

Council

You are hereby summoned to attend a Meeting of the **Council of the City and County of Swansea** to be held in the Council Chamber, Guildhall, Swansea on Thursday, 25 January 2018 at 5.00 pm.

The following business is proposed to be transacted:

1. **Apologies for Absence.**
2. **Disclosures of Personal and Prejudicial Interests.**
www.swansea.gov.uk/disclosuresofinterests
3. **Minutes.** 1 - 9
To approve & sign the Minutes of the previous meeting(s) as a correct record.
4. **Written Responses to Questions asked at the Last Ordinary Meeting of Council - None.**
5. **Announcements of the Presiding Member.**
6. **Announcements of the Leader of the Council.**
7. **Public Questions.**
Questions must relate to matters on the open part of the Agenda of the meeting and will be dealt within a 10 minute period.
8. **Public Presentation - RNIB Swansea & Vision Impaired West Glamorgan.**
9. **Adoption of the Council Tax Reduction Scheme.** 10 - 19
10. **'Working Towards Prosperity for All in Swansea' A Tackling Poverty Strategy for Swansea 2017 - 2020.** 20 - 99
11. **Swansea Violence Against Women, Domestic Abuse and Sexual Violence Strategy.** 100 - 135
12. **Estyn Inspection of Local Authority Education Services for Children and Young People - Self-Evaluation Report 2017.** 136 - 170
13. **Honorary Freedom of the City & County of Swansea to HMS Cambria.** 171 - 172

14. Membership of Committees.	173 - 174
15. Scrutiny Dispatches – Quarterly Impact Report.	175 - 180
16. Councillors' Questions.	181 - 184

Huw Evans

**Huw Evans
Head of Democratic Services
Guildhall,
Swansea.**

Wednesday, 17 January 2018

To: All Members of the Council



City and County of Swansea

Minutes of the Council

Council Chamber - Guildhall, Swansea

Thursday, 14 December 2017 at 5.00 pm

Present: Councillor D W W Thomas (Chair) Presided

Councillor(s)	Councillor(s)	Councillor(s)
P M Black	J E Burtonshaw	M C Child
S E Crouch	J P Curtice	N J Davies
A M Day	M Durke	V M Evans
C R Evans	W Evans	E W Fitzgerald
S J Gallagher	L S Gibbard	K M Griffiths
D W Helliwell	T J Hennegan	C A Holley
P R Hood-Williams	O G James	L James
M H Jones	P Jones	L R Jones
J W Jones	E J King	E T Kirchner
M A Langstone	M B Lewis	R D Lewis
W G Lewis	A S Lewis	C E Lloyd
P Lloyd	I E Mann	P N May
D Phillips	C L Philpott	S Pritchard
J A Raynor	C Richards	K M Roberts
B J Rowlands	M Sherwood	R V Smith
A H Stevens	R C Stewart	D G Sullivan
M Sykes	G J Tanner	L G Thomas
W G Thomas	L J Tyler-Lloyd	G D Walker
L V Walton	T M White	

Apologies for Absence

Councillor(s): C Anderson, P Downing, C R Doyle, R Francis-Davies, F M Gordon, J A Hale, B Hopkins, D H Hopkins, Y V Jardine, S M Jones, H M Morris, A Pugh, P B Smith and M Thomas

119. Disclosures of Personal and Prejudicial Interests.

The Head of Legal, Democratic Services and Business Intelligence gave advice regarding the potential personal and prejudicial interests that Councillors and Officers may have on the agenda.

The Head of Democratic Services reminded Councillors and Officers that the "Disclosures of Personal and Prejudicial Interests" sheet should only be completed if the Councillor / Officer actually had an interest to declare. Nil returns were not required. Councillors and Officers were also informed that any declarable interest must be made orally and in writing on the sheet.

In accordance with the provisions of the Code of Conduct adopted by the City and County of Swansea the following interests were declared:

- 1) Councillors J P Curtice, S J Gallagher, T J Hennegan, R D Lewis, G J Tanner, D W W Thomas and G D Walker declared a Personal Interest in Minute 126 "Mid & West Wales Fire and Rescue Service - Presentation by Chief Fire Officer";
- 2) Councillors T J Hennegan, P R Hood-Williams, L James, O G James, J W Jones, P Jones, M B Lewis, D Phillips, S Pritchard, W G Thomas, L V Walton and T M White declared a Personal Interest in Minute 127 "Audit Committee Annual Report 2016/17".

120. Minutes.

Resolved that the following Minutes be approved and signed as a correct record:

- 1) Ordinary Meeting of Council held on 23 November 2017.

121. Written Responses to Questions asked at the Last Ordinary Meeting of Council.

The Head of Legal, Democratic Services and Business Intelligence submitted an information report setting out the written responses to questions asked at the last Ordinary Meeting of Council.

122. Announcements of the Presiding Member.

1) Condolences

a) Honorary Alderman & Former Councillor David I E Jones

The Presiding Member referred with sadness to the recent death of Honorary Alderman and Former Councillor D I E Jones. Honorary Alderman Jones commenced his Local Government service with Dacorum Borough Council in November 1980 before serving the Penyrheol Electoral Ward with the former Lliw Valley Borough Council from May 1994 to 31 March 1996.

He also served the Penyrheol Electoral Ward with the City and County of Swansea from 1 April 1996 to May 2012. He served as Lord Mayor for the period 1998-1999.

All present stood as a mark of sympathy and respect.

2) Snowflake Award

The Presiding Member referred to last year's launch of the Family Information Service (FIS) Snowflake Award where the Authority celebrated the hard work of registered childcare providers and the children in their care by presenting awards in various categories in respect of the Christmas displays they had undertaken.

He stated that he was delighted to announce that the Snowflake Award had been a success again this year.

3) Morfa Distributor Road won the Environmental Sustainability Project of the Year Award at the Chartered Institution of Highways and Transportation (CIHT) Wales Awards 2017

The Presiding Member was delighted to announce that the Morfa Distributor Road had won the Environmental Sustainability Project of the Year Award at the recent Chartered Institution of Highways and Transportation (CIHT) Wales Awards 2017.

The project was supported by the City and County of Swansea, Welsh Government and private developer contributions. The design and supervision of the project has been provided by the City and County of Swansea, with the phased construction delivered by the Authority's in-house Highway Construction Unit, T. Richard Jones Ltd and Alun Griffiths (Contractors) Ltd. The majority of the routes alignment traces that of the former Swansea Canal, through the historically sensitive area known as the Hafod Copperworks.

Not only does the project evidence examples of design best practice in a challenging environment, but the manner in which the project was delivered illustrates the key role that Local Authorities have in providing a holistic solution to regeneration. Rarely can such projects evidence the support of both local and regional transport forums, as well as private developers, ecologists and historical preservation groups. Such is the challenge that was overcome by the Morfa Distributor Road scheme.

David Hughes and Alun Thomas were present to receive the award.

4) Correspondence from the Minister for Children & Social Care

The Presiding Member stated that the Minister for Children & Social Care (Huw Irranca-Davies AM) has recently written to the Authority in order to congratulate it on the success of the Team Around the Family (TAF) in Schools Partnership at the recent Guardian Public Service Awards.

He states, "effective collaboration and partnership working are essential to the delivery of good quality family support and Team Around the Family in Schools is a very good example of how this can be achieved. By working together with schools, this project is enabling more families to receive the right level of support at the right time which will help more children to achieve positive wellbeing and reach their potential."

Congratulations to all involved with the scheme.

123. Announcements of the Leader of the Council.

1) Christmas Celebrations & Mince Pies

The Leader of the Council thanked the Presiding Member and Deputy Presiding Member for hosting and providing at their own cost a pre Council meeting Christmas Celebration with home baked Mince Pies, sausage rolls and pasties.

2) 'Together at Christmas' Event - 12 December 2017

The Leader of the Council referred to the 'Together at Christmas' Event held at the Brangwyn Hall on 12 December 2017. The event was aimed to assist the homeless, vulnerable and isolated within society by hosting a free Christmas dinner and party in Swansea

More than 200 people went along to the 'Together at Christmas' event, which was held for the second year running. The event organised by JR Events and Catering, with support from the Authority included a free, two-course Christmas dinner, a Christmas tree, Christmas crackers, live music, singers, a DJ and a photo booth.

Additionally, information points on housing support, benefits and employment schemes were set up at the event. Courtesy of local businesses, free haircuts and dental checks were also made available.

The Authority's Trading Standards Team also arranged for 120 counterfeit jumpers and hoodies to be given to people in need. The fake clothing had previously been confiscated during raids and donated to the His Church charity. The church regularly passes on counterfeit clothing to charities for redistribution to those in need.

The Leader of the Council congratulated all of the Councillors, Officers and Volunteers who helped make the event a huge success.

3) UK City of Culture

The Leader of the Council stated that whilst Swansea had not been granted UK City of Culture 2021; he was extremely proud of the bid and the incredible efforts of all involved. He congratulated Coventry on their success and stated that he had approached the Welsh Government in order to see if Swansea could retain the £4,000,000 promised should it be granted the UK City of Culture 2021.

4) Live Verde – Signing of Memorandum of Understanding

The Leader of the Council stated that the Authority had recently signed a Memorandum of Understanding with Live Verde. The operating platform of Live Verde was launched to address the UK's housing deficit by capitalising on partner's strengths, methodology, energy solutions and financial support.

5) Santander Cycles University Challenge

The Housing, Energy & Building Services Cabinet Member stated that Swansea University Authority had recently won the Santander Cycles University Challenge meaning that it will receive £100,000 worth of equipment and infrastructure to establish a bike share scheme for the community.

She stated that the scheme was open to Councillors and Officers of the Council with half price membership.

124. Public Questions.

No questions were asked by members of the public.

125. Public Presentation - None.

No Public Presentations were received.

126. Mid & West Wales Fire & Rescue Service - presentation by Chief Fire Officer.

Chris Davies (Chief Fire Officer) gave a presentation on the work of the Mid and West Wales Fire and Rescue Service. A number of questions were asked of the Chief Fire Officer.

Councillor J P Curtice, Deputy Presiding Member gave thanks for the presentation.

127. Audit Committee Annual Report 2016/17.

The Vice Chair of the Audit Committee presented the Audit Committee Annual Report for the 2016-2017 municipal year for information.

128. Gypsy and Traveller Policy 2017.

The Environment Services and Housing, Energy & Building Services jointly submitted a report, which sought approval for the new Gypsy and Traveller Policy.

Resolved that:

- 1) The Gypsy and Traveller Policy be approved and published.

129. Review of Councillors Handbook.

The Head of Democratic Services submitted a report, which outlined the recent review of the Councillors Handbook by the Democratic Services Committee on 7 November 2017. The Committee recommended that Appendix A of the report be recommended to Council for adoption.

He asked that the following amendments be made to Appendix A of the report:

- i) Add a paragraph 8.4 "A passenger allowance is permitted when a Councillor carries a passenger(s) on Authority business. The rate payable is in line with the determinations of the Independent Remuneration Panel for Wales (IRPW)";
- ii) Add a new paragraph 14 as follows:
 14. "Travel by Motor cycles"
 - 14.1 A motor cycle allowance is available as outlined by the Independent Remuneration Panel for Wales (IRPW)";
- iii) The remaining paragraphs be renumbered accordingly.

Resolved that:

- 1) The amended Councillors Handbook as set out in Appendix A of the report together with the amendments above be adopted.

130. Amendments to the Council Constitution.

The Presiding Member, Monitoring Officer and Head of Democratic Services jointly submitted a report seeking to amend in order to simplify, improve and / or add to the Council Constitution in relation to the following areas:

- 1) Part 3 "Responsibility for Functions – Scheme of Delegation";
- 2) Part 4 "Rules of Procedure – Scrutiny Procedure Rules".

The report proposed the deletion of I14 "Power to hear appeals from Officers in respect of approvals to drive school transport" from the Council Constitution as the power was covered within J2 of the Local Choice Functions.

Additionally, the report proposed that paragraph 2.3 of the Scrutiny Procedure Rules be amended.

Resolved that:

- 1) Paragraph I14 "Power to hear appeals from Officers in respect of approvals to drive school transport" of the Miscellaneous Functions within the Scheme of Delegation be deleted;
- 2) Paragraph 2.3 of the Scrutiny Procedure Rules be redrafted as follows and the additional paragraphs added:

"2.3 As required by law and guidance from the Welsh Government, Scrutiny Committee's dealing with education matters must include in their membership voting representatives of religious faiths and of parent governors. Membership of the Scrutiny Programme Committee will therefore include:

1 x Parent Governor Representative from a Primary School;
1 x Parent Governor Representative from a Secondary School;
1 x Catholic Church Representative (LA Maintained Faith Schools);
1 x Church in Wales Representative (LA Maintained Faith Schools).

2.4 These Statutory Co-optees shall only have a vote at the Committee, and relevant Scrutiny Panels and Working Groups, on items relating to the overview and scrutiny of education functions. However, they may remain and speak on any other matter.

2.5 In accordance with the Police & Justice Act 2006, the Authority's designated crime and disorder committee may also co-opt additional members to serve on the committee to add value and expertise to the committee's work. Co-optees can be appointed with or without voting rights, at the discretion of the Committee."

- 3) Any further consequential changes be adopted.

131. Membership of Committees.

The Service Transformation & Business Operations Cabinet Member submitted a report outlining nominations / amendments to the Council Bodies.

He stated that the Leader of the Council had not made changes to the Authority's Outside Bodies.

Resolved that:

- 1) The membership of the Council Bodies listed below be amended as follows:
 - i) **Education & Skills Policy Development and Delivery Committee**
Remove Councillor M B Lewis.
Add Councillor S Pritchard.
 - ii) **Poverty Reduction Policy Development and Delivery Committee**
Remove Councillor G J Tanner.
Add Councillor B Hopkins.
 - iii) **Transformation & Future Council Policy Development and Delivery Committee**
Remove Councillor C Anderson.
Add Councillor P Jones.

132. Councillors' Questions.

1) Part A 'Supplementary Questions'

Five (5) Part A 'Supplementary Questions' were submitted. The relevant Cabinet Member(s) responded by way of written answers contained in the Council Summons.

Those supplementary question(s) required a written response are shown below:

Question 1. Councillor E W Fitzgerald asked:

"The Cabinet Member states in his response that between 2015 and 2025 a total of 8,700 new jobs are going to be achieved. Meanwhile, the Schedule of Non Substantive Amendments to the Deposit Plan re-emphasises, in paragraph 1.3.9, that the overall number of new jobs, is going to be 14,700 during the Plan period.

Figures produced by the Centre for Cities for 2004-2013 confirm that only a dismal 900 jobs were produced during this nine-year period.

Therefore, in order to realise the 14,700 figure, it would seem that between 2013 and 2015, 5,100 new jobs must have been delivered. However, I can find no evidence for this, Can the Cabinet Member clarify please?"

The Leader of the Council stated that a written response would be provided.

Question 3. Councillor A M Day asked:

“Can you please provide Councillors with a list of grit bins by Electoral Ward across Swansea?”

The Leader of the Council stated that a written response would be provided.

2) Part B ‘Questions not requiring Supplementary Questions’

No (0) Part B ‘Questions not requiring Supplementary Questions’ were submitted.

The meeting ended at 6.37 pm

Chair



Report of the Section 151 Officer

Council – 25 January 2018

Adoption of the Council Tax Reduction Scheme

Purpose:	<ol style="list-style-type: none">1. To explain the requirement to annually consider whether to revise or replace the Council's existing Council Tax Reduction Scheme and the requirement to either adopt a new scheme or re-adopt the existing scheme by 31 January 2018.2. To re-adopt the current scheme as set out in Section 3 of the report from 2018/19.
Policy Framework:	None
Consultation:	Legal, Finance and Access to Services.
Recommendation:	<p>It is recommended that:</p> <ol style="list-style-type: none">1. The Council Tax Reduction Schemes and Prescribed Requirements (Wales) Regulations 2013 ("the Prescribed Requirements Regulations") by the National Assembly for Wales (NAfW) on 26 November 2013, as amended be noted.2. The amendments to "the Prescribed Requirements Regulations" contained in the Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2018, considered and approved by NAfW on 9 January 2018 be noted.3. The outcome of the consultation exercise undertaken by the Council in December 2014 on the discretionary areas of the current scheme be noted.

4. The current scheme (2017/18) in relation to the discretionary areas (as set out in section 3) remain unchanged from 2018/19.

5. The Council adopts the scheme as set out in section 3 of this report and that any amendments to the regulations made by NAFW are reflected in the scheme.

Report Author: Julian Morgans

Finance Officer: Ben Smith

Legal Officer: Tracey Meredith

Access to Services Officer: Sherill Hopkins

1 Background

1.1 Following the abolition of the national Council Tax Benefit scheme on 31 March 2013, responsibility for providing Council Tax support in Wales was devolved to the Welsh Government (WG) and is known as the Council Tax Reduction Scheme (CTRS).

1.2 The CTRS is governed by two sets of regulations. These regulations prescribe the main features of the schemes to be adopted in Wales:-

- The Council Tax Reduction Schemes (Default Scheme) (Wales) Regulations 2013 (“the Default Scheme Regulations”) as amended.
- The Council Tax Reduction Schemes and Prescribed Requirements (Wales) Regulations 2013 (“the Prescribed Requirements Regulations”) as amended.

1.3 The regulations contain an obligation that an authority must consider each financial year whether to revise its scheme or to replace it with another scheme. Any revision or replacement must be made no later than 31 January, preceding the financial year for which the revision or replacement scheme will take effect.

1.4 Although there is a national scheme for Wales, within the Prescribed Requirements Regulations, there is limited discretion given to the Council to apply additional discretionary elements that are more generous than the national scheme. These are :-

- The ability to increase the standard extended reduction period of 4 weeks given for example to persons who have ceased to receive

qualifying benefits after they return to work, where they have previously been receiving a Council Tax Reduction (CTR) that is to end as a result of their return to work;

- Discretion to increase the amount of War Disablement Pensions and War Widows and War Widowers Pensions which is to be disregarded when calculating income of the claimant; and
- The ability to backdate applications for CTR for periods longer than the new standard period of three months before the claim is made.

1.5 The Council adopted a CTRS from 2017/18 on 26 January 2017. It is a requirement of the Prescribed Requirements Regulations that the Council adopts a CTRS by 31 January 2018, regardless of whether it applies any of the discretionary elements set out in paragraph 1.4 above. If the Council fails to make a scheme, then a default scheme shall apply under the provisions of the Default Scheme Regulations. The Council can only apply discretion if it makes its own scheme under the Prescribed Requirements Regulations.

1.6 An amending set of regulations was laid before the NAFW on 27 November 2017, to uprate financial figures used to assess CTR entitlement, in line with the cost of living increases. The amending set of regulations also incorporate changes to reflect consequential amendments and technical amendments to take account of inter-related benefit changes to the welfare system, made by the UK Government.

