes.
LW4b	Secondary	Environments that support people to feel and be safe are created, sustained and protected.

Outcome (Objective) - Climate change and nature recovery: To restore and enhance biodiversity, tackle the causes and reduce the impact of climate change.

CN1	**Primary**	**Biodiversity is restored and enhanced**
CN1a	Secondary	Ensure habitats are better connected with valuable sites and vulnerable species protected and their condition enhanced/improved.
CN1b	Secondary	Support and protect pollinator species and populations.
CN1c	Secondary	Prevent pollution, tackle environmental crime and the negative impacts of non-native species, pests and diseases (such as ash dieback).
CN2	**Primary**	**Natural systems are healthy and resilient**
CN2a	Secondary	Ensure the health and multiple other benefits of green and blue infrastructure are maximised in urban and rural areas, and that everyone has access to good natural spaces.
CN2b	Secondary	Improve air quality, make ecosystems more resilient and take a catchment approach to water management, which involves local communities.
CN2c	Secondary	Take a balanced approach to land use that safeguards soils, makes space for nature, supports local food growing and energy generation.
CN3	**Primary**	**Our carbon emissions are reduced to net zero and individuals, communities and organisations are well prepared for the impacts of climate change and adaptation**
CN3a	Secondary	Reduce the energy consumption in our homes, buildings and businesses and support local sustainable energy generation.
CN3b	Secondary	Promote active travel and develop a low carbon transport system that is accessible, affordable and meets the needs of everyone.
CN3c	Secondary	Better understand and prepare for local climate change risks and impacts.
CN3d	Secondary	Promote environmentally sustainable and ethical procurement practices, especially in the public sector.
CN4	**Primary**	**The root causes of unsustainable production and consumption of natural resources are addressed, through knowledge and behaviour change**
CN4a	Secondary	Increase training opportunities and the creation of green jobs to support the transition to a low carbon, circular economy with efficient reduction/ reuse / recycling of materials.
CN4b	Secondary	Improve the collection, analysis and sharing of environmental data and information to better inform decisions
CN4c	Secondary	Seek / encourage nature-based solutions to improving well-being.

Outcome (Objective) - Strong and resilient communities: Cohesive and resilient communities with a sense of pride and belonging.

SC1	**Primary**	**People feel and are safe and confident**
SC1a	Secondary	Trust is built between people and organisations.
SC1b	Secondary	Advice and support are available and provide in a non-judgemental way.
SC1c	Secondary	Homes and neighbourhoods are healthy, safe places to be, free of substance misuse.
SC1d	Secondary	Safety, reduced crime and antisocial behaviour on the streets contributes to public confidence and strengthens the economy.
SC1e	Secondary	The needs of vulnerable community members are collectively understood and the resilience of communities is improved.
SC1f	Secondary	Employers should pay at least the minimum wage.
SC1g	Secondary	Good jobs are created and people are enabled to overcome the barriers to access
SC2	**Primary**	**We have a thriving local economy where households achieve at least the Minimum Income Standard**
SC2a	Secondary	People are supported to develop the skills and gain the qualifications they need to learn through their lifetimes.
SC2b	Secondary	People access all the financial support they are entitled to.
SC2c	Secondary	The cost of goods and services for all are equalised ending the poverty premium.
SC2d	Secondary	Barriers to involvement in community life are reduced (e.g. Digital Inclusion, English/Welsh for Speakers of a second language, transport Infrastructure).
SC3	**Primary**	**Communities and individuals are connected**
SC3a	Secondary	People and communities have a voice in decisions which affect them via the processes and mechanisms of social partnerships, trade unions, representative and participative democracy.
SC3b	Secondary	Volunteer opportunities are available for individuals to engage in community action around shared concerns, and successes are built on, celebrated and promoted.
SC3c	Secondary	Built and natural environment planning and design maximises connectivity opportunities within and adjacent to newly planned developments.
SC3d	Secondary	The integration and promotion of the cultural offer in Swansea to instil a vibrant culture within communities.
SC3e	Secondary	Language, heritage and cultures within and between our communities are celebrated and promoted.

National wellbeing indicators

Published by Welsh Government

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As required by section (10) (1) of the Well-being of Future Generations (Wales) Act 2015.

Introduction

https://www.gov.wales/national-wellbeing-indicators

The national indicators are designed to represent the outcomes for Wales, and its people that will help demonstrate progress towards the 7 well-being goals. They are not intended to be performance indicators for an individual organisation.

The Well-being of Future Generations (Wales) Act 2015 required Welsh ministers to set national indicators to assess progress towards achieving the 7 wellbeing goals. These national indicators were laid before the Senedd in 2021.

From 2022 reference will also be made to the first national milestones. National milestones set expectations of what the indicators should show at certain points in the future.

National wellbeing indicators:	*Linked to National Well-being Goals (WG table):*	A Prosperous Wales	A Resilient Wales	A Healthier Wales	A More Equal Wales	A Wales of Cohesive Communities	A Wales of Vibrant Culture and Thriving Welsh Language	A Globally Responsible Wales	National milestone (NM)
01 Percentage of live single births with a birth weight of under 2,500g									
02 Healthy life expectancy at birth including the gap between the least and most deprived									NM
03 Percentage of adults with two or more healthy lifestyle behaviours									NM
04 Levels of nitrogen dioxide (NO2) pollution in the air									
05 Percentage of children with two or more healthy lifestyle behaviours									NM
06 Measurement of development of young children									
07 Average capped 9 points score of pupils, including the gap between those who are eligible or are not eligible for free school meals									
08 Percentage of adults with qualifications at the different levels of the National Qualifications Framework									NM
09 Gross Value Added (GVA) per hour worked (relative to UK average)									
10 Gross Disposable Household Income per head									NM
11 Percentage of businesses which are innovation-active									
12 Capacity (in MW) of renewable energy equipment installed									
13 Concentration of carbon and organic matter in soil									
14 The global footprint of Wales									NM
15 Amount of waste generated that is not recycled, per person									
16 Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living Wage									
17 Pay difference for gender, disability and ethnicity									NM
18 Percentage of people living in households in income poverty relative to the UK median: measured for children, working age and those of pension age									NM
19 Percentage of people living in households in material deprivation									
20 Proportion of employees whose pay is set by collective bargaining									
21 Percentage of people in employment									NM
22 Percentage of people in education, employment or training, measured for different age groups									NM
23 Percentage who feel able to influence decisions affecting their local area									
24 Percentage of people satisfied with their ability to get to/ access the facilities and services they need									
25 Percentage of people feeling safe at home, walking in the local area, and when travelling									
26 Percentage of people satisfied with local area as a place to live									
27 Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect									
28 Percentage of people who volunteer									NM
29 Mean mental well-being score for people									NM
30 Percentage of people who are lonely									
31 Percentage of dwellings which are free from hazards									
32 Number of properties (homes and businesses) at medium or high risk of flooding from rivers and the sea									
33 Percentage of dwellings with adequate energy performance									NM
34 Number of households successfully prevented from becoming homeless per 10,000 households									
35 Percentage of people attending or participating in arts, culture or heritage activities at least three times a year									
36 Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh									
37 Number of people who can speak Welsh									NM
38 Percentage of people participating in sporting activities three or more times a week									
39 Percentage of museums and archives holding archival/heritage collections meeting UK accreditation standards									
40 Percentage of designated historic environment assets that are in stable or improved conditions									
41 Emissions of greenhouse gases within Wales									NM
42 Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales									
43 Areas of healthy ecosystems in Wales									
44 Status of biological diversity in Wales									NM
45 Percentage of surface water bodies, and groundwater bodies, achieving good or high overall status									
46 Active global citizenship in Wales									
47 Percentage of people who have confidence in the justice system									
48 Percentage of journeys by walking, cycling or public transport									
49 Percentage of households spending 30% or more of their income on housing costs									
50 Status of digital inclusion									