1.7 The amendment regulations were approved by the Assembly on 9 January 2018. The Council must take account of these regulations (The Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2018) ¹ when adopting the scheme.

¹ These can be accessed at:

<http://senedd.assembly.wales/mglIssueHistoryHome.aspx?IId=20675>

2 Consultation

2.1 A consultation exercise on the current scheme was conducted over the period 12 November 2014 to 11 December 2014 and advertised in a press release. An on-line survey form was placed on the Council website and consultation forms were available at the Contact Centre, District Housing Offices and libraries. Information was also sent to members, precepting authorities and various third sector agencies. A summary of the responses to this consultation can be found in Appendix 1.

2.2 The Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2015, approved by

NAfW 20 January 2015, included a change which removed the requirement for Local Authorities to publish a draft scheme and consult interested persons where a Billing Authority revises a scheme in consequence of amendments made to the Prescribed Requirement Regulations. The effect of this amendment is to remove the requirement for local authorities to consult in relation to changes made by Welsh Ministers where authorities have no discretion (as opposed to the discretionary areas of the scheme outlined in 1.4).

- 2.3 As this report contains a recommendation that the current scheme is not replaced or changed from 2018/2019, other than to include amendments contained in the “Amendment Regulations” (explained in 1.6 above), there is no requirement for the Council to consult, as authorities have no discretion in relation to these amendments.

3 Adoption of the Council Tax Reduction Scheme

- 3.1 The Council is required to adopt a scheme by 31 January 2018 under the Council Tax Reduction Schemes and Prescribed Requirements (Wales) Regulations 2013 as amended, regardless of whether it chooses to apply any of the discretionary elements. If the Council fails to make a scheme, then a default scheme will apply under the Council Tax Reduction Schemes (Default Scheme) (Wales) Regulations 2013 (as amended).
- 3.2 As explained in 1.6 above, each year WG needs to amend the CTRS 2013 Regulations to ensure that the assessment calculation for CTR recipients is up-rated, mostly in line with Housing Benefit. The Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2018 were laid on 27 November 2017. As well as the up-rating provisions, these “Amendment Regulations” incorporate various additional amendments including:-
- To rectify an anomaly introduced into the regulations by The Council Tax Reduction Schemes (Prescribed Requirements and Default Scheme) (Wales) (Amendment) Regulations 2017 in relation to the date from which changes in earnings are taken into account when assessing Council Tax Reduction.
 - To disregard payments from charitable trusts set up to help victims of terrorist attacks in Manchester and London and also payments from the Thalidomide Trust.
 - To disregard £10 per week of any payments made by any Government to victims of national Socialist persecution in the same way as payments made by the Austrian and German Governments.

- 3.3 It is recommended that the Council adopts a Scheme from 2018/19 under “the Prescribed Requirements Regulations”, and any amendments made to those regulations by the “Amendment Regulations”, to include all the elements that must be included in the scheme and those discretionary elements set out in the table at Paragraph 3.5 below.
- 3.4 Part 5 of the Council Tax Reduction Schemes and Prescribed Requirements (Wales) Regulations 2013 (Other matters that must be included in an authority’s scheme) identifies which elements of the prescribed requirements of a scheme are minimum only requirements and in respect of which local authorities have an element of discretion.
- 3.5 Taking account of :
- the consultation responses for the current local scheme, (see Appendix 1) relating to the discretionary elements, noting that no changes have been proposed for 2018/19.
 - the current local scheme in relation to the treatment of War Disablement Pensions, War Widows Pensions and War Widowers Pensions for Housing Benefit, which disregards these payments in full,
 - the fixed funding available,

The recommendations in relation to the available discretionary elements are as follows in the table below:-

<u>Discretionary Elements</u>	Prescribed Requirement Regulations (Minimum Requirements)	Recommended Details to be Adopted with regard to Discretionary Elements
Part 5 - Other Matters that must be included in an authority’s scheme		
Ability to increase the standard extended reduction period of 4 weeks given to applicants where they have previously been receiving a CTR that is to end, as they have ceased receiving qualifying benefits as a result of returning to work, increasing their hours of work, or receiving increased earnings. <i>Regulation 32 (3) and Regulation 33 (3), para (33) Schedule 1 and para (35) and (40) Schedule 6.</i>	4 Weeks	<u>Pensioners</u> : The 4 weeks period specified in para (33) Schedule 1 will apply, and <u>Non- Pensioners</u> : The 4 weeks period specified in para (35) and (40) Schedule 6 will apply,
Ability to backdate applications of CTR for periods longer than the standard period of	3 Months	<u>Pensioners</u> : The period of 3 months specified in para

<p>3 months before the claim is made.</p> <p><i>Regulation 34 (4) and Paragraph (3) and (4) of Schedule 13.</i></p>		<p>(3) Schedule 13 will apply,</p> <p><u>Non-Pensioners:</u> The period of 3 months specified in para (4), Schedule 13 will apply,</p>
<p>Ability to disregard more than the statutory weekly £10 of income received in respect of War Disablement Pensions and War Widows Pensions and War Widowers Pensions (disregarded when calculating income of the applicant);</p> <p><i>Regulation 34 (5), Paragraphs 1(a) and 1(b) Schedule 4 and Paragraphs 20(a) and 20(b) of Schedule 9</i></p>	<p>£10</p>	<p><u>Pensioners:</u> The total value of any pension specified in para 1(a) and 1(b) Schedule 4 will be disregarded.</p> <p><u>Non-Pensioners:</u> The total value of any pension specified in para 20(a) and 20(b) Schedule 9 will be disregarded.</p>

4. Equality and Engagement Implications

- 4.1 The WG undertook a comprehensive regulatory impact assessment in respect of the national Scheme regulations, in November 2013.
- 4.2 The Council has previously undertaken a consultation exercise in relation to the discretionary areas.
- 4.3 A local equality impact assessment (EIA) was carried out by the Council in January 2014, for the 2014/15 scheme. As there have been no changes to the discretionary elements in any of the subsequent amendment regulations, for the 2015/16, 2016/17 and 2017/18 schemes, the EIA was reviewed (with the action plan's progress updated). Likewise as the proposed Amendment Regulations for 2018/19 scheme, do not contain any changes to the discretionary elements, the EIA has been reviewed again (with the action plan's progress updated further) and no changes to the EIA report are required.
- 4.4 It should be noted that in terms of equality impact there are no significant changes in the scheme recommended from 2018/19 compared to 2017/18. As this is a national scheme the Council cannot vary the provisions other than those discretionary areas detailed in 1.4 above, which are proposed to remain the same as exist in the current (2017/2018) local scheme. The Revenues and Benefits service will continue in its efforts to provide advice to maximise benefit income and signpost and fast-track to the relevant agencies where appropriate.

5. Financial Implications

- 5.1 Welsh local authorities receive a fixed sum provision from WG for the CTRS. This is fundamentally different to the funding received from DWP, for the former Council Tax Benefit scheme, which was demand led and almost fully funded on a pound for pound basis. Any changes that affect the amount of CTR to be paid, for example due to Council Tax increases, increases in customers' CTR entitlement or increases in the number of customers actually claiming CTR, exposes the Council to financial risk, as the shortfall between the amount of CTR paid out and the funding received from WG, result in authorities having to bear the additional cost.
- 5.2 The table below shows the number of current CTR recipients in Swansea, the latest estimate of CTR paid for 2017/18 and the latest estimated shortfall of £770k which has to be met by the Council.

Current CTR Recipients	Current CTR Recipients who receive 100% CTR	Latest estimate of CTR to be paid in 2017/18	Fixed Funding Received from WG for 2018/19	Shortfall between funding and CTR paid to recipients.
23,386	18,617	£19.949M	£19.179M	-£770K

- 5.3 The actual amount of CTR funding for distribution in 2018/19 in Wales is detailed in the final settlement made on 20 December 2017. The funding available for the whole of Wales was £244M with this Council's provisional allocation being £19,179M.
- 5.4 The table in 5.2 shows the estimated shortfall between the CTR to be paid out and the fixed funding received from WG for 2018/19.
- 5.5 For every 1% increase in Council Tax levels in 2018/19, the yield will be reduced by an estimated £199,490 to reflect the cost of the CTRS.

6. Legal Implications

The Council is obliged to make a CTRS under the Prescribed Requirements Regulations as amended by 31 January 2018. Although the legislation provides for a default scheme to apply in the absence of the Council making a scheme, the Council is nevertheless under a statutory duty to adopt its own scheme, even if it chooses not to apply any of the discretionary elements.

Section 149 of the Equality Act 2010 requires Local Authorities to have “due regard” to their public sector equality duties when exercising their functions.

There are no other legal implications other than those already highlighted in this report.

Background Papers:

Equality Impact Assessment

Appendices:

Appendix 1: Summary of the responses to the CTRS consultation undertaken in November/December 2014.

1 Consultation

1.1 A consultation exercise on the current scheme’s discretionary areas was conducted over the period 12 November 2014 to 11 December 2014 and advertised in a press release. An on-line survey form was placed on the Council web-site and consultation forms were available at the Contact Centre, District Housing Offices and libraries. Information was also sent to members, precepting authorities and various third sector agencies.

1.2 Summary of Responses

- a) A total of 15 responses were received. 5 were completed on line and 10 written responses received.
- b) 14 responses were completed by individuals with 1 indicating they were completing on behalf of an organisation.

1.3 Responses to the Three Discretionary Areas

I. Ability to Increase the standard Extended Payment Period of 4 weeks.

Question 1 on the consultation form:		
Discretionary element	Proposal	Responses
The ability to increase the standard extended payment period of 4 weeks given to people after they return to work when they have been in receipt of a relevant qualifying benefit for at least 26 weeks.	The Council proposes that the existing 4 week standard extended payment should remain unaltered. Do you think this is reasonable?	15 responses. 10 said it was reasonable, 2 said it was not. 3 said “don’t know”.
	If you indicated no to the above, please outline what you consider the period should be?	Of the 2 who thought it was not reasonable, 1 opted for a period of 6 weeks and 1 for 8 weeks

II. Discretion to increase the amount of War Disablement and War and War Widows Pensions which will be disregarded when calculating income.

Question 2 on the consultation form:		
Discretionary element	Proposal	Responses
Discretion to disregard part or the whole amount of War Disablement Pensions and War Widows Pensions when calculating income.	The Council proposes to continue to disregard all of this income, as it is currently disregarded	15 responses. 9 said it was reasonable, 1 said it was not.

	for Council Tax Reduction. Do you think this is reasonable?	<i>5 answered "don't know"</i>
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III. Ability to backdate the application of Council Tax Reduction Awards for more than the standard period of 3 months prior to the claim.

Question 3 on the consultation form:		
Discretionary element	Proposal	Responses
The ability to back date the application of Council Tax Reduction awards for customers for more than the standard period of 3 months prior to the claim.	The Council proposes to keep the maximum back date available to the 3 month statutory period. Do you think this is reasonable?	<i>15 responses. 9 said it was reasonable, 6 said it was not. 0 answered "don't know"</i>
	If not, what period do you think is reasonable?	<i>Of the 6 who thought it was not reasonable, 1 opted for a period 6 months, 4 for 12 months and 1 did not offer a suggestion and indicated they would need more information before doing so.</i>



Report of the Cabinet Member for Stronger Communities

Council – 25 January 2018

‘Working Towards Prosperity for All in Swansea’ A Tackling Poverty Strategy for Swansea 2017 - 2020

Purpose:	This report sets out the revised Tackling Poverty Strategy and associated Delivery Plan for approval following extended public consultation.
Policy Framework:	Well-being of Future Generations Act 2015 Social Services and Well-being Act 2014 Swansea’s Corporate Plan 2017 – 2022 Sustainable Swansea Programme.
Consultation:	Access to Services, Finance, Legal, public consultation between June and October 2017.
Recommendation(s):	That the revised Tackling Poverty Strategy ‘Working Towards Prosperity for All in Swansea’ and associated Delivery Plan be approved.
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1. Introduction

- 1.1. Swansea Council has, for some time, been committed to reducing poverty and its impacts on residents. Tackling poverty is a corporate priority and the first strategy to address this was written in 2014.
- 1.2. Tackling Poverty is one of the Council's top five priorities of Swansea's Corporate Plan. A peer review of Swansea Council conducted by the Welsh Local Government Association in 2014 recommended that the Council's Scrutiny should focus on the Council's top five priorities.
- 1.3. An Integrated Impact Assessment was completed in 2016 as a part of a much wider review of the Tackling Poverty Strategy, feeding into the Poverty Strategy Scrutiny process.
- 1.4. The Integrated Impact Assessment recommendations included:
 - Link to the Well-being of Future Generations Act (2015) and Social Services and Well-being Act (2014);
 - Clear Sustainable Swansea Focus;
 - Develop clear and measurable milestones;
 - Include a definition of poverty.
- 1.5. A Scrutiny Inquiry Panel examined 'How can the Council's Tackling Poverty Strategy be improved' during 2016 and concluded in February 2017 with recommendations in the report 'Action, partnership, participation – How can the Council's Tackling Poverty Strategy be improved'.
- 1.6. The Tackling Poverty Strategy Scrutiny Inquiry Panel recommendations included:
 - Making a new commitment to tackling poverty
 - Focus on 'what works'
 - Integrate the strategy into Swansea's Well-being plan
 - Ensure that tackling poverty is everyone's business
- 1.7. The Joseph Rowntree Foundation 'Prosperity without Poverty: a framework for action in Wales', published in November 2016 draws upon national research and evidence to provide a framework of actions for Wales. The actions are set at many levels, and one thing is key – addressing poverty is everyone's business.
- 1.8. The revised Tackling Poverty Strategy 'Working towards prosperity for all in Swansea' is built on the themes of the 2014 Tackling Poverty Strategy. It has incorporated the Integrated Impact Assessment and Tackling Poverty Strategy Scrutiny Inquiry Panel recommendations and where possible and appropriate the recommendations from the Joseph Rowntree Foundation's framework for action in Wales 'Prosperity without Poverty'.

2. Working towards prosperity for all in Swansea

- 2.1. There is no single, universally agreed definition of poverty. In Swansea, we define poverty as:
- Income below the Minimum Income Standard;
 - Inadequate access to necessary services of good quality;
 - Inadequate opportunity or resource to join in with social, cultural, leisure and decision-making activities.

- 2.2. The Council aspires to achieve a Swansea in which:

Income Poverty is not a barrier to do well at school, having a healthy and vibrant life, developing skills and qualifications and having a fulfilling occupation.

Service Poverty is tackled through targeting resources where they may have the greatest impacts, and decisions about that are made in collaboration with service users.

Participation is enjoyed by all our residents, who access a wide variety of cultural, social and leisure experiences, which broaden horizons and develop aspirations. At the same time residents are constructively involved in decisions about our community and our environment.

Residents **Maximise their Income** and get the most out of the money that they have.

Residents avoid paying the '**Poverty Premium**', the extra costs people on low incomes must pay for essentials such as fuel and transport.

Barriers to Employment such as transport and childcare are removed.

People from Swansea's more disadvantaged communities are not excluded and **inequalities are reduced** between and within communities.

- 2.3. The Tackling Poverty Strategy has three themes and the associated Delivery Plan links our activities under these themes.
- 1) Empowering local people through involvement and participation
 - 2) Changing cultures to reflect that tackling poverty is everyone's business
 - 3) Targeting resources to maximise access to opportunity and prosperity
- 2.4. The Public Service Board (PSB) is developing a Well-Being Plan for Swansea, which is out for consultation and will be published in May 2018. Its focus is around four Well-Being Goals. This builds upon the work of the former Local Service Board (LSB), whose focus was upon six population outcomes. The revised Tackling Poverty Strategy (which has been out to consultation) was written with a focus around the six population outcomes:

- A. Children have a good start in life;
- B. People learn successfully;
- C. Young people and adults have good jobs;
- D. People have a decent standard of living;
- E. People are healthy, safe and independent;
- F. People have good places to live and work.

2.5. The principles we will adopt as Swansea’s approach to tackling poverty are:

- A whole Public Services Board and whole Council approach.
- Building resilience, social capital and social networks.
- Involvement and participation of service users.
- Implementing ‘what works’ in future delivery.

3. Consultation Feedback

3.1. Consultation on the revised Tackling Poverty Strategy took place between June and October 2017, with both full and easy read versions of the strategy available. Feedback was collated through events, online, written and verbal responses and over 150 responses were received

3.2. The key themes from the consultation are below:

Theme	Response
Include baseline data of poverty in Swansea / update the 2014 Swansea Poverty Profile to accompany the Strategy to provide a benchmark for monitoring and measuring success.	This will be actioned by the Poverty Partnership Forum.
Stronger links with economic development and employment opportunities.	This will be delivered through the development of a single employment support gateway, ‘Swansea Working’ and links to key investment opportunities.
Include references to Welfare Reform, in-work poverty, food poverty, transport poverty and rural poverty.	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.
Consider how the council will support income maximisation and reducing income inequalities.	Actions within the Delivery Plan contribute to addressing these issues.
Consider people who are unable to work / or unable to work full time due to disability, physical or mental illness.	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.
Include how to improve engagement, involvement, participation and coproduction in strategy development, delivery, monitoring and evaluation, including those	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.

experiencing poverty and communities of interest.	
Include strengthening poverty awareness across services.	This is an action in the Delivery Plan.
Include delivering accessible services in communities.	The Transformation Team's 'Service Delivery in Communities' initiative is reviewing these options.
Provide clarity for how partners can engage with and support delivery.	Through the Poverty Partnership Forum.
Consider the impact of national, regional and local government policy on poverty.	This will be considered through the appropriate Governance Structures.
Improve use of accessible language and the Strategy layout.	The Strategy has been revised to incorporate this feedback.

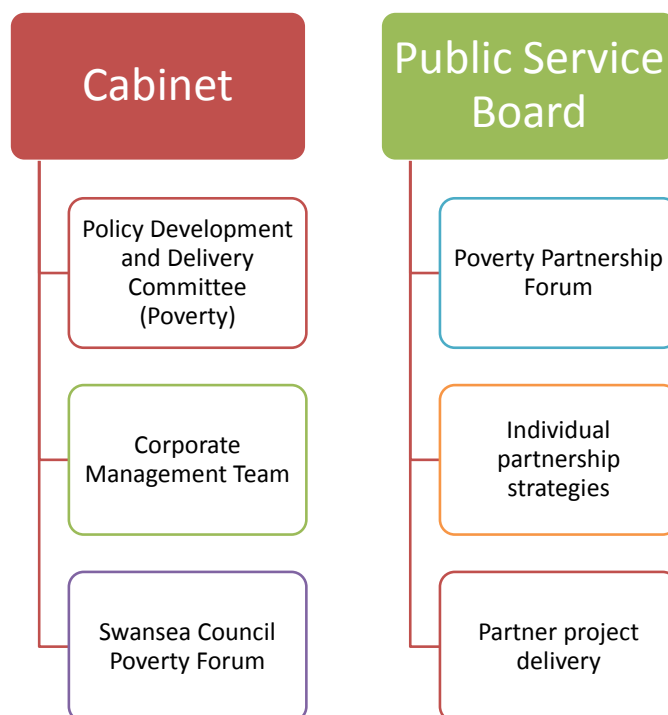
- 3.3. The detailed consultation feedback will be considered by the appropriate forums and audiences with a view to shaping further strategic development and Tackling Poverty activity. Organisations who contributed to the consultation will be invited to become members of the appropriate forums.

4. Outcomes and Measuring Performance

- 4.1. In addressing 'making poverty everyone's business', a Tackling Poverty Delivery Plan has been developed of cross Directorate actions with Key Performance Indicators to support delivery. The Delivery Plan is dynamic.
- 4.2. Actions are grouped under the key aims of **One Swansea** – the adopted plan of the Swansea Public Service Board. A mid-term review will take place to reflect any changes made in the outcome profile from Swansea's PSB in 2018.
- 4.3. Corporate Directors take responsibility for work and actions in their area and manage these through regular performance and financial monitoring meetings and reporting mechanisms.
- 4.4. Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis. Progress is reported through Corporate Management Team and onto Swansea's Cabinet.

5. Governance

- 5.1. The diagram below shows how the Poverty Strategy will be managed within Swansea Council.



- 5.2. The Swansea Council Poverty Forum and Poverty Partnership Forum will support the principle that ***poverty is everyone's business***, promoting the message and developing projects and services to support this principle.
- 5.3. Actions will be reported to the Council's Cabinet, escalating through the above structure for decision where this is required.

6. Equality and Engagement Implications

- 6.1. The Equalities Impact Assessment (EIA) Screening was completed and found that a full EIA report was required.
- 6.2. A full EIA report was undertaken and subsequently approved for 'continue the initiative - no concern'.
- 6.3. The full EIA report (attached Appendix E) found that the revised Tackling Poverty Strategy will have a positive impact across all protected characteristics, poverty and engagement. Through the Poverty Strategy, resources are targeted to maximise access to opportunity and prosperity for all our residents including children and young people, in order to ensure that poverty is not a barrier preventing Swansea citizens from reaching their full potential, that people are healthy, safe and independent and have good places to live and work.
- 6.4. The United Nation Convention on the Rights of the Child (UNCRC) is relevant to the report as the Tackling Poverty Strategy will have a positive impact on children and young people across this age group. Actions are aimed at ensuring that children/young people are not disadvantaged by poverty in their early years, when achieving and

attaining standards and wellbeing in education, go on to get good jobs and achieve a decent standard of living, and are given a voice in relation to decision making which affects them.(UNCRC – Article 12 – ‘Your right to say what you think should happen and be listened to.’/ Article 27 – ‘Your right to a good standard of living.’ / Article 28 – ‘Your right to learn and to go to school.’/ Article 29 – ‘Your right to become the best that you can be.’ Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers)

- 6.5. Throughout the consultation process, all documents, surveys, and information were provided in Welsh and English. Compliance with the Welsh Language Standards will continue to be given due regard.

7. Financial Implications

- 7.1. The specific financial implications of individual actions under the Strategy will be assessed at the development stage. All proposals will need to accord with the Council’s medium term financial plan.

8. Legal Implications

- 8.1. There are no legal implications over and above those contained in the body of the report.

Background Papers: None

Appendices:

Appendix A - ‘Working Towards Prosperity for All in Swansea’ A Tackling Poverty Strategy for Swansea 2017 – 2020
Appendix B – Tackling Poverty Delivery Plan Performance Framework
Appendix C – Poverty Strategy Consultation Responses
Appendix D – EIA Screening Form
Appendix E – EIA Impact Assessment Report

Working towards prosperity for all in Swansea

A tackling poverty strategy for Swansea

2017-2020



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1. Introduction

Swansea Council is committed to reducing poverty and the impacts that poverty has upon its citizens. Poverty limits aspirations, damages relationships and ensures a loss of life chances.

Poverty is a multi-faceted concept. This strategy starts by defining poverty and comparing this with other useful current definitions provided by the Joseph Rowntree¹ and Bevan² Foundations. Our definition is not one relating solely to income, but to poverty of opportunity, participation and access to services. We aim to provide a foundation of common language and to begin exploring how different causes, impacts and aspects of poverty have different policy and service implications. As such, addressing poverty is not just an issue for the Council but a matter of concern for our partners in the public, private and voluntary sectors.

The impacts of poverty can last a lifetime and some interventions can take a lifetime to manifest themselves in a changed and improved situation. In short, tackling poverty takes time. This strategy outlines planned actions to fulfil the promise to tackle poverty in Swansea and to prioritise services where they will have the greatest impact.

The Council faces unprecedented challenges. Rising demand, changing demographics and increasing pressure on budgets mean that the choice for local authorities and public service providers is a difficult one. Unless we reduce demand and prevent need escalating, service provision in its current form will become unsustainable. People living in poverty often face complex challenges, increasing their personal and community demand upon services. It is not however, simply about reducing demand on services. We must also ensure we continue supporting people to become resilient and achieve outcomes that they want to see in their own lives, which will in turn reduce demand on services, alongside improving the assets and resilience in communities.

This strategy should be read in the context of our **Prevention Strategy**. Swansea Council has always taken a preventative approach. This was borne from a longstanding recognition that prevention activity is better, less time consuming and ultimately less costly and damaging to individuals and organisations than cure. This revised tackling poverty strategy presents a more ambitious direction, building upon previous work and recognising that all, including key partners and stakeholders, have a role in the prevention agenda.

¹ www.jrf.org.uk - An independent organisation working to inspire social change through research, policy and practice

² www.bevanfoundation.org - An independent, non-political think tank which develops ideas to make Wales fair, prosperous and sustainable

Two key aims are driving this and the Prevention strategy:

- **A desire for increased organisational and personal resilience;**
- **Sustainable services.**

Steeped in the principles of Sustainable Swansea,³ this strategy is about **delivering more sustainable services that meet people's needs and deliver better outcomes**. It is about supporting the development of a community and urban fabric, which has future resilience and independence in both the medium and long term. Our citizens are central to our future and delivery, and as such, are the focus of our developments, driving collaboration across Council Departments and with partners. Consequently, this strategy forms a key part of our corporate transformation programme and the way we will continue to develop our services with our partners. Our work particularly with and through Swansea's Public Services Board is essential to future delivery here.

In order to make this work, we will have to think differently, encouraging innovative solutions to existing problems and those that arise. We also have to be clear that savings do not drive our agenda: better, more personalised and joined up services do.

This strategy sets out our overarching corporate and partnership approach to tackling poverty, as well as outlining our key activities and expected outcomes. It starts, setting out our rationale, and how it supports national, regional and local policy, including our Plan for a Sustainable Swansea. We then provide evidence, further justifying need, our reasons for intervention and our approach. We have highlighted our delivery history in this area and early successes, giving a flavour of what prevention activity can achieve in reducing poverty. We link our activity closely to the recent advice given by the Joseph Rowntree and Bevan Foundations in their document, ***Prosperity without Poverty a framework for action in Wales***. Lastly, we provide a governance structure explaining how we will work. A time-bound delivery plan describing our activities in more detail: who is accountable and when we intend to achieve them supports delivery. Ultimately, the Poverty Strategy and its application have to advance and progress the culture of ***poverty is everyone's business across the Council***.

We hope you enjoy reading this strategy. Moreover, we look forward to working with local people and partners in the public, private and third sectors in delivery, making a positive difference to the lives of local people, improving their quality of life and contributing to a **Sustainable Swansea**.

³ For details of Sustainable Swansea, see Strategic Context on page 6

2. What is poverty?

There is no single, universally agreed definition of poverty. Our paper submitted to the Poverty Scrutiny Inquiry as part of the evidence *Understanding and Defining Poverty – A guide for Swansea*⁴ defines and explores many terms and concepts relating to poverty. It goes on to explain the basis for the definitions we are using in Swansea and for the vision we have of a Swansea where poverty cycles can be broken.

JRF's definition of poverty is when **a person's resources are well below their minimum needs, including the need to take part in society.**⁵

In Swansea, we define poverty as:

- **Income below the Minimum Income Standard.**⁶
- **Inadequate access to necessary services of good quality.**
- **Inadequate opportunity or resource to join in with social, cultural, leisure and decision making activities.**

Our vision for Swansea⁷

The Council aspires to achieve a Swansea in which:

Income poverty is not a barrier to doing well at school, having a healthy and vibrant life, developing skills and qualifications and having a fulfilling occupation.

Service poverty is tackled through targeting resources where they have the most effect, with decisions about that made in conjunction with service users.

Participation is enjoyed by all our residents, who have the opportunity and resources to join in with social, cultural and leisure activities and decision-making.

Residents **Maximise their Income** and get the most out of the money that they have.

Residents avoid paying the '**Poverty Premium**', the extra costs people on low incomes must pay for essentials such as fuel and transport.

Barriers to Employment such as transport and childcare are removed.

People from Swansea's most disadvantaged communities are not excluded and **Inequalities are Reduced** between and within communities.

⁴ www.swansea.gov.uk/povertystategy - Understanding and Defining Poverty – A Guide for Swansea

⁵ 'Prosperity without Poverty – a framework for action in Wales.' JRF – November 2016.

⁶ In 2017, single people needed to earn at least £17,900 a year before tax to achieve Minimum Income Standard, and couples with two children at least £20,400 each. JRF, July 2017 A Minimum Income Standard for the UK in 2017, <https://www.jrf.org.uk/report/minimum-income-standard-uk-2017> These figures fluctuate annually.

⁷ The City and County of Swansea's Corporate Plan 2017/22

3. Strategic context

Sustainable Swansea Programme

Sustainable Swansea – fit for the future, is the Council's long-term plan for change. Financial, demographic and social challenges facing Swansea require radical approaches. Sustainable Swansea is a programme of activity, tools and techniques that will help us to take a managed approach to the challenges that the Council faces. The objectives are:

- To transform services;
- To deliver better outcomes for residents to achieve financial sustainability.

One of the key priorities for a sustainable Council is collaboration with others, including residents.

A whole council approach is far more likely to maximise impact. Our proposal to support the delivery of this strategy through involvement and participation will support the co-production of services with people experiencing poverty.

The One Swansea Plan

Swansea's Local Service Board (LSB) produced this. It highlights that in working as **Team Swansea, partnership working has never been more important**. The increasingly difficult social, economic and environmental pressures on public services, coupled with the substantial reductions in public funding, mean that service providers have to work together more innovatively than ever before to increase efficiency, effectiveness and reduce reliance upon intensive, costlier interventions. The Public Services Board (PSB) as the overarching partnership group for public services Swansea has succeeded the LSB. The PSB must set a Well-Being Plan for Swansea (the PSB is currently consulting on the Well-being plan with four objectives), and currently their approach retains the focus on the same **six Population Outcomes** in the One Swansea Plan. These are:

- A. Children have a good start in life**
- B. People learn successfully**
- C. Young people and adults have good jobs**
- D. People have a decent standard of living**
- E. People are healthy, safe and independent**
- F. People have good places to live and work**

Placing this strategy in a **One Swansea** context, we have aligned our intended outcomes to these outcomes as our headings for actions. These are referred to later in this strategy and within the associated **Delivery Plan**.

Swansea Council Corporate Plan

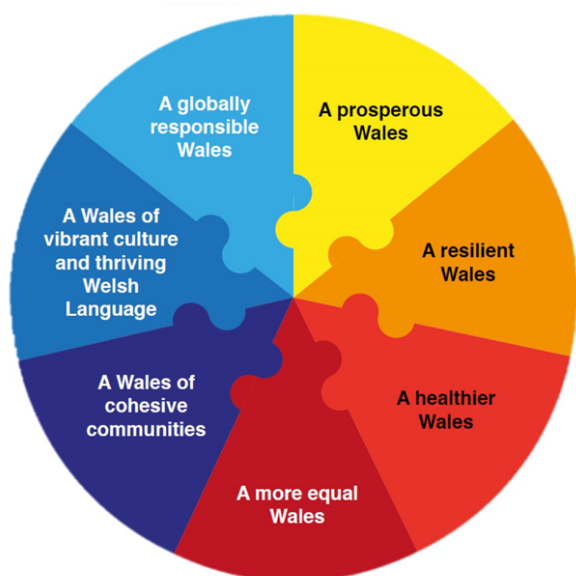
Tackling Poverty is one of the five key objectives of Swansea's Corporate Plan. In delivering this objective there are a number of key areas, which we as a Council are working to address, including:

- **Safeguarding people from harm** – so that our citizens are free from harm and exploitation.
- **Improving Education & Skills** – so that every child and young person in Swansea gains the skills and qualifications they need to succeed in life.
- **Transforming our Economy & Infrastructure** – so that Swansea has a thriving mixed use City Centre and a local economy that will support the prosperity of our citizens.
- **Tackling Poverty** – so that every person in Swansea can achieve his or her potential.
- **Transformation & Future Council development** – so that we, and the services we provide, are sustainable and fit for the future.

We will continue to tackle poverty through the activities highlighted within the associated **Delivery Plan**.

Welsh Government

Welsh Government has a national picture and approach to well-being through new legislation within the Well-being of Future Generations (Wales) Act 2015, the Social Services and Well-being (Wales) Act 2014 and the Environment (Wales) Act 2016. The idea of embedding poverty prevention within the Council's work builds not only upon national requirements, but also emphasises a **Swansea approach** to its delivery. It is essential that our approach aligns with the wider direction of Welsh Government, implemented locally through our PSB. The wider strategic context can be seen here:



Well-being of Future Generations Act

Our Poverty strategy will make a positive contribution to Well Being Goals of the Act.

A resilient Wales - A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems supporting social, economic and ecological resilience and the capacity to adapt to (e.g. climate) change.

A prosperous Wales - An innovative, productive/low carbon society recognising the

limits of the global environment; using resources efficiently/proportionately and which develops a skilled and well-educated population, in a wealth generating economy, providing employment opportunities, allowing people to benefit from the wealth generated through securing decent work.

A healthier Wales - A society in which people's physical and mental wellbeing is maximised and in which choices and behaviours that benefit future health are understood.

A more equal Wales - A society that enables people to fulfil their potential no matter what their background or circumstances.

A Wales of cohesive communities - Attractive/viable/safe and well-connected communities.

A Wales of vibrant culture and thriving Welsh Language - Society promoting/protecting culture/heritage/Welsh language, encouraging participation in arts/sports /recreation.

A globally responsible Wales. When improving the socio-economic environmental and cultural well-being of Wales, we consider the positive contribution to global well-being.

Social Services and Well-being Act

The Act has a wide remit that will impact not only upon Social Services, but also on wide-ranging local authority services such as housing, education, leisure, regeneration, poverty and prevention and those of our partners, particularly the Local Health Board and third and private sector providers. Some services are provided regionally via Western Bay. Under Part 2 of the Act, General Functions, there is a duty to:

- *Promote wellbeing*
- *Provide preventative services*
- *Promote social enterprises, co-operatives, user led services and third sector*
- *Provide Information, Advice and Assistance (IAA)*

The Council's delivery of the Poverty Strategy takes into account the requirements of both Acts, alongside additional legislation, such as the Housing Act and the Environment (Wales) Act 2016.

Swansea's Poverty Strategy 2014

Swansea Council has, for some time, been committed to reducing poverty and its impacts. Tackling poverty is a corporate priority and the first strategy to address this was written in 2014. It, like this strategy, focussed upon supporting the six population outcomes of One Swansea.

The original three themes⁸ are captured in this document, but as time has moved on, our ideas have matured and whilst these themes remain current, they have developed slightly to capture circumstances and reassert importance.

1. Empowering local people through involvement and participation

⁸ Original themes from Swansea's Poverty Strategy 2014, 1) Empowering Local People, 2) Changing Cultures and 3) Targeting Resources.

2. **Changing cultures to reflect that tackling poverty is everyone's business**
3. **Targeting resources to maximise access to opportunity and prosperity**

Our Delivery Plan links our activities under these themes for clarity. The Integrated Impact Assessment and Scrutiny of this document led to the following recommendations.

Integrated Impact Assessment

Carried out in 2016, this formed the first part of a much wider review of the tackling poverty strategy, feeding into the Poverty Strategy Scrutiny process. The key themes and recommendations from this process feed into this revised strategy and are in brief below.

Integrated Impact Assessment's key recommendations

Link to the Well-being of Future Generations Act and Social Services and Well-being Act

Clear Sustainable Swansea focus

Develop clear and measurable milestones

Include a definition of poverty

Work with people experiencing poverty to develop provision

Make clear linkages to economic policy

Develop and deliver the strategy through the principle of 'poverty is everyone's business'

Tackling Poverty Strategy Scrutiny Inquiry Panel

This panel examined *How can the Council's Tackling Poverty Strategy be improved*. This was chosen because Tackling Poverty is one of the Council's top five priorities (as highlighted in Swansea's Corporate Plan) a Peer Review of Swansea Council conducted by the Welsh Local Government Association in 2014 recommended that scrutiny should focus more on these priorities. It is also an issue that many scrutiny councillors feel passionately about, not least because they see the effects of poverty day to day in their communities. Specifically, the inquiry aimed to contribute to this vital debate by providing:

- Evidenced proposals that will lead to the strategy being more effective
- The views of people experiencing poverty
- The views of key stakeholders
- Consideration of the conclusions and recommendations from national reports and an assessment of the implications for Swansea
- Identification of good practice/research elsewhere and learning for Swansea
- Increased councillor understanding about the Tackling Poverty Strategy
- Greater public awareness of the work of the Tackling Poverty Strategy

The Report of the tackling poverty scrutiny panel was published in March 2017. Many of the Scrutiny Panel's ideas highlighted are in line with planned activities, and reflected in this strategy.

Ideas from the scrutiny process

Make a new commitment to tackling poverty
Embrace the sustainable development principle
Focus on 'what works'
Involve people experiencing poverty at the centre of the strategy
Integrate the strategy into Swansea's Well-being Plan
Collaborate fully through Swansea Public Services Board
Strengthen the links to economic policy
Fundamentally rethink the target area approach
Ensure that tackling poverty is everyone's business
Continue to revise the strategy on a regular basis – keep it current

Joseph Rowntree Foundation

Our thinking around poverty and its reduction/prevention fit well with the recently published 'Prosperity without Poverty: a framework for action in Wales'⁹ produced jointly by the Joseph Rowntree Foundation and Bevan Foundation. This document draws upon national research and evidence to provide a framework for actions in Wales, a summary is in the text box below. The actions are set at many levels, and one thing is key – ***addressing poverty is everyone's business.***

'Prosperity without Poverty' – A framework for action in Wales – JRF

Economic growth for everyone – better jobs, local jobs, supporting people to get work
Boost education and skills – excellent education, better apprenticeships, essential skills
Strengthen families and communities – thriving early years, galvanising community action
Cutting costs – cut the costs of essentials, housing, reduce demand,
Complex needs
Making it happen

We have considered the JRF recommendations (where possible and appropriate) in production of this document.