Thriving Places Wales indicators, 2022 (Data Cymru)
https://www.thrivingplaces.wales/report?lang=en-GB

[*] These are indicators used by Welsh Government as part of the Well-being of Future Generations National Indicators dataset. For further information please see https://gov.wales/national-well-being-indicators

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Local conditions

Domain	Sub-domain	Ref.	Indicator	Description	Source
Place and environment	Local environment	TP1	Green land cover	Sum of % cover of green urban and natural green space (Corine land cover classification)	The University of Sheffield
		TP2	Proximity to green space	Access to private garden space - % of properties with access to private garden or outdoor space	Office for National Statistics
		TP3		Access to public parks and playing fields - average distance (m) to nearest park, public garden or playing field	Office for National Statistics
		TP4	NO_2 concentration*	Nitrogen dioxide (NO_2) concentration at residential dwelling locations (micrograms/m^3)	Welsh Government
	Transport	TP5	Active travel	Percentage of respondents who go to work through active travel	2011 Census Office for National Statistics
		TP6	Car traffic	Volume of road traffic per head of population	Department for Transport
		TP7	Traffic accidents rate	Rate of road traffic accidents (per 1,000 population)	Welsh Government
		TP8	Access to services	Average time taken to access 8 services by public transport	Welsh Index of Multiple Deprivation, Welsh Government
	Safety	TP9	Primary youth offenders	First time entrants to the youth justice system (per 100,000)	Ministry of Justice
		TP10	Crime Severity Index	Crime Severity Index	Office for National Statistics
		TP11	Rate of domestic-abuse related offences and incidents	Rate (per 1,000) of domestic abuse-related incidents and crimes recorded by the police, by police force area	Office for National Statistics
		TP12	Perception of crime*	Percentage of people who feel safe at home, walking in the local area, and when travelling (aged 25+)	National Survey for Wales
	Housing	TP13	Housing affordability	Ratio of median house price to median gross workplace-based earnings	Office for National Statistics
		TP14	Homelessness numbers	Number of households accepted as being homeless and in priority need (Section 75) (per 10,000 households)	Welsh Government
		TP15	Housing quality	Percentage of households likely to be in poor quality (being in disrepair or containing serious hazards)	Welsh Index of Multiple Deprivation, Welsh Government
Mental and physical health	Healthy and risky behaviours	TP16	Child obesity rate	Percentage of children aged 5 who are of healthy weight; Child Measurement Programme	Public Health Wales Observatory
		TP17	Children participating in sport 3 or more times a week	Percentage of children participating in sport 3 or more times a week	Sport Wales
		TP18	Teenage pregnancies	Conceptions at ages under 16 per 1,000 women	Office for National Statistics
		TP19	Healthy lifestyles - adults	Percentage of adults that only achieve 1 or fewer of 5 defined healthy lifestyle behaviours (age standardised)	National Survey for Wales
	Overall health status	TP20	Subjective disability	Percentage of adults reporting being free from limiting illness	Public Health Wales Observatory
		TP21	Subjective health	Percentage of adults aged 16+ years reporting 'good' or 'very good' health	National Survey for Wales
	Mortality and life expectancy	TP22	Preventable mortality rate	Rate of mortality from causes that are preventable	Office for National Statistics
		TP23	Life expectancy	Average life expectancy at birth (years)	Public Health Wales Observatory
	Mental health	TP24	Mental well-being in adults	Warwick-Edinburgh well-being scale (age-standardised)	Public Health Wales Observatory
Education and learning	Adult education and learning	TP25	Adults with low level skills	Percentage of working age people with no qualifications - aged 16-64	Welsh Government
		TP26	Adult education participation	Unique learners (per 1,000 population) enrolled at Further Education institutions in work-based learning provisions (aged 25+)	Welsh Government
		TP27	Apprenticeships	Rate of apprenticeship starts – aged 16-64	Welsh Government
	Children's education and learning	TP28	Educational attainment of children	KS4 average points score in core subjects (Maths, English/Welsh, science)	Welsh Government
		TP29	School readiness	Percentage of all 7 year olds achieving the expected level at the end of the Foundation Phase	Welsh Government
Work and local economy	Unemployment	TP30	Unemployment rate	Percentage of economically active people who are unemployed	Office for National Statistics
	Good jobs	TP31	Job satisfaction*	Percentage of adults who are 'moderately' or 'very' satisfied with their jobs	National Survey for Wales
		TP32	Working 49+ hours	Percentage of working population working 49 hours or more	2011 Census Office for National Statistics
	Deprivation	TP33	Material deprivation*	Percentage of people living in households in material deprivation	National Survey for Wales
	Local business	TP34	Local business	Ratio of enterprises to local units	Office for National Statistics
People and community	Participation	TP35	Election turnout	Total vote turnout (inc. rejected postal votes and votes rejected at count) for EU Referendum in Wales	The Electoral Commission
		TP36	% of people who volunteer*	Percentage of people who volunteer	National Survey for Wales
		TP37	Able to influence decisions affecting their local area*	Percentage who feel able to influence decisions affecting their local area	National Survey for Wales
	Culture	TP38	Heritage index	RSA Heritage Index - Activities sub Index	RSA
	Social isolation	TP39	Social isolation in adults*	Percentage of 16+ people who are lonely	National Survey for Wales
	Community cohesion	TP40	Sense of belonging*	Percentage of people who agree that there is good community cohesion in their local area	National Survey for Wales
		TP41	Social fragmentation index	Social fragmentation index	Office for National Statistics