⁹ 'Prosperity without Poverty: a framework for action in Wales.' Joseph Rowntree Foundation – November 2016.

4. Why intervene

The cost of “mopping up” problems resulting from inequality is estimated at £78bn per annum UK-wide, compared to other similar countries

The UK experiences disproportionately high inequality with stark consequences. Some examples are below, making comparisons between the UK and the developed OECD countries:¹⁰

- 17th out of 23 in life expectancy.
- 19th out of 22 on obesity.
- 17th out of 21 on teenage births.
- 17th out of 23 for imprisonment.

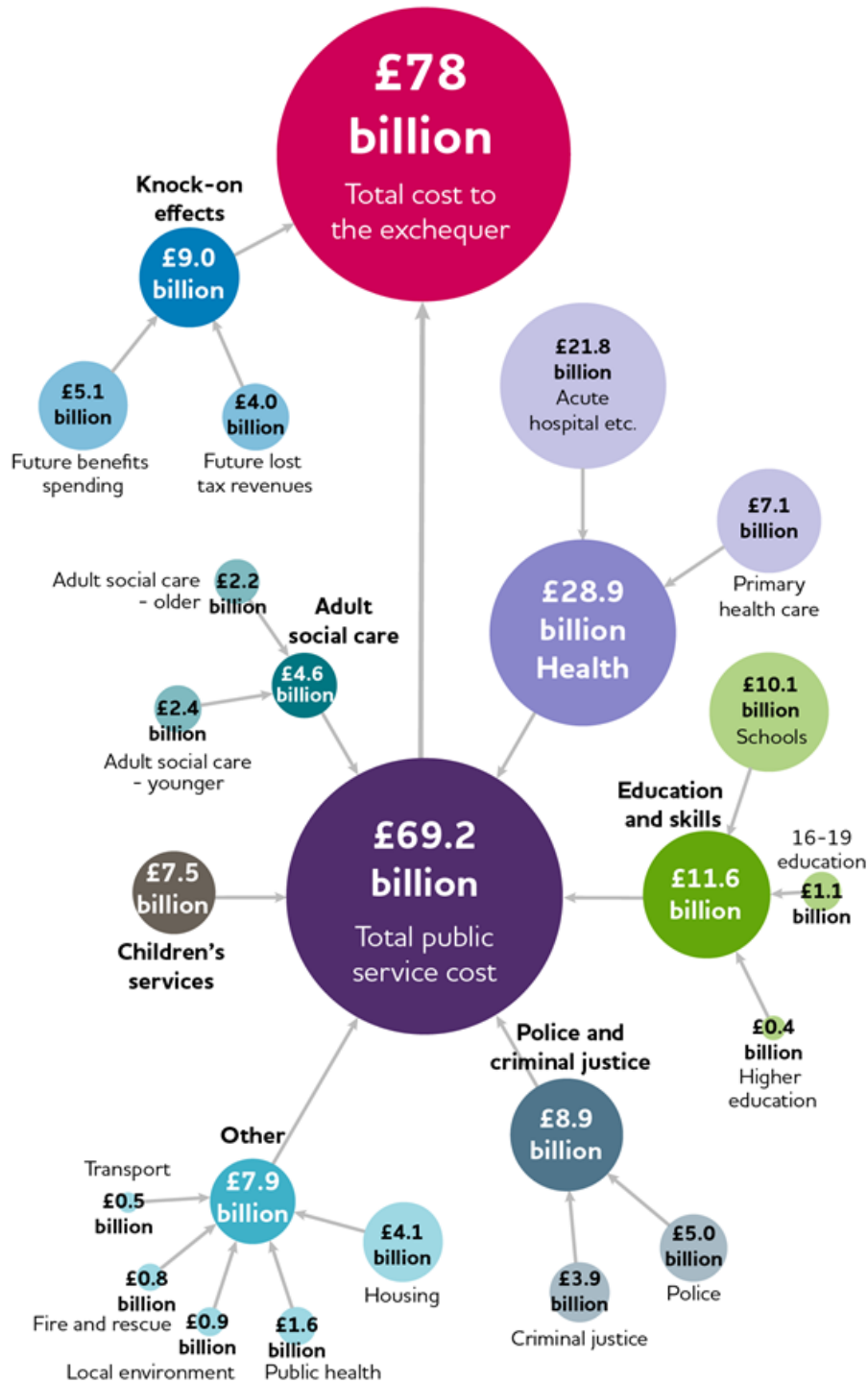
In stark contrast, societies that are *more equal*, top the table in almost every measure.

Crucially, for the delivery of public services, the financial costs associated with inequality are significant, affecting health, wellbeing and crime rates. Conversely, were we to achieve greater equality we would experience reductions in crime, consequent reductions in imprisonment, better physical and mental wellbeing, increased life expectancy and a more prosperous society.

The Joseph Rowntree Foundation also highlight and support this theory in looking at the costs associated with poverty. The diagram on the following page estimates the costs of poverty in the UK at an even greater total of £78 billion per annum to the Exchequer.

¹⁰<https://www.equalitytrust.org.uk/sites/default/files/The%20Cost%20of%20Inequality%20-%20of%20full%20report.pdf>. P.2

The cost of poverty to the UK's exchequer



#solveukpoverty

¹¹ <https://www.jrf.org.uk/report/uk-poverty-causes-costs-and-solutions> P.30

The effects of poverty

Poverty affects every stage of people's lives. Some of the key effects of this upon families and individuals living in low-income households are in the box below:

Children have poorer mental and physical health

People have fewer years free from illness and are likely to die sooner

Children achieve worse results at every stage in school, restricting earning potential and increasing the risk of passing poverty between generations

People pay more for essential goods and services such as fuel, transport and food¹²

Poverty restricts economic growth through limiting labour market skills and through limiting disposable income flowing in local and regional economies, reducing treasury tax revenues.

Conversely, work to reduce poverty premiums and boost benefit income helps the economy. Research looking at the impact of financial inclusion initiatives in Leeds by the West Yorkshire Observatory has shown that an investment of £3m has generated £26m additional income with a further regional economic impact of £28m.

Investing in financial inclusion boosts the economy as well as living standards. £3m spent on interventions = £26m in people's pockets.¹³

Adverse Childhood Experiences (ACEs)¹⁴

ACEs, or chronic stressful experiences in childhood, are demonstrated to increase the likelihood of adopting health-harming behaviours such as smoking, problem drinking, poor diet, low levels of exercise and risky sexual behaviour. These behaviours can cause premature ill health and in parallel lead to the development of linked antisocial behaviours and criminal activity. Links are seen in poor educational performance and skills development.

Consequently, children affected by ACEs, because of these trends and behaviours 'often end up trying to raise their own children in households where ACEs are more common'. (ACE Report, p.2) People living in communities with high deprivation have a far higher risk of experiencing single and multiple ACEs.

¹² <https://www.jrf.org.uk/report/prosperity-without-poverty>

¹³ <http://www.westyorkshireobservatory.org/Custom/Resources/FI%20Research%202009%20Final%20report.pdf>

¹⁴ <http://www.cph.org.uk/wp-content/uploads/2016/01/ACE-Report-FINAL-E.pdf>

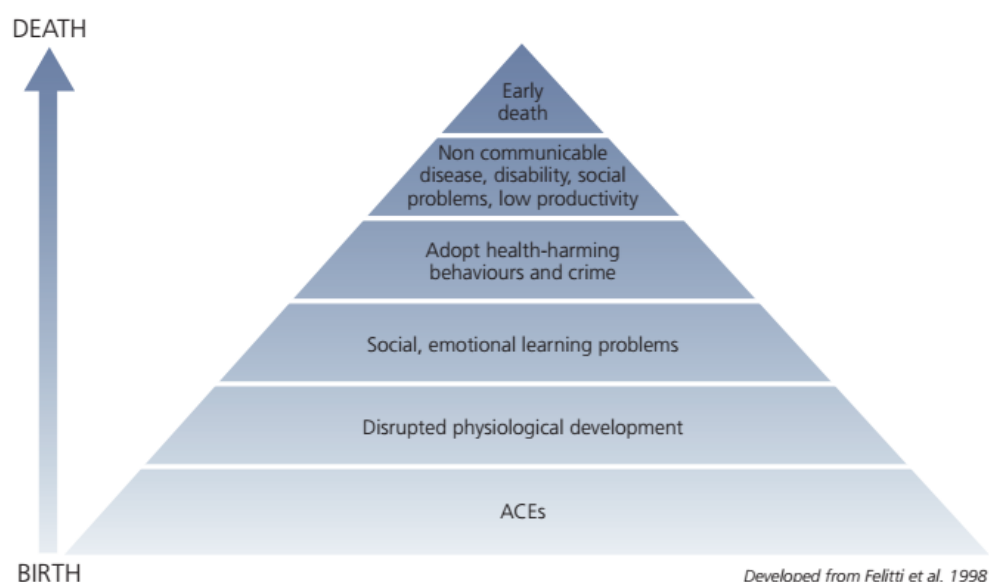


Figure 1: Model of ACE impacts across the life course [1]

15

This is why we have placed Tackling Poverty initiatives alongside ensuring children have the best start in life to mitigate some of the impact of adverse childhood experiences.

Aspiration and Opportunity

The Joseph Rowntree Foundation¹⁶ highlight that however great the aspirations of children – and their parents – from poorer backgrounds, they find it far harder to achieve them than children from better off families. Supporting low-income families to develop cultural resources, have quality time together, avoid risk and feel enthused about the future, enables natural aspirations to flourish.

Stigma (negative belief or attitude) and Discrimination (negative behaviour)

Stigma associated with poverty is corrosive. It affects self-perception and self-confidence, resulting, commonly, in: a) benefit under-claiming, hence reduced income; b) reduced participation and social isolation, as people avoid situations where they may be labelled by others; c) reduced access to services (due to lack of confidence). It also affects the way people experiencing poverty are viewed by others, resulting in discrimination. This creates losses in income, opportunity and support. Stigma silences the voices of those stigmatised. This reinforces exclusion and makes it more difficult for people to escape from poverty.

¹⁵ <http://www.cph.org.uk/wp-content/uploads/2016/01/ACE-Report-FINAL-E.pdf>. P.7

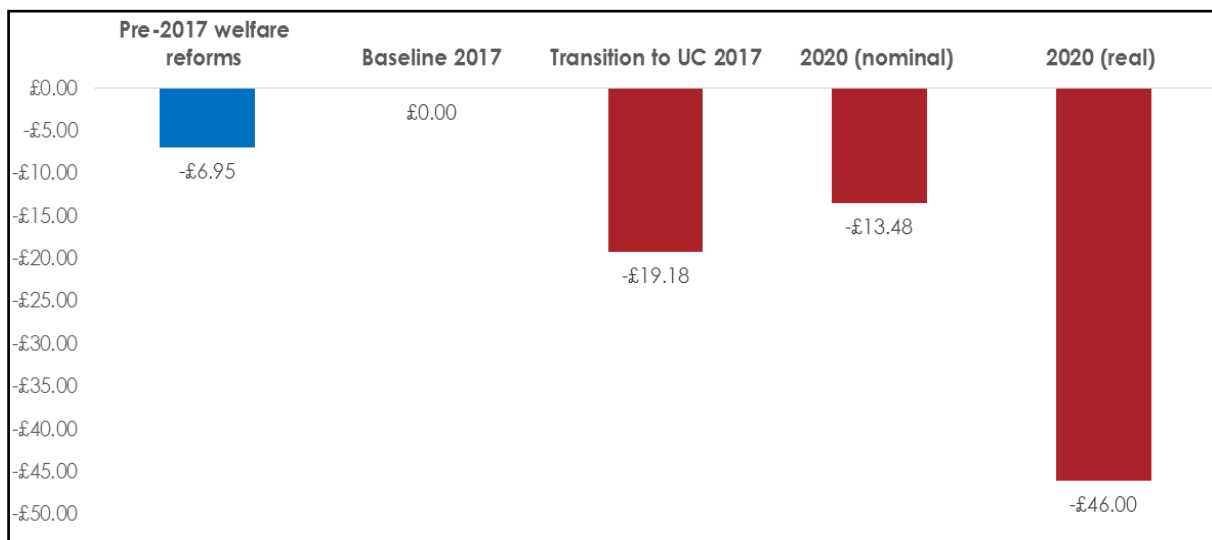
¹⁶ JRF. (2012) Carter-Wall, C. and Whitfield, G. JRF Roundup: *The Role of Aspirations, Attitudes and Behaviour in Closing the Educational Attainment Gap*. Available at: <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/education-achievement-poverty-summary.pdf>

The Impact of Welfare Reform

Swansea Council commissioned Policy in Practice¹⁷ to investigate the impact of multiple welfare reforms at the household level in Swansea.

The Single Household Benefit Extract (SHBE) data March 2017, which contains information on every household in Swansea receiving Housing Benefit, was analysed to examine the impact of the main welfare reforms that have already taken place. In addition to those yet to be implemented, the mitigation measures put in place by the government and the cumulative impact of all these on individuals and low-income households in Swansea.

The below table breaks down the average weekly impact that each welfare reform will have on working age households in the cohort, taking 2017 as a baseline. The average household will be £46 per week worse off in 2020 compared to 2017. Policy and Practice concluded that when considering the real impact of welfare reform by 2020 they find that the percentage of households with lower disposable income would increase to 95%, 4.1% of households would see their income increase and 0.8% would face no change in income.



5. Tackling poverty through early intervention and prevention

A relatively small group of people and families in poverty face additional and more complex challenges. This may include mental health conditions, homelessness, experiences of violence and abuse, substance misuse and involvement with the criminal justice system. We also include asylum seekers and refugees because they often face additional and complex challenges. The circumstances of these groups of people often overlap and interact, making escaping poverty more difficult and potentially increasing the risk of destitution.

The roots of these complex needs can be seen in their concentration in areas of long-term economic decline. The most effective prevention measure is therefore to reduce material

¹⁷ The cumulative impact of welfare reform in Swansea. Policy in Practice, May 2017

poverty itself, especially among families with children and unemployed young people living in disadvantaged areas.

The Joseph Rowntree Foundation highlights five principles that underpin their **recommended** approach to groups facing poverty combined with complex needs:¹⁸

1. Personalisation – support based around the whole person or whole family;
2. De-institutionalisation – mainstream, ordinary housing and employment as far as possible, with support as required;
3. Re-integration – getting into work and ordinary social settings;
4. Asset-based – building on an individual's existing strengths; and
5. Poverty-informed – dealing with financial and material hardship, alongside complex needs such as addiction.

Welsh Government supports meeting the needs of people with complex needs through the provisions in the Housing (Wales) Act 2014, the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015, the Social Services and Well-being (Wales) Act 2014 and **When I am Ready** scheme for care leavers. We describe our approach to support these policies in later sections of this document and the accompanying **Delivery Plan**.

Our history and successes

Swansea has a long and proud history of supporting our citizens through the delivery of statutory services. We have a key role in the delivery of public services for Swansea and as such, services such as public protection, health and safety and accident prevention are at our core in service delivery as is the Safe Looked-After Children Reduction Strategy. This has resulted in a significant reduction year on year (for the last six years) in the numbers of children needing recourse to care. The increased recognition of the value of prevention activity led to an acceleration in our prevention approach to improve the wellbeing of people in Swansea, driven by the Council's commitment to providing £1 million for pilot prevention projects in 2014. Here, we delivered a set of pilot preventative approaches, which sought to address gaps in services working with children, young people and adults. The proposals were based upon an **invest to save** approach which aimed to change behaviours and prevent the need for involvement in costly specialist services, often followed by a long-term support programme. Some pilots, because of their success in demonstrating new delivery methods, namely Local Area Co-ordination and Tackling Domestic Abuse (via the DV Hub) will continue having proved their effectiveness. Others have demonstrated better ways of working and have been embedded in service delivery, becoming **business as usual**. The nature of the projects involves individuals in finding better stability, helping them to prosper and develop resilience. We support the development of individuals, getting them on to a pathway of development and improvement, which gives access to opportunities, skills development and possibly employment in the medium to longer term. We have a number of examples (below)

¹⁸ <https://www.jrf.org.uk/report/prosperity-without-poverty>. P.26

where a preventative approach has delivered better outcomes and made cost savings in service delivery.

Case Study – The Family Support Continuum

A child was identified to have high levels of difficulty in speech and language and was referred to the speech and language team within early years. Home visits showed that he was looked after by his grandmother while mum and dad worked, spending most of his time in a play pen. His play skills were limited so the Early Language Development Team (ELDT) initially worked on these skills. At the same time, the family, including the grandmother, was encouraged to come to parent and toddler group and song and rhyme sessions at the library. They were also encouraged to access further support. The child and his family, once ready, were helped by the speech and language (SALT) team. This involved early language groups and 1-2-1 sessions. He has now moved on to nursery and his speech and language skills are on par with other children in his class.

Case Study – Local Area Coordination

A gentleman in his 60's with mental health problems and chronic pain on Employment Support Allowance and Disability Living Allowance met a Local Area Co-ordinator (LAC) at a Food Bank and they chatted about his money problems. Unable to use public transport for long distances, he was spending £40 per return taxi journey to hospital. The LAC told him about the community car scheme, which reduced his travel costs to £13 per return journey. He was also in desperately poor housing, but faced many barriers to changing this, including lack of funds for medical forms, and illiteracy. He was depressed and disheartened. Over time, the LAC supported him to identify useful resources including Housing Options, and friends, who lent him money and wrote forms for him.

He is now in sheltered supported housing, helping other neighbours who are less able than he is, reporting vastly improved mental health, and only comes to the Food Bank to say hello.

Case Study – Lift Employment Support

Trevor had been unemployed for over sixteen years and was referred to the Lift Programme in November 2014. Over a period of eleven months Trevor has been involved in a number of activities through Lift, including literacy and IT classes, Asbestos Awareness and Scaffolding courses, CSCS training and work experience with Gwalia Housing and Pentre-Graig School, through 21st Century Schools. 8 weeks' work experience was arranged through the Council's Beyond Bricks and Mortar initiative on a 21st Century Schools project at Pentre-Graig School. On completion of the work experience the Beyond Bricks and Mortar Team asked ASW (ASW Property Services Ltd, a national construction company) if they would consider employing Trevor to work on their Kitchens & Bathrooms Contract. Trevor was interviewed for a labouring position the next day and is now a valued member of the ASW team.

Trevor has been a pleasure to work with. He is polite, punctual and hard working. Trevor was just looking for someone to have faith in him, and offer him some support, so that he could gain a few much needed qualifications and finally find work.

We received a phone call to advise us that a representative from ASW was travelling down from Stoke and wanted to interview Trevor for a labouring position the next day. As Trevor does not possess a home or mobile phone, we dropped a letter through his letter box and crossed our fingers.

Later that day Trevor contacted us to confirm his attendance and the next day he cycled the eight-mile round trip to his attend his interview. Upon his return, he dropped into our office, to inform us that he had successfully secured a permanent position with the company. He also wished to express his gratitude to us for the continued support we have given him throughout the year.

6. Shared leadership and shared resourcing.

Poverty is everyone's business. We have seen and evidenced that the wider impacts of poverty affect intergenerational life chances. They also have a significant and costly impact upon public, private and third sector services. Within organisations such as the Council, the Police and the Local Health Board, they impact upon all customer-facing services, reflecting the complexity of needs that people in poverty face. It is therefore in our interests to work across Council Departments and with our partner organisations to address poverty. Most crucially, this will improve the quality of our citizens' lives. Consequently, this will impact upon the delivery of better, more coordinated and less costly public services.

The principles we will adopt as Swansea's approach to tackling poverty are:

- A whole Public Services Board and whole Council approach.
- Building resilience, social capital and social networks.
- Involvement and participation of service users.
- Implementing 'what works' in future delivery.

The importance of partnerships

We recognise that reducing poverty is everyone's business within the Council and is therefore our corporate approach. We have developed key performance indicators to reduce poverty across all Council directorates. Governments have a leading role in setting priorities and providing the framework, but businesses, citizens and communities have a vital part to play too. At the local level, the Public Services Board has a key potential role in making it happen, working across all sectors.

Government and publicly funded bodies

The Welsh Government has already started the process with its commitment to prosperity for all, plans to reform childcare and proposals on employability and skills. It must back its leadership on these issues with effective delivery on the ground, whether directly or through others. We are, however, yet to see and fully understand the impact of changes in the Communities First Programme, alongside renewed Welsh Government commitment to their highlighted priorities of **Empowerment, Employment and Early Years**. Our Poverty Strategy needs therefore to take a dynamic delivery approach to enable a response to such changes, minimising negative impact and maximising future opportunity for Swansea.

Local government's contribution is vital, as the front-line provider of education, social and economic development services. With our community leadership role, we have an unrivalled reach and profile in disadvantaged places.

Add to this the important role of health boards, further education colleges and higher education institutions and there is a great deal that the public sector can and must do. Swansea's Public Services Board is therefore vital in supporting poverty reduction.

7. Our approach

We highlighted earlier the three themes of this strategy, building upon those of the original Tackling Poverty Strategy for Swansea, namely:

Theme 1. Empowering local people through involvement and participation

Theme 2. Changing cultures to reflect that tackling poverty is everyone's business

Theme 3. Targeting resources to maximise access to opportunity and prosperity

Swansea's six Population Outcomes were adopted by Swansea's LSB and are retained by the PSB (mentioned earlier in this document). This approach helps us to look at all the ways that we can focus on tackling poverty through the framework of the Population Outcomes, which are forming the structure for Swansea's Well Being assessment under the Future Generations Act:

Integration – by looking at all six population outcomes, our tackling poverty approach will be comprehensive and corporately integrated.

Collaboration – no one organisation owns these outcomes, they are shared by the whole Public Services Board and within the Council, and different departments have relevant roles.

Involvement – Addressing the issue of poverty is not solely an issue for the Council but also a matter of concern for all agencies, whether they are private sector, public sector or third sector.

Theme 1 - Empowering local people through involvement and participation

We agree that participation and engagement are crucial if we are to give opportunity and voice to our citizens, hence our commitment to co-production of services with our service users and our community development work, particularly with communities experiencing multiple disadvantage. We already carry out regular service user surveys and are in the early stages of co-production of commissioned services in line with the principles of the Future Generations and Social Services and Well-being Acts.

The Council is the lead delivery body for Communities First and its successor programmes, and delivers a range of further community development services, including the commissioning of the Change Fund through the Third Sector. This work is essential in developing and maintaining services at the heart of communities as well as finding initial engagement opportunities to hook people into services that can help in their further development and involvement.

As a social housing provider, the Council also delivers our Tenant Participation Strategy, supporting tenant involvement and participation.

Baseline information is essential if we are to target our services effectively. If, for example, we know that a household has poor income, due to low pay and/or reliance on benefits, we can predict that other issues may arise. It makes sense to target that household giving benefits advice and/or employability support to encourage where possible and raise income. As an early win for this strategy, we have therefore **commissioned Policy in Practice to work alongside the Council's Revenue and Benefits Team to identify the cumulative effect of benefit reforms on households in Swansea** in order that we can target our services more effectively. We will present this information to the Council's Poverty Forum¹⁹ to analyse and develop a response, which could include:

- Targeting employability support
- Targeting financial inclusion support
- Helping people to be better off
- Identifying and delivering service cost savings

Poverty is an issue best understood by those who experience it and live with its effects every day. That is why in this strategy, the involvement and participation of people who themselves are affected by poverty is crucial. The Council is committed to working with local people in order to achieve long-term change. Without them, there is no delivery. Scotland held the first poverty truth commission in Fife in 2014. Another successful one took place in Leeds, from which our Scrutiny panel heard evidence, recommending that a similar approach be taken in Swansea.

'The Commission believes poverty will only be truly addressed when those who experience it first-hand are at the heart of the process.'²⁰

We have therefore committed in our Poverty Strategy Delivery Plan to **consider the commissioning of an involvement and participation study for Swansea**, one option being along the lines of the Truth Commission work and taking into account the work we are already involved in.

Delivering more

This strategy comes at a time of transition when Welsh Government are considering options for change to the Communities First programme, suggesting new direction around the themes of empowerment, employment and early years. We will **develop responses to emerging guidance in the delivery of Welsh Government funded community development programmes, maximising benefit and opportunity for our communities.**

¹⁹ See Appendix A, p31

²⁰ <https://www.jrf.org.uk/contact/poverty-truth-commission>

We will:

Business as usual

Continue to deliver community engagement services in line with emerging funding from Welsh Government.

Continue to use coproduction in recruitment of local area coordinators.

Continue to develop community enterprise activities to deliver services more flexibly.

Commission Policy in Practice to work alongside the Council's Revenue and Benefits to identify the cumulative effects of benefit reforms on households in Swansea

Early Wins

Consider the commissioning of an involvement and participation study for Swansea.

Delivering more

Respond to emerging guidance about Welsh Government funded community development programmes, maximising community benefit and opportunity.

Theme 2 – Changing cultures to reflect that tackling poverty is everyone's business

We highlighted that all Council Staff have a role in prevention activity in our prevention strategy and recognise that all Council and partner services can impact positively on reducing poverty. We also recognise that if they are unable to do so there will be adverse impacts upon their future delivery, particularly rising cost. The IIA and Tackling Poverty Scrutiny consequently reinforced that tackling poverty needs to be supported by all – internal Council Departments and our partners in the public, private and third sectors.

We will:

Business as usual

Continue to develop and deliver our prevention approach with partners as outlined in the prevention strategy.

Early Wins

Develop or identify and report appropriate KPI's with Council departments to ensure delivery.

Delivering more

Work with the Poverty Partnership Forum to identify shared projects and KPIs to support the wider poverty prevention agenda.

Ensure that management information systems are suitably robust to measure transition through ages and stages, measuring effectiveness through quality control.

Deliver training with members and officers to promote the poverty is everyone's business approach.

Theme 3 – Targeting support to maximise access to opportunity and prosperity

In delivery of this theme we have considered support at all ages and stages to enable a person to maximise their potential as a **skilled, prosperous and resilient individual**, hence the linking of the six population outcomes here.

Population Outcome A: Children have a good start in life

'Family stability enables children to flourish and two parents, living together, are better able to earn enough for a decent standard of living. Family breakdown increases the risk of poverty, especially persistent poverty. The goal should be to help parents stay together where possible and when they cannot, the aim should be to help parents to separate and parent well.' (JRF, 2016, p.18) ²¹

We will:

Business as usual

Continue the success in Child and Family services, of the effective approach to safe reduction in numbers of looked- after children and enabling them to be cared for either within Swansea or nearby.

Continue to deliver the Signs of Safety practice model, supporting the whole family.

Continue to deliver the Flying Start programme, measuring the impact upon attainment and attendance at the Foundation Phase.

Continue to deliver relationship support via the Equilibrium project.

Early Wins

Remodel support for families with children (including those with disabilities).

Deliver Team Around the Family (TAF) in schools within all primary schools in Swansea.

Work to improve speech and language provision through the Early Years Strategy Group.

Delivering more

Further develop the Teenstart pilot, providing multi-disciplinary and multi-agency team support to parents under the age of 25.

Deliver the extended childcare pilot in Swansea, testing new and best approaches.

Roll out extended childcare approaches across Swansea following pilot and future funding decisions from Welsh Government.

Population Outcome B: People learn successfully

Building skills across the spectrum through education and training is essential, both economically and to individuals in realising their potential. We believe in Swansea, that skills are an important factor in driving growth, focusing on reducing the proportion of individuals with very low skills or qualifications. Skills development has to be at all stages from basic and

²¹ JRF (2016, p.18) *Prosperity without Poverty – a framework for action in Wales*. Available at: <https://www.jrf.org.uk/report/prosperity-without-poverty> (Accessed: 17 January 2017)

essential skills, encompassing employability skills to academic, professional and vocational skills. In addition, the quality of advice and guidance about skills development and career choices is essential in realising personal dreams and developing achievable aspirations. There are gaps in the provision of career advice.

We will:

Business as usual

Support pre 16 children to improve school attendance with a focus on free school meals pupils.

Contribution at post 16 to continued NEET reduction and improved young person and family wellbeing through the NEETS reduction strategy.

Early wins

Quick review of Council employability provision to maximise skills outcomes.

Develop school-to-school support to share and develop good practice in the use of Pupil Development Grant (PDG).

Maximise training and employment opportunities through our Council- wide apprentice and trainee strategy for young people, targeting those in greatest need.

Provide additional support to young people who are at risk of becoming NEET, through Cynydd.

Delivering more

Support pre 16 to improve school attendance, through 'Education other than at school' (EOTAS) reforms and improvements.

Children and young people showing improved social, emotional and behaviours outcomes through EOTAS intervention.

Facilitate development of pathways to skills or trades linked to economic development opportunities such as City Deal.

Target resources on need and personal circumstances, rather than on participants' age and previous qualification level.

Increasing participation and improving outcomes in STEM (Science, Technology, Engineering and Maths) subjects and other demand sectors.

Work with partners and through the Regional Learning and Skills Partnership to focus on outcomes such as the incomes of participants and productivity of employers, not just qualifications achieved.

Work with schools and colleges to provide good-quality, expert careers advice to young people.

Develop programmes to provide adults with independent, personalised advice and support services to enable low-paid workers to move into better-paid roles.

Population Outcome C: Young people and adults have good jobs

We are keen in Swansea to support an economy where people can find better local jobs, with the right level of support to help them to access opportunities.

We will:

Business as usual

Deliver Swansea's Beyond Bricks and Mortar principles across all our procurement processes to bring local benefit from service and construction contracts.

Use Welsh Government Community Benefit Measurement Toolkit to report community benefit and wider economic impact.

Continue to deliver Employability Programmes and work based learning help for local people to develop skills and access job opportunities.

Early wins

Maximise work experience benefits and employment outcomes to young people who are NEET via the Cam Nesa Project.

Actively encourage employment practices that reduce poverty including the Living Wage.

Review our welfare to work provision to maximise the use of resources and job outcomes.

Encourage local recruitment to entry-level positions within the Council through simplified recruitment processes.

Use HR processes to share work experience, traineeships and apprenticeships across a range of abilities, including disadvantaged individuals and particularly looked after children.

Benchmark the number of disadvantaged Swansea residents accessing entry-level posts.

Develop an appropriate wage approach re traineeships and apprenticeships.

Extend social value principles across our full development process to maximise opportunities.

Delivering more

Maximise skills and job opportunities from key developments such as City Deal.

Maximise our purchasing power and that of partners to deliver targeted recruitment and training and other community benefits.

Work to identify resource to deliver specialist support such as an Intermediate Labour Market programme for those furthest from the labour market, combining work experience with ongoing support and job search activity.

Encourage the further delivery of employability skills within schools.

Develop our partnership with Jobcentre Plus and key Welfare to Work Partners to maximise access to skills and job opportunities for Swansea citizens.

Maximise work readiness and experience opportunities for local people within Council Departments and through PSB partners.

Work with third sector partners, PSB partners and within the Council to maximise volunteering opportunities for skills development.

Examine public transport routes to link people in disadvantaged communities to areas of jobs growth by efficient and affordable public transport.

Population Outcome D: People have a decent standard of living

We have already seen that people living in poverty often have to pay more for essential goods and services (including energy costs). In addition, personal circumstances such as disabilities can also increase personal costs. Cutting the cost of essentials and ensuring that people access their full entitlements can have a significant impact upon household income, poverty and local economies. These factors are compounded by people having to pay comparatively high rents to private landlords because of shortages in the social housing sector.

We will:

Business as usual

Continue to deliver advice services for council tax and housing benefit entitlements. Continue to support in the resolution of benefit disputes and maximise benefit incomes through our Welfare Rights Service.

Continue to provide engagement services through Council Cultural and Community Development Services.

Continue to sustain tenancies and prevent homelessness through ensuring successful financial outcomes and maximising income for people receiving support from the Tenancy Support Unit (TSU).

Continue to provide support and advice to council tenants in arrears with debt and financial difficulties.

Continue to support the development of energy- efficient affordable mixed tenure housing within Swansea.

Early wins

Develop social finance capacity through for example the credit union to widen credit access and reduce spiralling debt.

Coordinate partner activity through the Council's Poverty Forum and partner activity through the Poverty Partnership Forum in support of digital inclusion, financial inclusion and benefits advice.

Consider the use of research through Policy In Practice to target support to residents at risk of income reduction through benefit changes.

Maximise community engagement activity through Welsh Government's Fusion programme.

Delivering more

Work with partners to support innovation in the provision of good-value essential goods and services through social and not-for-profit enterprise.

Develop a Rents Strategy. Part of this strategy will ensure that the arrears recovery process is easy to understand and takes account of customer needs, particularly those who may be vulnerable.

Using Policy In Practice research to target services around income maximisation.

Population Outcome E: People are healthy, safe and independent

The IIA and Scrutiny processes have identified the important role that local people living in poverty have to play in helping to inform upon and co-design provision and support. We have seen in earlier sections too, intention to consider the commissioning of an involvement and participation study for Swansea.

We are also aware of the key role that our third sector and social business partners play in local community support and tackling poverty. We already deliver a personalisation agenda around local and community services in Swansea, supporting greater independence as a preventative approach. This co-productive means of supporting people challenges poverty in itself and fosters resilience. We have already experienced the positive impact that better incomes have upon people's health. We already invest in Swansea in a number of initiatives with this at their core.

We will:

Business as usual

Continue our successful approaches to tackling domestic violence, coordinating activity through the Domestic Abuse Hub.

Continue the successful approach of the Supporting People Programme.

Early wins

Consider the commissioning of an involvement and participation study for Swansea.

Extend Local Area Coordination approaches to strengthen community relationships and address barriers such as loneliness, isolation and stigma.

Delivering more

Increasing digital literacy, increasing access to a wider range of Council Services including Financial Inclusion.

Population Outcome F: People have good places to live, work and visit

Our wider environment and investment portfolio have a long-term impact on the opportunity, ambition and ultimately, people's decision to live in, work in and visit Swansea. The success of our local people and their relative prosperity will have a direct impact on wider decisions in Swansea as a place to invest. This cyclical relationship will have a great impact upon our future. This outcome is greatly affected by the previous five.

We will:

Business as usual

Deliver a range of activities across core Council services such as culture, leisure, community centres and libraries to encourage participation.

Provide parks and open spaces for recreation and exercise, encouraging more active lives.

Continue to invest in achieving Wales Housing Quality Standard in our council housing to improve the accommodation and wellbeing of our citizens, reducing fuel poverty.

Further encourage private landlords to improve conditions and affordability in the private rented sector.

Continue to prioritise the supply of genuinely affordable housing further to meet objectively assessed need.

Continue to maximise the installation of insulation measures in Council Houses to reduce fuel poverty.

Early wins

Implementation of the adult services optimum model and the recommendations from the adult services commissioning reviews.

Implementation of the Social Services and Well Being Act and in particular the establishment of the information, advice and assistance service.

Delivering more

Invest in opportunities through proposed developments such as City Deal.

Ensure our investment provides a strong legacy of employment and opportunity for future generations in Swansea.

8. Outcomes for the strategy

A 'One Swansea' Approach

We will judge outcomes of this strategy in line with achievements towards the expected outcomes of **One Swansea, linked to the three themes of this strategy**. In this way, as we further develop activities with our PSB partners, we can add them in to our **dynamic three year delivery plan**.

These key priorities can only be achieved through corporate and partnership approaches to tackling poverty in Swansea. The issues we face can only be tackled through focusing on **what works**, new ways of working where required, including joined up partnerships around shared issues, which build individuals, families and communities resilience and support people to achieve outcomes for themselves.

The poverty performance framework and its measurement is challenging. The period for change is lengthy as it relies upon addressing the complex needs of many individuals. There is also a range of partners involved in and crucial to development, including UK Government.

The attached **three-year delivery plan** outlines our more detailed activity.

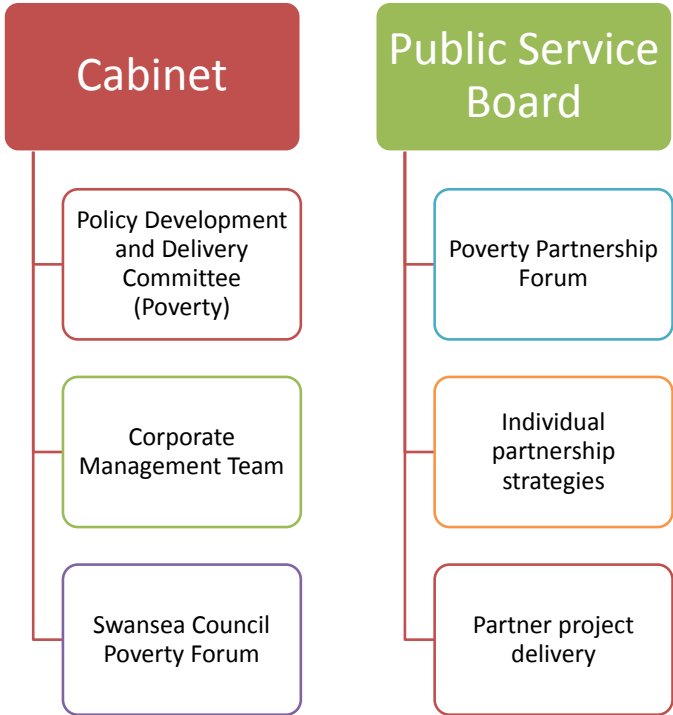
How will we know if we have been successful?