Sustainability

Domain	Sub-domain		Indicator	Description	Source
Sustainability	Green Infrastructure	TP42	Household energy efficiency	Percentage of registered properties with domestic EPC rating of C or above	Gov.UK
		TP43	Ecological footprint*	Ecological footprint per capita	Welsh Government
		TP44	Renewable energy produced	Energy produced in large renewable energy projects per capita	Department for Business, Energy & Industrial Strategy
	Waste	TP45	Waste generation	Total municipal waste collected/recycled per capita	Welsh Government
		TP46	Household recycling	Percentage of waste reused / recycled / composted	Welsh Government
	Energy use	TP47	Domestic energy consumption	Household energy consumption per 1,000 people	Gov.UK
		TP48	CO_2 emissions	CO_2 emission estimates per capita; industry, domestic and transport sectors	Department for Business, Energy & Industrial Strategy

Equality

Domain	Sub-domain		Indicator	Description	Source
Equality	Health inequality		Difference in HLE and LE	Slope index of inequality (SII) in life expectancy at birth - average for males and females (SII years)	Welsh Government
	Income inequality		Pay gap	75/20 percentile ratio of weekly earnings	Office for National Statistics
			Gender pay gap	Gender pay gap; absolute difference in median gross hourly earning between men and women	Office for National Statistics
	Employment inequality		Employment rate	Gap in employment rate between those with a long-term health condition and the overall employment rate	Public Health Wales

National wellbeing indicators
Links to Swansea Well-being Plan primary/secondary drivers

Draft: preliminary, unofficial view of links to Swansea Well-being Plan drivers

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Key: **Higher level (primary driver) links.** More specific (secondary driver) links.

	Swansea outcomes:	A	B	C	D
No.	**National wellbeing indicators**	EARLY YEARS (EY)	LIVE WELL, AGE WELL (LW)	CLIMATE CHANGE & NATURE RECOVERY (CN)	STRONG COMMUNITIES (SC)
NI01	Percentage of live single births with a birth weight of under 2,500g	**EY1, EY4**			
NI02	Healthy life expectancy at birth including the gap between the least and most deprived		**LW1, LW2**		
NI03	Percentage of adults with two or more healthy lifestyle behaviours	EY1b	**LW1**		
NI04	Levels of nitrogen dioxide (NO2) pollution in the air	EY3c		CN2b	
NI05	Percentage of children with two or more healthy lifestyle behaviours	EY2c			
NI06	Measurement of development of young children	**EY2**			
NI07	Average capped 9 points score of pupils, including the gap between those who are eligible or are not eligible for free school meals	**EY2**			
NI08	Percentage of adults with qualifications at the different levels of the National Qualifications Framework				SC2a
NI09	Gross Value Added (GVA) per hour worked (relative to UK average)				**SC2**
NI10	Gross Disposable Household Income per head	EY1c			**SC2**
NI11	Percentage of businesses which are innovation-active				
NI12	Capacity (in MW) of renewable energy equipment installed			CN3a	
NI13	Concentration of carbon and organic matter in soil			CN2c	
NI14	The global footprint of Wales			**CN2, CN3, CN4**	
NI15	Amount of waste generated that is not recycled, per person			**CN4**	
NI16	Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living Wage	EY1c	LW2b, LW2d		SC1f, **SC2**
NI17	Pay difference for gender, disability and ethnicity	EY1c			SC1f, **SC2**
NI18	Percentage of people living in households in income poverty relative to the UK median: measured for children, working age and those of pension age		LW2d		**SC2**
NI19	Percentage of people living in households in material deprivation		LW2d		SC1f, SC1g, **SC2**
NI20	Proportion of employees whose pay is set by collective bargaining	EY1c			SC1f, **SC2**
NI21	Percentage of people in employment	EY1c			**SC2**
NI22	Percentage of people in education, employment or training, measured for different age groups		LW2b		SC2a
NI23	Percentage who feel able to influence decisions affecting their local area				**SC1**, SC3a
NI24	Percentage of people satisfied with their ability to get to/ access the facilities and services they need	EY1a, EY4b			SC1a, SC1b
NI25	Percentage of people feeling safe at home, walking in the local area, and when travelling	EY3b, EY3d	**LW4**		SC1c, SC1d
NI26	Percentage of people satisfied with local area as a place to live	EY1b	LW1d, LW4b		SC1c, SC1d, SC3c
NI27	Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect	EY3b	LW2c		**SC1**, **SC3**
NI28	Percentage of people who volunteer				SC3b
NI29	Mean mental well-being score for people	EY2c	**LW1**	CN2a	
NI30	Percentage of people who are lonely	EY1e	**LW1**, LW2c		**SC3**
NI31	Percentage of dwellings which are free from hazards	EY1d	LW4a		
NI32	Number of properties (homes and businesses) at medium or high risk of flooding from rivers and the sea			CN2b, CN3c	
NI33	Percentage of dwellings with adequate energy performance	EY1d		CN3a	
NI34	Number of households successfully prevented from becoming homeless per 10,000 households	EY1d	**LW2**, LW4a		
NI35	Percentage of people attending or participating in arts, culture or heritage activities at least three times a year	EY2e			SC3d, SC3e
NI36	Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh				SC2d, SC3e
NI37	Number of people who can speak Welsh				SC2d, SC3e
NI38	Percentage of people participating in sporting activities three or more times a week		**LW1**		
NI39	Percentage of museums and archives holding archival/heritage collections meeting UK accreditation standards	EY2e			SC3d
NI40	Percentage of designated historic environment assets that are in stable or improved conditions				SC3e
NI41	Emissions of greenhouse gases within Wales			**CN3**, CN4a	
NI42	Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales			**CN3**, CN4a	
NI43	Areas of healthy ecosystems in Wales			**CN2**	
NI44	Status of biological diversity in Wales			**CN1**	
NI45	Percentage of surface water bodies, and groundwater bodies, achieving good or high overall status			CN2b	
NI46	Active global citizenship in Wales				
NI47	Percentage of people who have confidence in the justice system				SC1a
NI48	Percentage of journeys by walking, cycling or public transport			CN3b	SC2d
NI49	Percentage of households spending 30% or more of their income on housing costs	EY1d	**LW2**, LW4a		**SC2**
NI50	Status of digital inclusion				SC2d, **SC3**

Thriving Places Wales indicators, 2022 (Data Cymru)
Links to Swansea Well-being Plan primary/secondary drivers

Preliminary, unofficial view of links to Swansea Well-being Plan drivers

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Key: **Higher level (primary driver) links.** More specific (secondary driver) links.

	Swansea outcomes:	A	B	C	D
No.	**Thriving Places Wales Indicators (TPWI)**	**EARLY YEARS (EY)**	**LIVE WELL, AGE WELL (LW)**	**CLIMATE CHANGE & NATURE RECOVERY (CN)**	**STRONG COMMUNITIES (SC)**
TP1	Green land cover			CN2a	
TP2	Proximity to green space - Access to private garden space		LW1d	CN2a	SC3c
TP3	Proximity to green space - Access to public parks and playing fields		LW1d	CN2a	SC3c
TP4	NO2 concentration*	EY3c		CN2b	
TP5	Active travel			CN3b	SC2d
TP6	Car traffic			CN3b	
TP7	Traffic accidents rate		LW4b		
TP8	Access to services		LW2c		SC2d, SC3c
TP9	Primary youth offenders	EY3b	**LW4**		SC1d
TP10	Crime Severity Index	EY3b	**LW4**		
TP11	Rate of domestic-abuse related offences and incidents	EY1e, EY3b, EY3d	**LW4**		
TP12	Perception of crime*	EY3b, EY3d	**LW4**		SC1c, SC1d
TP13	Housing affordability	EY1d	**LW2**, LW4a		**SC2**
TP14	Homelessness numbers	EY1d	**LW2**, LW4a		
TP15	Housing quality	EY1d	LW4a		
TP16	Child obesity rate	EY2c			
TP17	Children participating in sport 3 or more times a week	EY2c			
TP18	Teenage pregnancies	**EY1**, EY2c, **EY3**			
TP19	Healthy lifestyles - adults	EY1b	**LW1**		
TP20	Subjective disability		**LW1**		SC1e
TP21	Subjective health		**LW1**		
TP22	Preventable mortality rate		**LW1**		
TP23	Life expectancy		**LW1**		
TP24	Mental well-being in adults	EY1b	**LW1**	CN2a	
TP25	Adults with low level skills				SC2a
TP26	Adult education participation		LW2b		SC2a
TP27	Apprenticeships		LW2b		SC2a
TP28	Educational attainment of children	**EY2**			
TP29	School readiness	**EY2**			
TP30	Unemployment rate	EY1c	LW2b		**SC2**
TP31	Job satisfaction*				SC1g
TP32	Working 49+ hours	EY1c	**LW2**		SC1g, **SC2**
TP33	Material deprivation*		LW2d		SC1f, SC1g, **SC2**
TP34	Local business				**SC2**
TP35	Election turnout				SC3a
TP36	% of people who volunteer*				SC3b
TP37	Able to influence decisions affecting their local area*				**SC1**, SC3a
TP38	Heritage index	EY2e			SC3d, SC3e
TP39	Social isolation in adults*	EY1e	**LW1**, LW2c		**SC3**
TP40	Sense of belonging*	EY3b	LW2c		**SC1**, **SC3**
TP41	Social fragmentation index				**SC3**
TP42	Household energy efficiency			CN3a	
TP43	Ecological footprint*			**CN2, CN3, CN4**	
TP44	Renewable energy produced			CN3a	
TP45	Waste generation			**CN4**	
TP46	Household recycling			**CN4**	
TP47	Domestic energy consumption			CN3a	
TP48	CO2 emissions			**CN3**, CN4a	
TP49	Difference in HLE and LE		**LW1, LW2**		
TP50	Pay gap	EY1c			SC1f, **SC2**
TP51	Gender pay gap	EY1c			SC1f, **SC2**
TP52	Employment rate (gap - disability)		**LW2**		SC1g, SC2a, SC2d

Swansea Well-being Plan 2023:
(Draft) identified links between drivers and measures

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Measures:
National wellbeing indicators (Refs. NI01-NI50)
Thriving Places Wales indicators, 2022 (Refs. TP1-TP48)

Key

Colour	Meaning
Yellow	Swansea Well-being Plan high-level objective, including (draft) identified linked measure references
Green	Identified link between Primary / Secondary driver and NI / TP measure (draft)
Grey	No Well-being Plan drivers linked to NI or TP measure (draft)
Red	Thriving Places measures which are National Indicators (i.e. duplicated).

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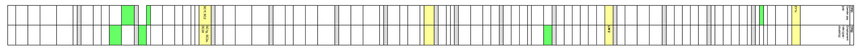
Measures