We will know that we have been successful when we see progress against the following outcomes.

- Key progress is made against the KPI's associated with our six population outcomes.
- Tackling poverty activity is embedded across Council Services and across the services of our PSB partners via the adoption of key performance indicators.

9. Governance

The diagram below shows how the Poverty Strategy will be managed within Swansea Council.



Explanation

The Poverty Forum and Poverty Partnership forum²² will support the principle that *poverty is everyone’s business*, promoting the message and developing projects and services to support this principle. Actions will be reported to the Cabinet, escalating through the above structure for decision where this is required. Progress of key performance indicators will be reported via the Council’s dashboard system on a quarterly basis.

Corporate Directors take responsibility for work and actions in their area and manage these through regular performance and financial monitoring meetings and reporting mechanisms. Progress is reported through Corporate Management Team and onto Swansea’s Cabinet. Decision making is regulated through Swansea’s scheme of delegation and standing orders. This plan will undergo a mid-term review once the new PSB outcomes are developed and published in 2018.

In addressing ‘making poverty everyone’s business’ specifically, **each** Directorate will develop key performance indicators to support delivery. These will also be governed through the above structure.

²² See Appendix A

10. Three-year delivery plan

The Delivery Plan outlining key activities and quarterly outcomes is attached to this document. The Delivery Plan is dynamic. For consistency, actions are grouped under the key aims of **One Swansea** – the adopted plan of the Swansea Public Services Board. A mid-term review will take place to reflect any changes made in the outcome profile from Swansea’s PSB in 2018.

Appendix A

Swansea Council Poverty Forum

The Chief Executive chairs the Swansea Council Poverty Forum and membership comprises of operational and senior managerial representatives from across the Council and health. The operational staff act as departmental poverty champions, with backing from their senior managerial representative.

The forum is the leading group bringing together all Council departments into a one Council tackling poverty approach, prioritising resources to tackle and alleviate poverty within and between departments. The forum champion and track delivery progress of the Tackling Poverty Strategy and Delivery Plan on behalf of Swansea Council.

Swansea Poverty Partnership Forum

The Swansea Partnership Poverty Forum membership comprises of senior representatives from PSB member organisations and wider partners to lead and co-ordinate action to tackle poverty in Swansea. The membership includes representatives from South Wales Police, the Health Board, SCVS, Housing Associations, Credit Unions, Department of Work and Pensions and charities including Crisis, YMCA and Citizen’s Advice.

The partnership supports the development of new initiatives and programmes to tackle poverty throughout the county, and shares good practice. It develops processes and policies to focus resources, to generate new resources and align existing resources to tackle poverty.

Tackling Poverty Strategy Delivery Plan Performance Framework 2017-2020

Theme	Population Outcome	Objective	Key Performance Indicator	2018				2019				2020		Corporate Plan Well-being Objective - Tackling Poverty	Accountability				
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2		Director	HOS	Cabinet Member		
Theme 1. Empowering local people through involvement and participation		1	Continue to deliver community engagement services in line with emerging funding from Welsh Government.	Number of people engaged through Supporting People, Flying Start, Families First, Communities First Legacy Fund, Communities for Work and Communities for Work Plus												Participation and involvement	CS	RM	WE
		2	Continue to use coproduction in our local area coordination model for recruitment.	Number of communities members involved in Local Area Coordinator recruitment												Participation and involvement	CS	AW	MC
		3	Continue to develop community enterprise activities to deliver services more flexibly.	Number of community enterprises developed												Service poverty tackled	CS	RM	DH
		4	Commission Policy in Practice to work alongside the Council's Revenue and Benefits Team to identify the cumulative effect of benefit reforms on households in Swansea.	Report and dataset received												Service poverty tackled	CS	RM	WE
		5	Consider the commissioning of an involvement and participation study for Swansea.	Study commissioned												Participation and involvement	CS	RM	WE
		6	Respond to emerging guidance about Welsh Government funded community development programmes, maximising community benefit and opportunity.	Maximisation of funding												Participation and involvement	CS	RM	WE
Theme 2. Changing cultures to reflect that tackling poverty is everyone's business		7	Continue to develop and deliver our prevention approach with partners as outlined in the Prevention Strategy.	See performance framework of Prevention Strategy												Participation and involvement	CS	RM	WE
		8	Develop or identify and report appropriate KPI's with Council departments to ensure delivery.	See Key Performance Indicators within this Delivery Plan												Inequalities are reduced	ALL	ALL	ALL
		9	Work with the Poverty Partnership Forum to identify shared projects and KPIs to support the wider poverty prevention agenda.	Programme of projects developed												Inequalities are reduced	CS	RM	WE
		10	Ensure that management information systems are suitably robust to measure transition through ages and stages, measuring effectiveness through quality control.	Demonstrate progress towards system development												Inequalities are reduced	CS	ALL	ALL
		11	Deliver training with members and officers to promote the poverty is everyone's business approach.	Training delivered												Inequalities are reduced	CS	RM	WE
A. Children have a good start in life		12	Continue the success in Child and Family services, of the effective approach to safe reduction in numbers of looked after children and enabling them to be cared for either within Swansea or nearby.	Number of Looked After Children and Children Cared for out of area												Inequalities are reduced	CS	JT	MC
		13	Continue to deliver the signs of safety practice model, supporting the whole family.	Number of people trained in signs of safety / well-being												Service poverty tackled	CS	JT	MC
		14	Continue to deliver the Flying Start programme, measuring the impact upon attainment and attendance at the foundation phase.	Attendance and attainment at the foundation phase												Income poverty is not a barrier	CS	RM	MC
		15	Continue to deliver relationship support via the Equilibrium project.	Number of participants												Service poverty tackled	CS	JT	MC
		16	Remodel support for families with children (including those with disabilities).	Implementation of the Family Support Continuum Review recommendations supported by performance framework with KPIs												Service poverty tackled	CS	RM/JT	MC
		17	Deliver Team around the Family (TAF) in schools within all primary schools in Swansea.	Number of schools delivering Team Around the Family												Income poverty is not a barrier	CS	RM	MC
		18	Work to improve speech and language provision through the Early Years Strategy Group.	Measurement of attainment levels												Income poverty is not a barrier	CS	RM	MC
		19	Further develop the Teenstart pilot, providing multi-disciplinary and multi-agency team support to parents under the age of 25.	Teenstart pilot developed												Income poverty is not a barrier	CS	RM	MC
		20	Deliver the extended childcare pilot in Swansea, testing new and best approaches.	Extended Childcare Pilot implemented												Income poverty is not a barrier	CS	RM	MC
		21	Roll out extended childcare approaches across Swansea following pilot and future funding decisions from Welsh Government.	Extended Childcare rolled out												Income poverty is not a barrier	CS	RM	MC
		22	Support pre 16 children to improve school attendance and attainment with a focus on free school meals (FSM) pupils.	Primary and Secondary attendance and attainment figures for non FSM and FSM children to fit												Income poverty is not a barrier	CS	NW	JR
		23	Contribution at post 16 to continued NEET reduction and improved young person and family well being through the NEETS reduction strategy.	Number of post-16 NEETs reduction												Barriers to employment removed	CS	RM	JR

Page 59	B. People learn successfully	24	Quick review of Council employability provision to maximise skills outcomes.	Baseline data collated followed by distance travelled measured														Barriers to employment removed	CS/MN	RM/PH	RS/WE	
		25	Develop school to school support to share and develop good practice in the use of Pupil Development Grant (PDG).	Percentage of schools assessed to have effective use of PDG in core visits															Income poverty is not a barrier	CS	NW	JR
		26	Maximise training and employment opportunities through our Council wide apprentice and trainee strategy for young people, targeting those in greatest need.	Number of training and employment opportunities															Barriers to employment removed	CS/MN	NW/PH	WE/RS
		27	Provide additional support to young people who are at risk of becoming NEET through Cynydd.	Number of young people at risk of becoming NEET supported through Cynydd															Barriers to employment removed	CS/MN	RM/PH	WE/RS
		28	Support pre 16 to improved school attendance, through 'Education other than at school' (EOTAS) reduction.	A reduction in number of pre-16 pupils supported through EOTAS															Income poverty is not a barrier	CS	NW	JR
		29	Children and young people showing improved social, emotional and behavioural outcomes through EOTAS intervention.	Distance travelled on BOXALL assessment profile															Income poverty is not a barrier	CS	NW	JR
		30	Facilitate development of pathways to skills or trades linked to economic development opportunities such as City Deal.	Achievement of ten sector routeways over the three years															Barriers to employment removed	MN	PH	RS
		31	Target resources on need and personal circumstances, rather than on participants' age and previous qualification level.	Number of people given employability support															Barriers to employment removed	CS	RM	WE
		32	Increasing participation and improving outcomes in STEM (Science, Technology, English & Maths) subjects and other demand sectors	To develop a baseline figure by end of the financial year. 3 KPIs to be developed to measure progress															Income poverty is not a barrier	CS	NW	JR
		33	Work with partners and through the Regional Learning & Skills Partnership to focus on outcomes such as the incomes of participants and productivity of employers, not just qualifications achieved.	ASHE Data (Annual Survey of Hours and Earnings)															Income poverty is not a barrier	CS	NW	JR
		34	Work with schools and colleges to provide good-quality, expert careers advice to young people.	Number of young people receiving careers advice															Barriers to employment removed	CS	NW	WE
		35	Develop programmes to provide adults with independent, personalised advice and support services to enable low-paid workers to move into better-paid roles.	Programmes developed and implemented															Barriers to employment removed	CS	AW/RM	WE/MC
		36	Deliver Swansea's Beyond Bricks and Mortar principles across all our procurement processes to bring local benefit from service and construction contracts.	Principles adopted across procurement processes															Barriers to employment removed	MN	PH	RS
		37	Use Welsh Government Community Benefit Measurement Toolkit to report community benefit and wider economic impact.	Number of schemes using Toolkit															Barriers to employment removed	MN	PH	RS
		38	Continue to deliver employability programmes and work based learning help for local people to develop skills and access job opportunities.	Programme was delivered to plan															Barriers to employment removed	CS/MN	RM/PH	WE/RS
		39	Maximise work experience benefits and employment outcomes to young people who are NEET via the Cam Nesa Project.	Number of work experience and employment opportunities															Barriers to employment removed	CS/MN	RM/PH	WE/RS

C. Young people and adults have good jobs	40	Actively encourage employment practices that reduce poverty including living wage.	The Council is actively working through the Safeguarding PDDC to agree a route map towards developing an Ethical Care Charter which includes a commitment to move towards the living wage within the lifetime of this administration (2021)																Barriers to employment removed	MN	SR	RS/CL	
	41	Develop an appropriate wage approach re traineeships and apprenticeships.	Proposals agreed and implemented																	Barriers to employment removed	MN	SR	CL
	42	Review our welfare to work provision to maximise the use of resources and job outcomes.	Review undertaken and opportunities identified																	Barriers to employment removed	CS/MN	RM/PH	WE/RS
	43	Encourage local recruitment to entry level positions within the Council through simplified recruitment processes.	Review of Recruitment & Selection Policy, including the application process to be undertaken																	Barriers to employment removed	MN	SR	CL
	44	Use HR processes to maximise and target work experience, traineeships and apprenticeships at disadvantaged individuals, particularly looked after children.	Number per year																	Barriers to employment removed	MN	SR	CL
	45	Benchmark the number of disadvantaged Swansea residents accessing entry level posts.	Number of disadvantaged Swansea residents accessing entry level posts																	Barriers to employment removed	MN	SR	CL
	46	Extend social value principles across our full development process to maximise opportunities.	Production of a plan																	Barriers to employment removed	MN	PH	RS
	47	Maximise skills and job opportunities from key developments such as City Deal.	Key development skills and jobs opportunities to go through the Employability Network																	Barriers to employment removed	MN	PH	RS
	48	Maximise our purchasing power and that of partners to deliver targeted recruitment and training and other community benefits.	Number of recruitment, training & other community benefits opportunities secured through procurement contracts																	Barriers to employment removed	MN	PH	RS
	49	Work to identify resource to deliver specialist support such as an Intermediate Labour Market programme for those furthest from the labour market, combining work experience with ongoing support and job search activity.	Swansea Working model developed and adopted																	Barriers to employment removed	CS/MN	RM/PH	WE/RS
	50	Encourage the further delivery of employability skills within schools.	Percentage of schools judged to be good or better in estyn reports																	Barriers to employment removed	CS	NW	JR
	51	Work in partnership with Jobcentre Plus and key Welfare to Work Partners to maximise access to skills and job opportunities for Swansea citizens.	Partners actively signed up to Swansea Working principles via an employment charter																	Barriers to employment removed	CS	RM	WE
	52	Maximise work readiness and experience opportunities for local people within Council Departments and through PSB partners.	Number of work experience opportunities (Council & PSB partners)																	Barriers to employment removed	CS/MN	RM/SR	WE/CL
	53	Work with third sector partners, PSB partners and within the Council to maximise volunteering opportunities for skills development.	Partners actively signed up to Swansea Working principles via an employment charter																	Barriers to employment removed	CS	RM	WE
54	Examine public transport routes to link people in disadvantaged communities to areas of jobs growth by efficient and affordable public transport.	Public transport routes examined																	Barriers to employment removed	MN	SD	MT	
D. People have a decent standard of living	55	Continue to deliver advice services for council tax and housing benefit entitlements.	Speed of processing of housing benefit and council tax reduction claims																	Maximising income	MN	RM	AL
	56	Continue to support in the resolution of benefit disputes and maximise benefit incomes through our Welfare Rights Service.	Demonstrate increased income through benefit claims																	Maximising income	CS	RM	WE
	57	Continue to provide engagement services through Council Cultural and Community Development Services.	Number of participants engaged in Fusion programme																	Participation and involvement	MN	TM	RFD
	58	Continue to sustain tenancies and prevent homelessness through ensuring successful financial outcomes and maximising income for people receiving support from the Tenancy Support Unit (TSU).	The amount of additional income secured for TSU service users																	Maximising income	MN	LM	AL
	59	Continue to provide support and advice to council tenants in arrears with debt and financial difficulties.	The number of tenants in arrears provided with support by the Financial Inclusion Officer																	Maximising income	MN	LM	AL
	60	Continue to support the development of energy efficient affordable mixed tenure housing within Swansea.	Number of planning applications approved by the Council that achieve the stated % threshold of mixed use tenure affordable homes on residential development sites in accordance with LDP Policy H3																	Maximising income	MN	PH	AL
	61	Develop social finance capacity through, for example the credit unions, to widen credit access and reduce spiralling debt.	Social finance capacity initiatives delivered through the Financial Inclusion Steering Group																	Avoiding poverty premium	CS	RM	WE
	62	Co-ordinate partner activity through the Council's Poverty Forum and partner activity through the Poverty Partnership Forum in support of digital inclusion, financial inclusion and benefits advice.	Map activity to understand gaps and overlaps and develop a partnership response																	Maximising income	CS	RM	WE
	63	Consider the use of research through Policy into Practice to target support to residents at risk of income reduction through benefit changes.	Number of Council departments supporting households identified and targeted through Policy In Practice																	Maximising income	CS/MN	RM/LM	WE/AL
	64	Maximise community engagement activity through Welsh Government's Fusion programme.	Number of participants engaged in Fusion programme																	Participation and involvement	MN	TM	RFD
	65	Work with partners to support innovation in the provision of good-value essential goods and services through social and not for profit enterprise.	Number of social and not for profit organisations working in partnership and supported to avoid the poverty premium																	Avoiding poverty premium	CS	RM	WE
	66	Develop a Rents Strategy. Part of this strategy will ensure that the arrears recovery process is easy to understand and takes account of customer needs, particularly those who may be vulnerable.	Rents strategy developed																	Maximising income	MN	LM	AC

E. People are healthy, safe and independent	67	Using Policy in Practice research to target services around income maximisation.	Number of households given targeted support														Maximising income	CS	RM	WE		
	68	Continue our successful approaches to tackling domestic violence, coordinating activity through the Domestic Abuse Hub.	Implementation of the Family Support Continuum Review recommendations supported by performance framework with KPIs															Service poverty tackled	CS	JT/RM	WE	
	69	Continue the successful approach of the supporting people programme.	Ensure contracts are delivered effectively															Service poverty tackled	CS	AW	MC	
	70	Consider the commissioning of an involvement and participation study for Swansea.	Study commissioned															Participation and involvement	CS	RM	WE	
	71	Extend Local Area Coordination approaches to strengthen community relationships and address barriers such as loneliness, isolation and stigma.	Monitor progress towards full coverage															Participation and involvement	CS	AW/RM	MC	
	72	Increasing digital literacy, increasing access to a wide range of Council Services including financial inclusion.	Number of participants supported to increase their digital literacy															Participation and involvement	SC	RM	WE	
	F. People have good places to live and work	73	Deliver a range of activities across core Council services such as culture, leisure, community centres and libraries to encourage participation.	Number of people participating in Council cultural services														Participation and involvement	MN	TM	RFD	
		74	Provide parks and open spaces for recreation and exercise, encouraging more active lives.	Number of parks and open spaces in public ownership														Participation and involvement	MN	TM	RFD	
		75	Continue to invest in achieving Wales Housing Quality Standard (WHQS) in our council housing to improve the accommodation and well being of our citizens, reducing fuel poverty.	Number of homes improved annually. The annual number of WHQS compliant homes. The annual number of homes with WHQS fuel efficient heating systems															Avoiding poverty premium	CS	LM	AL
		76	Further encourage private landlords to improve conditions and affordability in the private rented sector.	The number of houses in multiple occupation that have been issued with a licence															Avoiding poverty premium	MN	LM	AL
		77	Continue to maximise the installation of insulation measures in Council Houses to reduce fuel poverty.	Report the average Standard Assessment Procedure (SAP) rating and seek to improve levels year on year															Avoiding poverty premium	MN	LM	AL
		78	Continue to prioritise the supply of genuinely affordable housing by continuing to manage the provision of affordable homes through the Programme Development Plan and Section 106 negotiations.	Number of planning applications approved by the Council that achieve the stated % threshold of mixed use tenure affordable homes on residential development sites in accordance with LDP Policy H3															Avoiding poverty premium	MN	LM	AL
		79	Implementation of the adult services optimum model and the recommendations from the adult services commissioning reviews.	Model implemented															Service poverty tackled	CS	AW	MC
		80	Implementation of the Social Services and Well-being Act and in particular the establishment of an information, advice and assistance service.	Percentage of adults who have received support from the information, advice and assistance service and have not contacted the service again during the year															Service poverty tackled	CS	AW	MC
81		Ensure our investment provides a strong legacy of employment and opportunity for future generations in Swansea.	These will be monitored through the performance monitoring frameworks for each individual programme, for example City Deal															Barriers to employment removed	MN	PH	RS	

Poverty Strategy Consultation Responses

October 2017

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1. Introduction

Between 26th June and 6th October 2017, residents and stakeholders in Swansea were invited to give their feedback to the draft revised Tackling Poverty Strategy public consultation via a full online / paper survey, and an easy read online / paper survey (available in English and Welsh). Online Word documents were also available for people who could not access the surveys using screen reader. Hard copies were distributed to all libraries throughout the Swansea area and people were also able to give their feedback by email or over the telephone; this information and the links to the surveys were widely circulated to various groups, organisations, partners and stakeholders.