Ref.	Measure	EARLY YEARS (EY)
NI01	Percentage of live single births with a birth weight of under 2,500g	EY1, EY4
NI02	Healthy life expectancy at birth including the gap between the least and most deprived	
NI03	Percentage of adults with two or more healthy lifestyle behaviours	EY1b
NI04	Levels of nitrogen dioxide (NO2) pollution in the air (same as TP04: NO2 concentration)	EY3c
NI05	Percentage of children with two or more healthy lifestyle behaviours	EY2c
NI06	Measurement of development of young children	EY2
NI07	Average capped 9 points score of pupils, including the gap between those who are eligible or are not eligible for free school meals	EY2
NI08	Percentage of adults with qualifications at the different levels of the National Qualifications Framework	
NI09	Gross Value Added (GVA) per hour worked (relative to UK average)	
NI10	Gross Disposable Household Income per head	EY1c
NI11	Percentage of businesses which are innovation-active	
NI12	Capacity (in MW) of renewable energy equipment installed	
NI13	Concentration of carbon and organic matter in soil	
NI14	The global footprint of Wales (same as TP43)	
NI15	Amount of waste generated that is not recycled, per person	
NI16	Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living	EY1c
NI17	Pay difference for gender, disability and ethnicity	EY1c
NI18	Percentage of people living in households in income poverty relative to the UK median: measured for children, working age and those of pension age	
NI19	Percentage of people living in households in material deprivation (same as TP33)	
NI20	Proportion of employees whose pay is set by collective bargaining	EY1c
NI21	Percentage of people in employment	EY1c
NI22	Percentage of people in education, employment or training, measured for different age groups	
NI23	Percentage who feel able to influence decisions affecting their local area (same as TP37)	
NI24	Percentage of people satisfied with their ability to get to/ access the facilities and services they need	EY1a, EY4b
NI25	Percentage of people feeling safe at home, walking in the local area, and when travelling (same as TP12)	EY3b, EY3d
NI26	Percentage of people satisfied with local area as a place to live	EY1b
NI27	Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect	EY3b
NI28	Percentage of people who volunteer (same as TP36)	
NI29	Mean mental well-being score for people	EY2c
NI30	Percentage of people who are lonely (same as TP39) (Social isolation in adults)	EY1e
NI31	Percentage of dwellings which are free from hazards	EY1d
NI32	Number of properties (homes and businesses) at medium or high risk of flooding from rivers and the sea	
NI33	Percentage of dwellings with adequate energy performance	EY1d
NI34	Number of households successfully prevented from becoming homeless per 10,000 households	EY1d
NI35	Percentage of people attending or participating in arts, culture or heritage activities at least three times a year	EY2e
NI36	Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh	
NI37	Number of people who can speak Welsh	
NI38	Percentage of people participating in sporting activities three or more times a week	
NI39	Percentage of museums and archives holding archival/heritage collections meeting UK accreditation standards	EY2e
NI40	Percentage of designated historic environment assets that are in stable or improved conditions	
NI41	Emissions of greenhouse gases within Wales	
NI42	Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales	
NI43	Areas of healthy ecosystems in Wales	
NI44	Status of biological diversity in Wales	
NI45	Percentage of surface water bodies, and groundwater bodies, achieving good or high overall status	
NI46	Active global citizenship in Wales	
NI47	Percentage of people who have confidence in the justice system	
NI48	Percentage of journeys by walking, cycling or public transport	
NI49	Percentage of households spending 30% or more of their income on housing costs	EY1d
NI50	Status of digital inclusion	
TP1	Green land cover	
TP2	Proximity to green space - Access to private garden space	
TP3	Proximity to green space - Access to public parks and playing fields	
TP4	Air pollution*	EY3c
TP5	Active travel	
TP6	Car traffic	
TP7	Traffic accidents rate	
TP8	Access to services	
TP9	Primary youth offenders	EY3b
TP10	Crime Severity Index	EY3b
TP11	Rate of domestic abuse related offences and incidents	EY1a, EY3b, EY3d
TP12	Perception of safety*	EY3b, EY3d
TP13	Housing affordability	EY1d
TP14	Homelessness numbers	EY1d
TP15	Housing quality	EY1d
TP16	Child obesity rate	EY2c
TP17	Children participating in sport 3 or more times a week	EY2c
TP18	Teenage pregnancies	EY1, EY2c, EY3
TP19	Healthy lifestyles adults	EY1b
TP20	Subjective disability	
TP21	Subjective health	
TP22	Preventable mortality rate	
TP23	Life expectancy	
TP24	Mental well-being in adults	EY1b
TP25	Adults with low level skills	
TP26	Adult education participation	
TP27	Apprenticeships	
TP28	Educational attainment of children	EY2
TP29	School readiness	EY2
TP30	Unemployment rate	EY1c
TP31	Job satisfaction* (note: no longer a NI)	
TP32	Working 49+ hours	EY1c
TP33	Material deprivation*	
TP34	Local business	
TP35	Election turnout	
TP36	% of people who volunteer*	
TP37	Able to influence decisions affecting their local area*	
TP38	Heritage index	EY2e
TP39	Social isolation in adults*	EY1e
TP40	Sense of belonging*	EY3b
TP41	Social fragmentation index	
TP42	Household energy efficiency	
TP43	Ecological footprint*	
TP44	Renewable energy produced	
TP45	Waste generation	
TP46	Household recycling	
TP47	Domestic energy consumption	
TP48	CO2 emissions	
TP49	Difference in HLE and LE	
TP50	Pay gap	EY1c

SWANSEA OUTCOMES / Primary Drivers / Secondary Drivers

Ref.	Outcome / driver
EY	**EARLY YEARS (EY)**
EY1	**Parents/carers are well-prepared for birth**
EY1a	Parents/carers are supported to develop their skills, knowledge and confidence and can access the information they need.
EY1b	Parents/carers lead a healthy lifestyle and can access the local and natural environment.
EY1c	Parents/carers can access good employment.
EY1d	Families live in a good standard of housing.
EY1e	Families enjoy healthy family relationships.
EY2	**All children develop to their full potential**
EY2a	Children develop good positive attachments with their parents/carers*.
EY2b	Children with additional needs are identified and supported.
EY2c	Children have good quality physical and mental health and well-being.
EY2d	Children develop speech language and communication successfully.
EY2e	Children can access cultural and natural heritage.
EY3	**Children are safe from harm and are supported at the earliest opportunity**
EY3a	Children's needs are identified and supported at the earliest stage.
EY3b	Homes and neighbourhoods are safe and free from violence, crime and abuse.
EY3c	Children are protected from environmental risks such as air pollution.
EY3d	Children are protected from Adverse Childhood Experiences and supported when needed.
EY4	**Support services are high quality and well-integrated, and are accessible to all and no child is excluded**
EY4a	Services are aligned and prioritised to support the mental health of parents/carers and address alcohol/drug misuse.
EY4b	Communication and collaboration between service providers is strong, in order to deliver accessible, timely services where no-one is exclude.
EY4c	Data and information sharing between services is effective.
LW	**LIVE WELL, AGE WELL (LW)**
LW1	**People have the best possible level of health and well-being**
LW1a	Access to resources, knowledge, and skills for healthy living.
LW1b	Key health and well-being messages are identified, targeted, and promoted.
LW1c	Every individual has access to health and well-being opportunities and services.
LW1d	Natural and built environments that encourage health and well-being are created and sustained.
LW1e	People are supported to access information, advice, and assistance.
LW2	**People are free from poverty, as independent as possible and enjoy a good quality of life**
LW2a	Health, Social Care and third sector services work together closely to provide services in the community.
LW2b	People are supported to learn, earn and live well.
LW2c	Individuals and communities are supported to be more connected.
LW2d	People are protected from poverty and are supported from the impacts of poverty.
LW2e	Advice and support is provided to help people help themselves.
LW3	**People are valued, listened to, and able to have a voice, choice and control**
LW3a	People are able to access care and support in ways that suit them and supports them to help themselves.
LW3b	A Human Rights City Approach is promoted to ensure people understand their rights and they are recognised.
LW3c	Accessible mechanisms to enable people to have their voice heard and be involved in decision making processes that impact their lives.
LW4	**People feel safe in their home and community**
LW4a	People live in safe good quality homes.
LW4b	Environments that support people to feel and be safe are created, sustained and protected.
CN	**CLIMATE CHANGE & NATURE RECOVERY (CN)**
CN1	**Biodiversity is restored and enhanced**
CN1a	Ensure habitats are better connected with valuable sites and vulnerable species protected and their condition enhanced/improved.
CN1b	Support and protect pollinator species and populations.
CN1c	Prevent pollution, tackle environmental crime and the negative impacts of non-native species, pests and diseases (such as ash dieback).
CN2	**Natural systems are healthy and resilient**
CN2a	Ensure the health and multiple other benefits of green and blue infrastructure are maximised in urban and rural areas, and that everyone has access to good natural spaces.
CN2b	Improve air quality, make ecosystems more resilient and take a catchment approach to water management, which involves local communities.
CN2c	Take a balanced approach to land use that safeguards soils, makes space for nature, supports local food growing and energy generation.
CN3	**Our carbon emissions are reduced to net zero and individuals, communities and organisations are well prepared for the impacts of climate change and adaptation**
CN3a	Reduce the energy consumption in our homes, buildings and businesses and support local sustainable energy generation.
CN3b	Promote active travel and develop a low carbon transport system that is accessible, affordable and meets the needs of everyone.
CN3c	Better understand and prepare for local climate change risks and impacts.
CN3d	Promote environmentally sustainable and ethical procurement practices, especially in the public sector.
CN4	**The root causes of unsustainable production and consumption of natural resources are addressed, through knowledge and behaviour change**
CN4a	Increase training opportunities and the creation of green jobs to support the transition to a low carbon, circular economy with efficient reduction/ reuse / recycling of materials.
CN4b	Improve the collection, analysis and sharing of environmental data and information to better inform decisions.
CN4c	Seek / encourage nature based solutions to improving well-being.
SC	**STRONG COMMUNITIES (SC)**
SC1	**People feel safe and are confident**
SC1a	Trust is built between people and organisations.
SC1b	Advice and support are available and provide in a non-judgemental way.
SC1c	Homes and neighbourhoods are healthy, safe places to be, free of substance misuse.
SC1d	Safety, reduced crime and antisocial behaviour on the streets contributes to public confidence and strengthens the economy.
SC1e	The needs of vulnerable community members are collectively understand and the resilience of communities is improved.
SC1f	Employers should pay at least the minimum wage.
SC1g	Good jobs are created and people are enabled to overcome the barriers to access.
SC2	**We have a thriving local economy where households achieve at least the Minimum Income Standard**
SC2a	People are supported to develop the skills and gain the qualifications they need to learn through their lifetimes.
SC2b	People access all the financial support they are entitled to.
SC2c	The cost of goods and services for all are equalised ending the poverty premium.
SC2d	Barriers to involvement in community life are reduced (e.g. Digital inclusion, English/Welsh for Speakers of a second language, transport infrastructure).
SC3	**Communities and individuals are connected**
SC3a	People and communities have a voice in decisions which affect them via the processes and mechanisms of social partnerships, trade unions, representative and participative democracy.
SC3b	Volunteer opportunities are available for individuals to engage in community action around shared concerns, and successes are built on, celebrated and promoted.
SC3c	Built and natural environment planning and design maximises connectivity/opportunities within and adjacent to newly planned developments.
SC3d	The integration and promotion of the cultural offer in Swansea to instil a vibrant culture within communities.
SC3e	Language, heritage and cultures within and between our communities are celebrated and promoted.