Engagement methods included:

- Development of 'Easy Read' versions of the strategies
- Workshop sessions run with the aim of engaging children and young people with issues around poverty and with the tackling poverty consultation by way of the Pupil Voice Forum and The Big Conversation mechanism
- Partner organisations engaging with their service users
- Promotion of the consultation at various events

This report provides an overview of all the responses received

2. Main Tackling Poverty Strategy Consultation Summary

Theme	Response
Include baseline data of poverty in Swansea / update the 2014 Swansea Poverty Profile to accompany the Strategy to provide a benchmark for monitoring and measuring success.	This will be followed up by the Poverty Forum.
Stronger links with economic development and employment opportunities.	This will be delivered through the development of a single employment support gateway, 'Swansea Working' and links to key investment opportunities.
Include references to Welfare Reform, in-work poverty, food poverty, transport poverty and rural poverty.	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.
Consider how the council will support income maximisation and reducing income inequalities.	Actions within the Delivery Plan contribute to addressing these issues.
Consider people who are unable to work / or unable to work full time due to disability, physical or mental illness.	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.
Include how to improve engagement, involvement, participation and coproduction in strategy development, delivery, monitoring and evaluation, including those experiencing poverty and communities of interest.	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.
Include strengthening poverty awareness across services.	This is an action in the Delivery Plan.
Include delivering accessible services in communities.	The Transformation Team's 'Service Delivery in Communities' initiative is reviewing these options.
Provide clarity for how partners can engage with and support delivery.	Through the Poverty Partnership Forum.
Consider the impact of national, regional and local government policy on poverty.	This will be considered through the appropriate Governance Structures.
Improve use of accessible language and the Strategy layout.	The Strategy has been revised to incorporate this feedback.

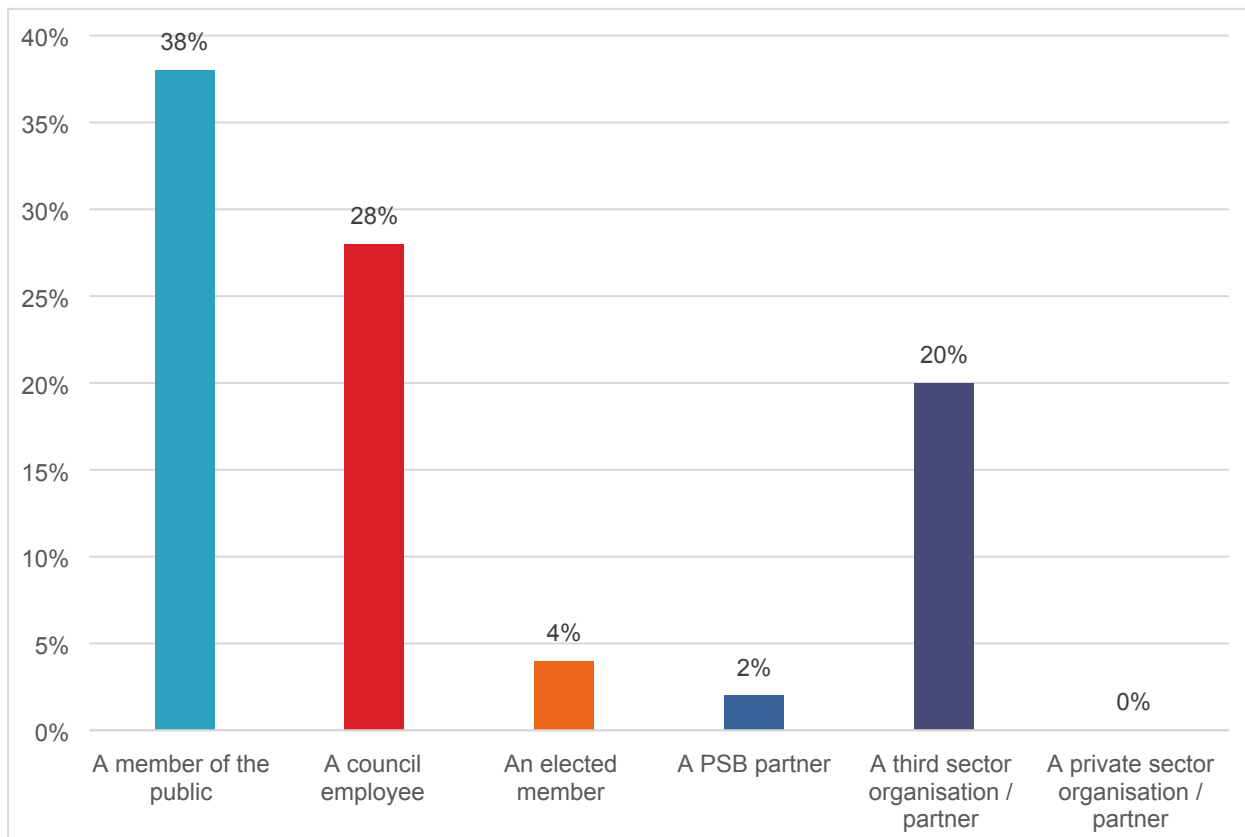
3. Summary (Full online / paper survey)

Any percentages shown have been rounded up or down to the nearest whole number.

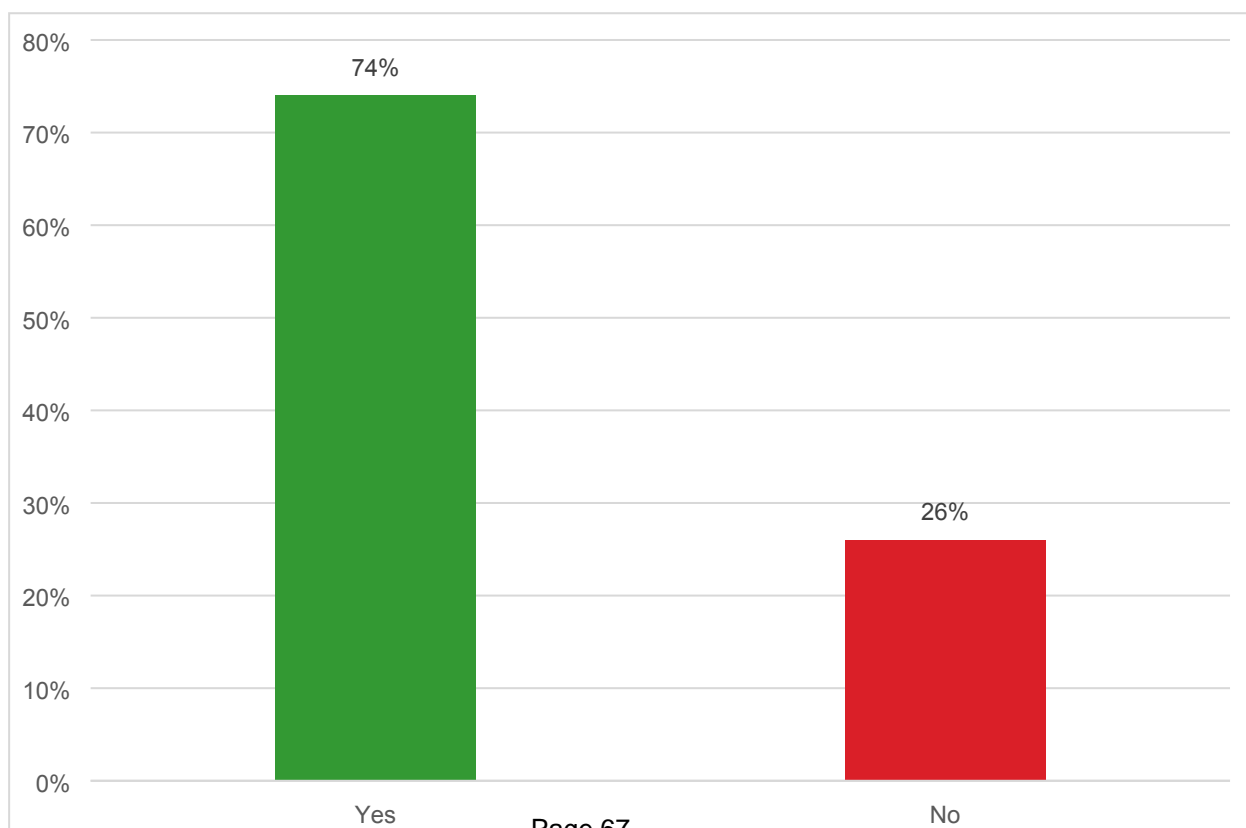
- A total of 46 survey responses were received.
- Over a third (38%, n = 19) of those who completed the survey were a member of the public.
- Almost three quarters (74%, n = 37) of the respondents said they had read the draft revised Tackling Poverty Strategy for Swansea.
- Most of them agreed that the strategy was easy to read (78%, n = 29) and understand (70%, n = 26), that it was well laid out (68%, n = 25), that it was of an appropriate length (65%, n = 24), and that it was informative (78%, n = 29).
- Over half (57%, n = 21) agreed that the strategy will ensure that "poverty is everyone's business" within the Council.
- Over half (62%, n = 23) agreed that the strategy is based on robust evidence of what works.
- Over half (62%, n = 23) agreed that the strategy makes clear links to economic policy.
- Just over half (51%, n = 19) agreed that the strategy makes it clear how progress will be monitored, measured and reported.
- When asked if they thought the strategy covered all the issues required, the majority (62%, n = 23) said 'No' it did not.
- Almost three quarters (73%, n = 27) agreed that the strategy sets out a clear definition of poverty.
- Over three quarters (78%, n = 29) agreed that our vision is appropriate.
- Just over half (51%, n = 19) agreed that our vision is achievable.
- Nearly half (49%, n = 18) agreed that our vision is going to make a difference to the people of Swansea.
- Almost half (44%, n = 22) said they would like to be involved in reviewing and monitoring the strategy.
- Over a third (38%, n = 19) said they would like to receive future communications about the strategy.

4. Full Online / Paper Survey Results

1.1. Are you?

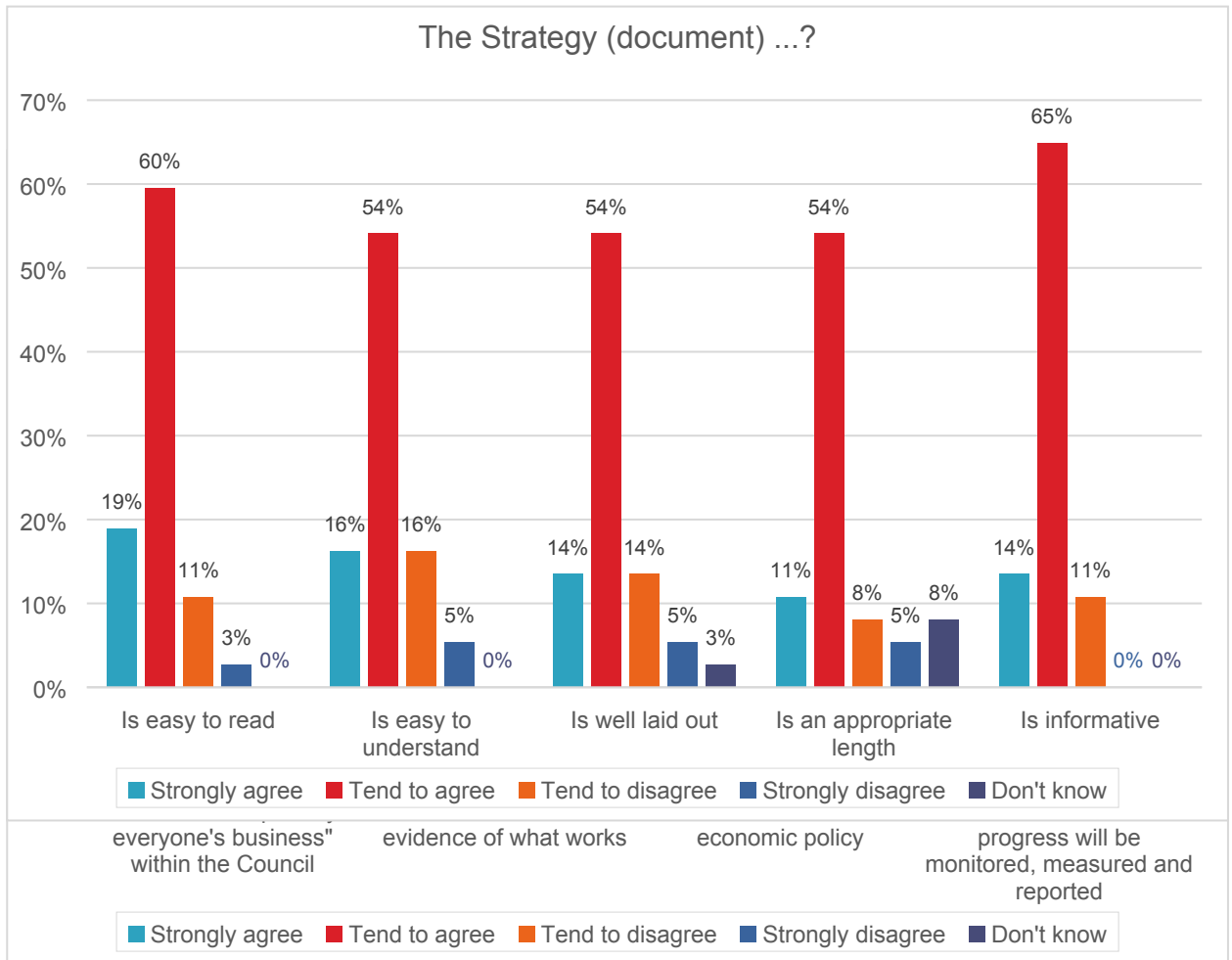


1.2. Have you read the City and County of Swansea's draft revised tackling poverty strategy for Swansea?



1.3. Thinking about the strategy, do you agree or disagree with the following...?

1.4. T



hinking about the strategy, do you agree or disagree with the following...?

Respondents were invited to comment if they disagreed with any of the above.

Common Themes

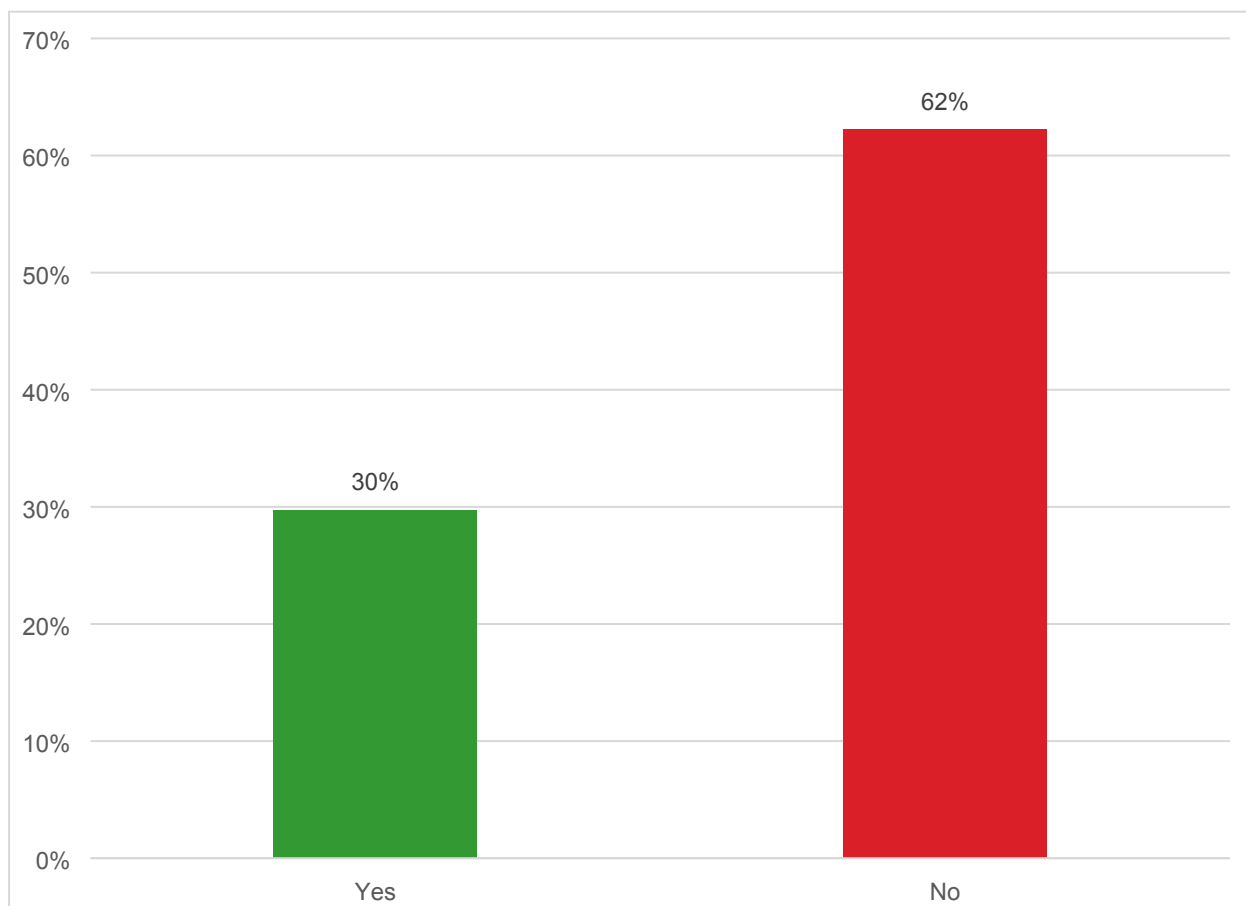
All comments given were analysed and a number of common themes emerged, including:

- **Stronger links with economic development** (Mentioned 6 times)
No reference to Council's Economic Policy, only Corporate Plan. Absence of links to wider economy. City Deal and tidal lagoon tender process. Contracts should have a clause insisting a percentage of local people are given jobs.
- **Monitoring & measuring success** (Mentioned 7 times)
Doesn't outline how Strategy / Delivery Plan will be monitored, who will monitor it, measures of success, or timescales.
- **Inaccessible language used/layout** (Mentioned 4 times)
Appears to be written for professionals not the wider community e.g. use of jargon / assumed knowledge / too complicated. Layout needs clear contents, summary statements and strong easy to identify headings. Too long, needs breaking down.
- **Impact of national, regional and local government policies on poverty** (Mentioned 3 times) i.e. need to poverty proof Council's own policies.
- **Stronger links with the third sector** (Mentioned twice)
e.g. Evidence of lack of support and communication between the third sector and the Council.