Swansea Well-being Plan 2023:
(Draft) identified links between drivers and measures

Measures:
National wellbeing indicators (Refs. NI01-NI50)
Thriving Places Wales indicators, 2022 (Refs. TP1-TP48)

Driver Ref.	SWANSEA OUTCOMES / Primary Drivers / Secondary Drivers:	Indicator Ref.	Indicator
EY	**EARLY YEARS (EY)**		
EY1	**Parents/carers are well-prepared for birth**		
		NI01	Percentage of live single births with a birth weight of under 2,500g
		TP18	Teenage pregnancies
EY1a	Parents/carers are supported to develop their skills, knowledge and confidence and can access the information they need.		
		NI24	Percentage of people satisfied with their ability to get to/ access the facilities and services they need
EY1b	Parents/carers lead a healthy lifestyle and can access the local and natural environment.		
		NI03	Percentage of adults with two or more healthy lifestyle behaviours
		NI05	Percentage of people satisfied with local area as a place to live
		TP19	Healthy lifestyles - adults
		TP24	Mental well-being in adults
EY1c	Parents/carers can access good employment.		
		NI10	Gross Disposable Household Income per head
		NI16	Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living Wage
		NI17	Pay difference for gender, disability and ethnicity
		NI20	Proportion of employees whose pay is set by collective bargaining
		NI21	Percentage of people in employment
		TP30	Unemployment rate
		TP32	Working 49+ hours
		TP50	Pay gap
		TP51	Gender pay gap
EY1d	Families live in a good standard of housing.		
		NI31	Percentage of dwellings which are free from hazards
		NI33	Percentage of dwellings with adequate energy performance
		NI34	Number of households successfully prevented from becoming homeless per 10,000 households
		NI49	Percentage of households spending 30% or more of their income on housing costs
		TP13	Housing affordability
		TP14	Homelessness numbers
		TP15	Housing quality
EY1e	Families enjoy healthy family relationships.		
		NI30	Percentage of people who are lonely (same as TP39: Social isolation in adults)
		TP11	Rate of domestic-abuse related offences and incidents
EY2	**All children develop to their full potential**		
		NI06	Measurement of development of young children
		NI07	Average capped 9 points score of pupils, including the gap between those who are eligible or are not eligible for free school meals
		TP28	Educational attainment of children
		TP29	School readiness
EY2a	Children develop good positive attachments with their parents/carers".		
EY2b	Children with additional needs are identified and supported.		
EY2c	Children have good quality physical and mental health and well-being.		
		NI05	Percentage of children with two or more healthy lifestyle behaviours
		NI29	Mean mental well-being score for people
		TP16	Child obesity rate
		TP17	Children participating in sport 3 or more times a week
		TP18	Teenage pregnancies
EY2d	Children develop speech language and communication successfully.		
EY2e	Children can access cultural and natural heritage.		
		NI35	Percentage of people attending or participating in arts, culture or heritage activities at least three times a year
		NI39	Percentage of museums and archives holding archival/heritage collections meeting UK accreditation standards
		TP38	Heritage index
EY3	**Children are safe from harm and are supported at the earliest opportunity**		
		TP18	Teenage pregnancies
EY3a	Children's needs are identified and supported at the earliest stage.		
EY3b	Homes and neighbourhoods are safe and free from violence, crime and abuse.		
		NI25	Percentage of people feeling safe at home, walking in the local area, and when travelling (same as TP12)
		NI27	Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect (same as TP40: Sense of belonging)
		TP9	Primary youth offenders
		TP10	Crime Severity Index
		TP11	Rate of domestic-abuse related offences and incidents
EY3c	Children are protected from environmental risks such as air pollution.		
		NI04	Levels of nitrogen dioxide (NO2) pollution in the air (same as TP04: NO2 concentration)
EY3d	Children are protected from Adverse Childhood Experiences and supported when needed.		
		NI25	Percentage of people feeling safe at home, walking in the local area, and when travelling (same as TP12)
		TP11	Rate of domestic-abuse related offences and incidents
EY4	**Support services are high quality and well-integrated, and are accessible to all and no child is excluded**		
		NI01	Percentage of live single births with a birth weight of under 2,500g
EY4a	Services are aligned and prioritised to support the mental health of parents/carers and address alcohol/drug misuse.		
		NI24	Percentage of people satisfied with their ability to get to/ access the facilities and services they need
EY4b	Communication and collaboration between service providers is strong in order to deliver accessible, timely services where no-one is exclude.		
EY4c	Data and information sharing between services is effective.		
LW	**LIVE WELL, AGE WELL (LW)**		
LW1	**People have the best possible level of health and well-being**		
		NI02	Healthy life expectancy at birth including the gap between the least and most deprived
		NI03	Percentage of adults with two or more healthy lifestyle behaviours
		NI29	Mean mental well-being score for people
		NI30	Percentage of people who are lonely (same as TP39: Social isolation in adults)
		NI38	Percentage of people participating in sporting activities three or more times a week
		TP19	Healthy lifestyles - adults
		TP20	Subjective disability
		TP21	Subjective health
		TP22	Preventable mortality rate
		TP23	Life expectancy
		TP24	Mental well-being in adults
		TP49	Difference in HLE and LE
LW1a	Access to resources, knowledge, and skills for healthy living.		
LW1b	Key health and well-being messages are identified, targeted, and promoted.		
LW1c	Every individual has access to health and well-being opportunities and services.		
LW1d	Natural and built environments that encourage health and well-being are created and sustained.		
		NI20	Percentage of people satisfied with local area as a place to live
		TP2	Proximity to green space - Access to private garden space
		TP3	Proximity to green space - Access to public parks and playing fields
LW1e	People are supported to access information, advice, and assistance.		
LW2	**People are free from poverty, as independent as possible and enjoy a good quality of life**		
		NI02	Healthy life expectancy at birth including the gap between the least and most deprived
		NI34	Number of households successfully prevented from becoming homeless per 10,000 households
		NI49	Percentage of households spending 30% or more of their income on housing costs
		TP13	Housing affordability
		TP14	Homelessness numbers
		TP32	Working 49+ hours
		TP49	Difference in HLE and LE
		TP52	Employment rate (gap - disability)
LW2a	Health, Social Care and third sector services work together closely to provide services in the community.		
LW2b	People are supported to learn, work and live well.		
		NI16	Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living Wage
		NI22	Percentage of people in education, employment or training, measured for different age groups
		TP26	Adult education participation
		TP27	Apprenticeships
		TP30	Unemployment rate
LW2c	Individuals and communities are supported to be more connected.		
		NI27	Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect (same as TP40: Sense of belonging)
		NI30	Percentage of people who are lonely (same as TP39: Social isolation in adults)
		TP8	Access to services
LW2d	People are protected from poverty and are supported from the impacts of poverty.		
		NI16	Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living Wage
		NI18	Percentage of people living in households in income poverty relative to the UK median: measured for children, working age and those of pension age
		NI19	Percentage of people living in households in material deprivation (same as TP33)
LW2e	Advice and support is provided to help people, help themselves.		
LW3	**People are valued, listened to, and able to have a voice, choice and control**		
LW3a	People are able to access care and support in ways that suit them and supports them to help themselves.		
LW3b	A Human Rights City Approach is promoted to ensure people understand their rights and they are recognised.		
LW3c	Accessible mechanisms enable people to have their voice heard and be involved in decision making processes that impact their lives.		
LW4	**People feel safe in their home and community**		
		NI25	Percentage of people feeling safe at home, walking in the local area, and when travelling (same as TP12)
		TP9	Primary youth offenders
		TP10	Crime Severity Index
		TP11	Rate of domestic-abuse related offences and incidents
LW4a	People live in safe good quality homes.		
		NI31	Percentage of dwellings which are free from hazards
		NI34	Number of households successfully prevented from becoming homeless per 10,000 households
		NI49	Percentage of households spending 30% or more of their income on housing costs
		TP14	Homelessness numbers
		TP15	Housing quality
LW4b	Environments that support people to feel and be safe are created, sustained and protected.		
		NI20	Percentage of people satisfied with local area as a place to live
		TP7	Traffic accidents rate
CN	**CLIMATE CHANGE & NATURE RECOVERY (CN)**		
CN1	**Biodiversity is restored and enhanced**		
		NI44	Status of biological diversity in Wales
CN1a	Ensure habitats are better connected with valuable sites and vulnerable species protected and their condition enhanced/improved.		
CN1b	Support and protect pollinator species and populations.		
CN1c	Prevent pollution, tackle environmental crime and the negative impacts of non-native species, pests and diseases (such as ash dieback).		
CN2	**Natural systems are healthy and resilient**		
		NI14	The global footprint of Wales (same as TP43)
		NI43	Areas of healthy ecosystems in Wales
CN2a	Ensure the health and multiple other benefits of green and blue infrastructure are maximised in urban and rural areas, and that everyone has access to good natural spaces.		
		NI29	Mean mental well-being score for people
		TP1	Green land cover
		TP2	Proximity to green space - Access to private garden space
		TP3	Proximity to green space - Access to public parks and playing fields
		TP24	Mental well-being in adults
CN2b	Improve air quality, make ecosystems more resilient and take a catchment approach to water management, which involves local communities.		
		NI04	Levels of nitrogen dioxide (NO2) pollution in the air (same as TP04: NO2 concentration)
		NI32	Number of properties (homes and businesses) at medium or high risk of flooding from rivers and the sea
		NI45	Percentage of surface water bodies, and groundwater bodies, achieving good or high overall status
CN2c	Take a balanced approach to land use that safeguards soils, makes space for nature, supports local food growing and energy generation.		
		NI13	Concentration of carbon and organic matter in soil
CN3	***Our carbon emissions are reduced to net zero and individuals, communities and organisations are well prepared for the impacts of climate change and adaptation***		
		NI14	The global footprint of Wales (same as TP43)
		NI41	Emissions of greenhouse gases within Wales
		NI42	Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales
		TP48	CO2 emissions
CN3a	Reduce the energy consumption in our homes, buildings and businesses and support local sustainable energy generation.		
		NI12	Capacity (in MW) of renewable energy equipment installed
		NI33	Percentage of dwellings with adequate energy performance
		TP42	Household energy efficiency
		TP44	Renewable energy produced
		TP47	Domestic energy consumption
CN3b	Promote active travel and develop a low carbon transport system that is accessible, affordable and meets the needs of everyone.		
		NI48	Percentage of journeys by walking, cycling or public transport
		TP5	Active travel
		TP6	Car traffic
CN3c	Better understand and prepare for local climate change risks and impacts.		
		NI32	Number of properties (homes and businesses) at medium or high risk of flooding from rivers and the sea
CN3d	Promote environmentally sustainable and ethical procurement practices, especially in the public sector.		
CN4	**The root causes of unsustainable production and consumption of natural resources are addressed, through knowledge and behaviour change**		
		NI14	The global footprint of Wales (same as TP43)
		NI15	Amount of waste generated that is not recycled, per person
		TP45	Waste generation
		TP46	Household recycling
CN4a	Increase training opportunities and the creation of green jobs to support the transition to a low carbon, circular economy with efficient reduction/ reuse / recycling of materials.		
		NI41	Emissions of greenhouse gases within Wales
		NI42	Emissions of greenhouse gases attributed to the consumption of global goods and services in Wales
		TP48	CO2 emissions
CN4b	Improve the collection, analysis and sharing of environmental data and information to better inform decisions		
CN4c	Seek / encourage nature-based solutions to improving well-being.		
SC	**STRONG COMMUNITIES (SC)**		
SC1	**People feel and are safe and confident**		
		NI23	Percentage who feel able to influence decisions affecting their local area (same as TP37)
		NI27	Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect (same as TP40: Sense of belonging)
SC1a	Trust is built between people and organisations.		
		NI24	Percentage of people satisfied with their ability to get to/ access the facilities and services they need
		NI47	Percentage of people who have confidence in the justice system
SC1b	Advice and support are available and provide in a non-judgemental way.		
		NI24	Percentage of people satisfied with their ability to get to/ access the facilities and services they need
SC1c	Homes and neighbourhoods are healthy, safe places to be, free of substance misuse.		
		NI25	Percentage of people feeling safe at home, walking in the local area, and when travelling (same as TP12)
		NI26	Percentage of people satisfied with local area as a place to live
SC1d	Safety, reduced crime and antisocial behaviour on the streets contributes to public confidence and strengthens the economy.		
		NI25	Percentage of people feeling safe at home, walking in the local area, and when travelling (same as TP12)
		NI26	Percentage of people satisfied with local area as a place to live
		TP9	Primary youth offenders
SC1e	The needs of vulnerable community members are collectively understood and the resilience of communities is improved.		
		TP20	Subjective disability
SC1f	Employers should pay at least the minimum wage.		
		NI16	Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living Wage
		NI17	Pay difference for gender, disability and ethnicity
		NI19	Percentage of people living in households in material deprivation (same as TP33)
		NI20	Proportion of employees whose pay is set by collective bargaining
		TP50	Pay gap
		TP51	Gender pay gap
SC1g	Good jobs are created and people are enabled to overcome the barriers to access		
		NI19	Percentage of people living in households in material deprivation (same as TP33)
		TP31	Job satisfaction* (note: no longer a NI)
		TP52	Employment rate (gap - disability)
SC2	**We have a thriving local economy where households achieve at least the Minimum Income Standard**		
		NI09	Gross Value Added (GVA) per hour worked (relative to UK average)
		NI10	Gross Disposable Household Income per head
		NI16	Percentage of people in employment, who are on permanent contracts (or on temporary contracts, and not seeking permanent employment) and who earn at least the real Living Wage
		NI17	Pay difference for gender, disability and ethnicity
		NI18	Percentage of people living in households in income poverty relative to the UK median: measured for children, working age and those of pension age
		NI19	Percentage of people living in households in material deprivation (same as TP33)
		NI20	Proportion of employees whose pay is set by collective bargaining
		NI21	Percentage of people in employment
		NI49	Percentage of households spending 30% or more of their income on housing costs
		TP13	Housing affordability
		TP30	Unemployment rate
		TP32	Working 49+ hours
		TP34	Local business
		TP50	Pay gap
		TP51	Gender pay gap
SC2a	People are supported to develop the skills and gain the qualifications they need to learn through their lifetimes.		
		NI08	Percentage of adults with qualifications at the different levels of the National Qualifications Framework
		NI22	Percentage of people in education, employment or training, measured for different age groups
		TP25	Adult low literacy and low level skills
		TP26	Adult education participation
		TP27	Apprenticeships
		TP52	Employment rate (gap - disability)
SC2b	People access all the financial support they are entitled to.		
SC2c	The cost of goods and services for all are equalised ending the poverty premium.		
SC2d	Barriers to involvement in community life are reduced (e.g. Digital Inclusion, English/Welsh for Speakers of a second language, transport Infrastructure).		
		NI06	Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh
		NI37	Number of people who can speak Welsh.
		NI48	Percentage of journeys by walking, cycling or public transport
		NI60	Status of digital inclusion
		TP5	Active travel
		TP8	Access to services
SC3	**Communities and individuals are connected**		
		NI27	Percentage of people agreeing that they belong to the area; that people from different backgrounds get on well together; and that people treat each other with respect (same as TP40: Sense of belonging)
		NI30	Percentage of people who are lonely (same as TP39: Social isolation in adults)
		NI60	Status of digital inclusion
		TP41	Social fragmentation index
SC3a	People and communities have a voice in decisions which affect them via the processes and mechanisms of social partnerships, trade unions, representative and participative democracy.		
		NI23	Percentage who feel able to influence decisions affecting their local area (same as TP37)
		TP35	Election turnout
SC3b	Volunteer opportunities are available for individuals to engage in community action around shared concerns, and successes are built on, celebrated and promoted.		
		NI28	Percentage of people who volunteer (same as TP36)
SC3c	Built and natural environment planning and design maximises connectivity opportunities within and adjacent to newly planned developments.		
		NI26	Percentage of people satisfied with local area as a place to live
		TP2	Proximity to green space - Access to private garden space
		TP3	Proximity to green space - Access to public parks and playing fields
		TP8	Access to services
SC3d	The integration and promotion of the cultural offer in Swansea to instil a vibrant culture within communities.		
		NI35	Percentage of people attending or participating in arts, culture or heritage activities at least three times a year
		NI39	Percentage of museums and archives holding archival/heritage collections meeting UK accreditation standards
		TP38	Heritage index
SC3e	Language, heritage and cultures within and between our communities are celebrated and promoted.		
		NI35	Percentage of people attending or participating in arts, culture or heritage activities at least three times a year
		NI36	Percentage of people who speak Welsh daily and can speak more than just a few words of Welsh
		NI37	Number of people who can speak Welsh.
		NI40	Percentage of designated historic environment assets that are in stable or improved conditions
		TP38	Heritage index