However, although a number of the issues mentioned in this section were mentioned on one occasion only, these were issues that recurred in comments at other points throughout the survey and also in responses which were submitted separately from the survey, e.g.:

- changing cultures/changing attitudes
- lack of reference to Welfare Reform,
- lack of reference to in-work poverty,
- the need for more evidence and statistics
- comments referring to engagement involvement, participation and co-production in terms of the strategy development, delivery, monitoring and evaluation (particularly those experiencing poverty, service users, third sector organisations, those working on the ground and ward members.)
- learning from/adopting best practice from other local authorities.

1.5. Do you think the strategy covers all the issues required?



Those who said 'No' were asked to explain what issues they felt were not covered.

Common Themes

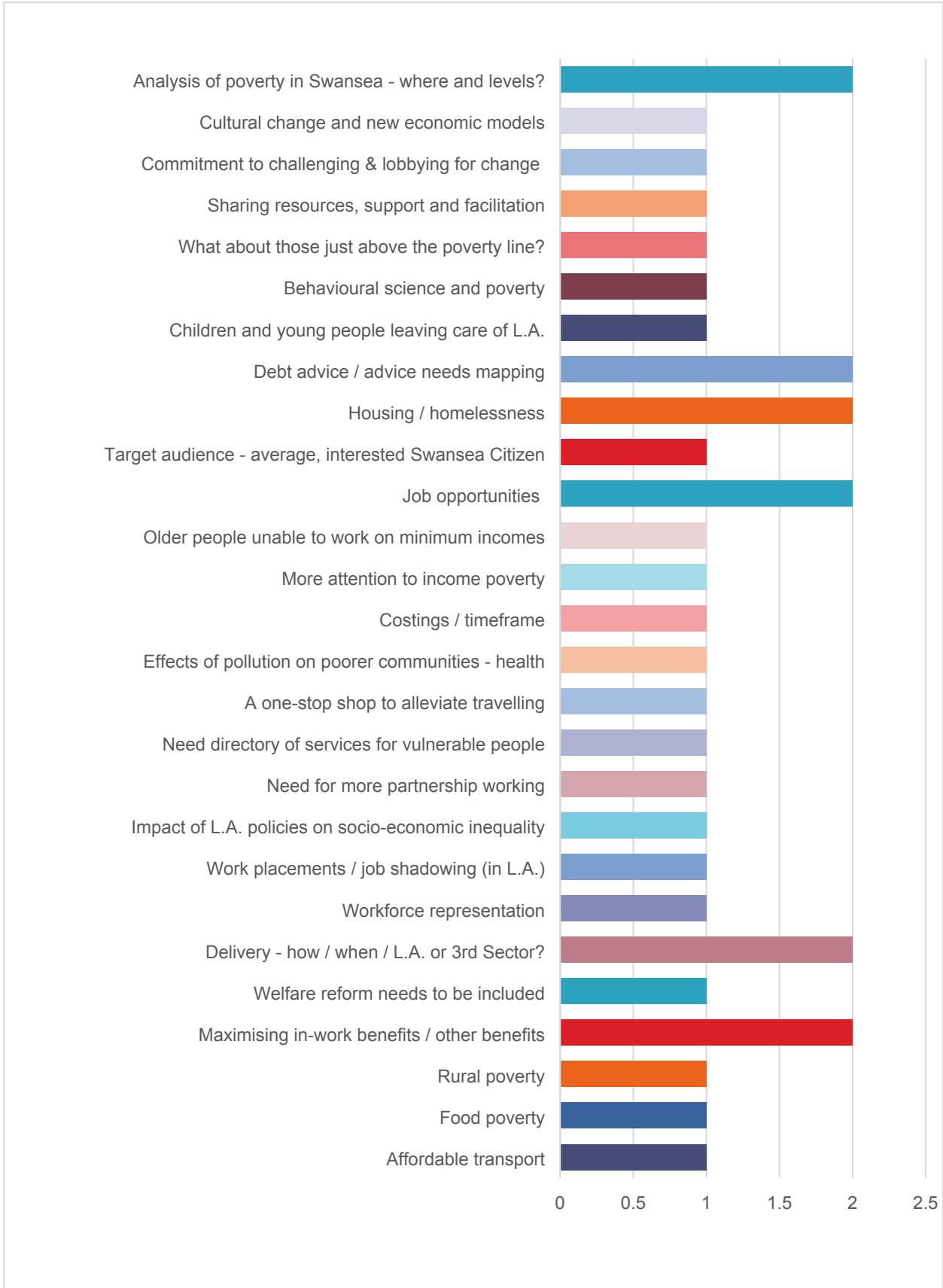
All the comments given were analysed and a number of common themes emerged, including:

Analysis of poverty in Swansea - where and levels? (Mentioned twice)

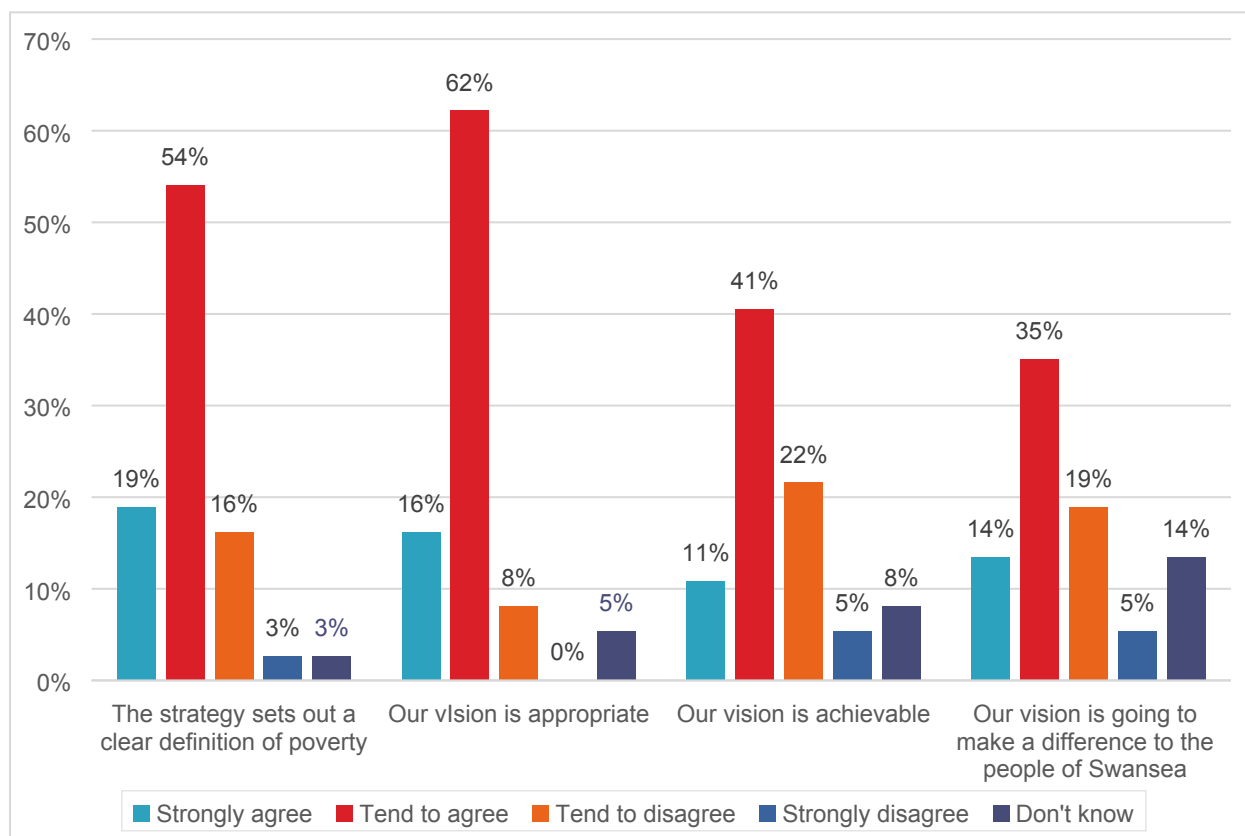
- **Debt advice / advice needs mapping** (Mentioned twice)
- **Housing / homelessness** (Mentioned twice)
- **Job opportunities** (Mentioned twice.)
- **Delivery - how / when / Local Authority or Third Sector?** (Mentioned twice)
- **Maximising in-work benefits / other benefits** (Mentioned twice)

This was the one area in the survey where the majority of respondents commented negatively. Although, the majority of the issues identified were mentioned once in this section of the document, similar issues were identified in other sections of the survey and also in additional comments that were submitted separately to the survey.

The chart below provides a summary of issues highlighted:



1.6. Do you agree or disagree that...?



Common Themes

All the comments were analysed. No overall themes were dominant in this section, although lack of funding/financial restraints/cuts to service were a concern in terms of achieving successful outcomes.

However, although a number of the issues mentioned in this section were mentioned on one occasion only, these were issues that recurred in comments at other points throughout the survey and also in responses which were submitted separately from the survey, e.g.:

- need for a cultural shift
- need for staff training
- lack of support for those on the ground tackling poverty
- income poverty – key
- lack of data
- maximising income e.g. promoting benefit entitlement

1.7. Is there anything that you feel should have been included in Our Vision?

Common Themes

There were a wide range of responses to this question, in terms of themes the following emerged:

- **Maximising Income / reducing Income inequalities** (mentioned 3 times)
- **Access to quality advice / debt advice** (mentioned twice)

However, as previously, there were a number of themes mentioned here which recurred through the survey:

- impact of policies on poverty
- in-work poverty not mentioned
- how success will be measured
- involvement of volunteers and third sector
- funding?/ sustaining / building on what currently works
- what about those who are unable to work / or unable to work full-time due to disability/physical or mental illness
- Target everyone that needs support

1.8. How can we most effectively work in partnership with communities to help deliver our Poverty Strategy?

Common Themes

All comments given were analysed and a number of common themes emerged. The most dominant theme was:

- **The importance of engaging / listening to / involving communities (both geographical and communities of interest) / those with direct experience of poverty / with schools / the need to direct resources at this.**

Additional themes

- **Improving communications with, and recognising the important role of well-established, trusted, grass root organisations / utilising their experience / relationships they have established**
- **Base work in communities.**
- **Involving councillors/developing understanding of the particular issues in their wards**

The following issues were highlighted in other sections of the surveys and also in other responses that were submitted separately:

- Involving people with direct experience of poverty in its co-production
- Importance of debt advice e.g. employ debt advisors
- Changing culture/ changing attitude e.g. staff
- Ensuring diversity in Swansea council's workforce

1.9. How could we best interact with you/your services users in terms of future engagement/involvement? We would welcome any suggestions of the best way of doing this and/or information of any mechanisms you may already have in place to do so.

Common Themes

In general, no dominant themes emerged with the exception of:

- **Accessibility** e.g. The need to meet in local accessible locations / 'having a one stop shop approach, vulnerable people are often unable to access services that could help their situation' (also links to affordable transport)

The following issues were also highlighted in other sections of the surveys and also in other responses that were submitted separately:

- Raising staff awareness
- Listening to people:
- Co-production

The following table contains the full list of comments from the respondents:

1.10. Is the strategy clear about how we would like to work in partnership with others? Are there any potential partnerships you think we may have missed?

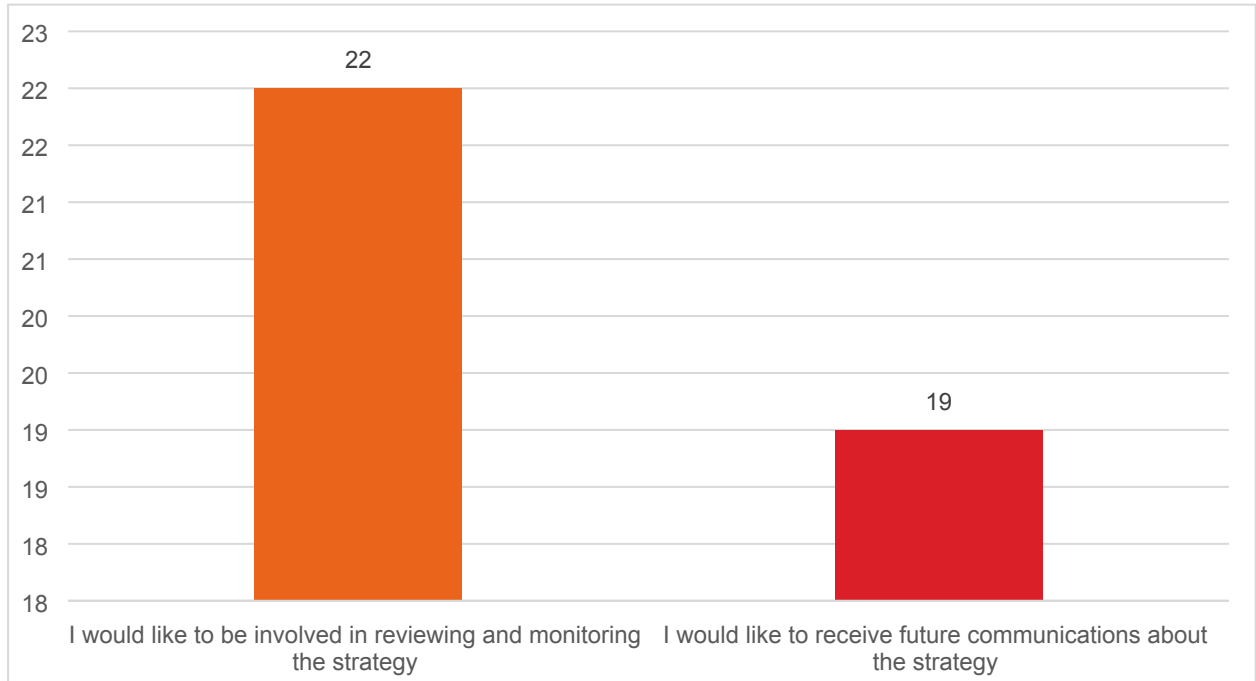
Common Themes

- More clarity as to how Swansea Council intends to work with partners / Partnership meetings - clear outcomes assigned to individuals and followed up regularly.

However, as previously, there were a number of themes mentioned here which recurred through the survey:

- Transport Poverty e.g. Partnership with the Transportation Department to identify areas of particular transport poverty and how this might be best tackled

1.11. If you would like to be involved in reviewing and monitoring the strategy or sent communication about the strategy's progress please select the correct option below...



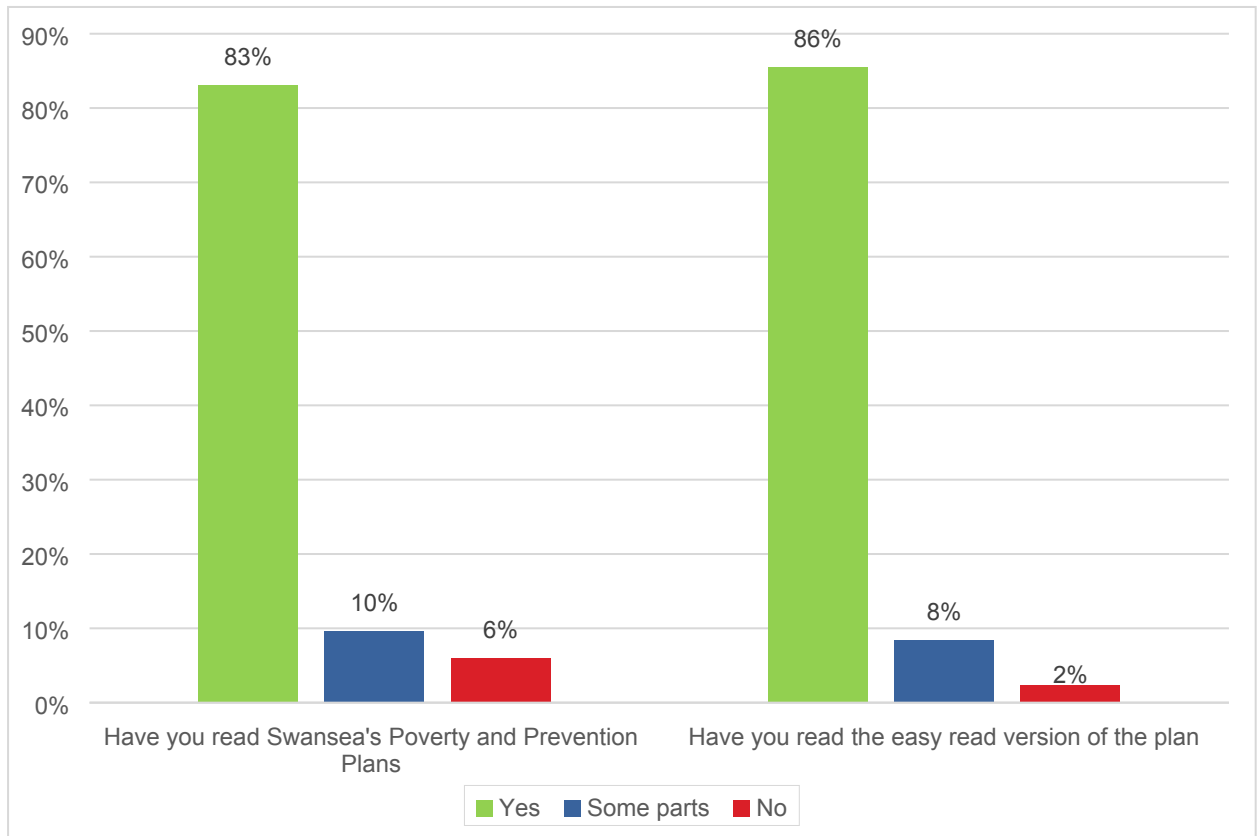
2. Summary (Easy read survey)

The Easy Read version combined both the draft revised Tackling Poverty strategy and the Prevention Strategy.

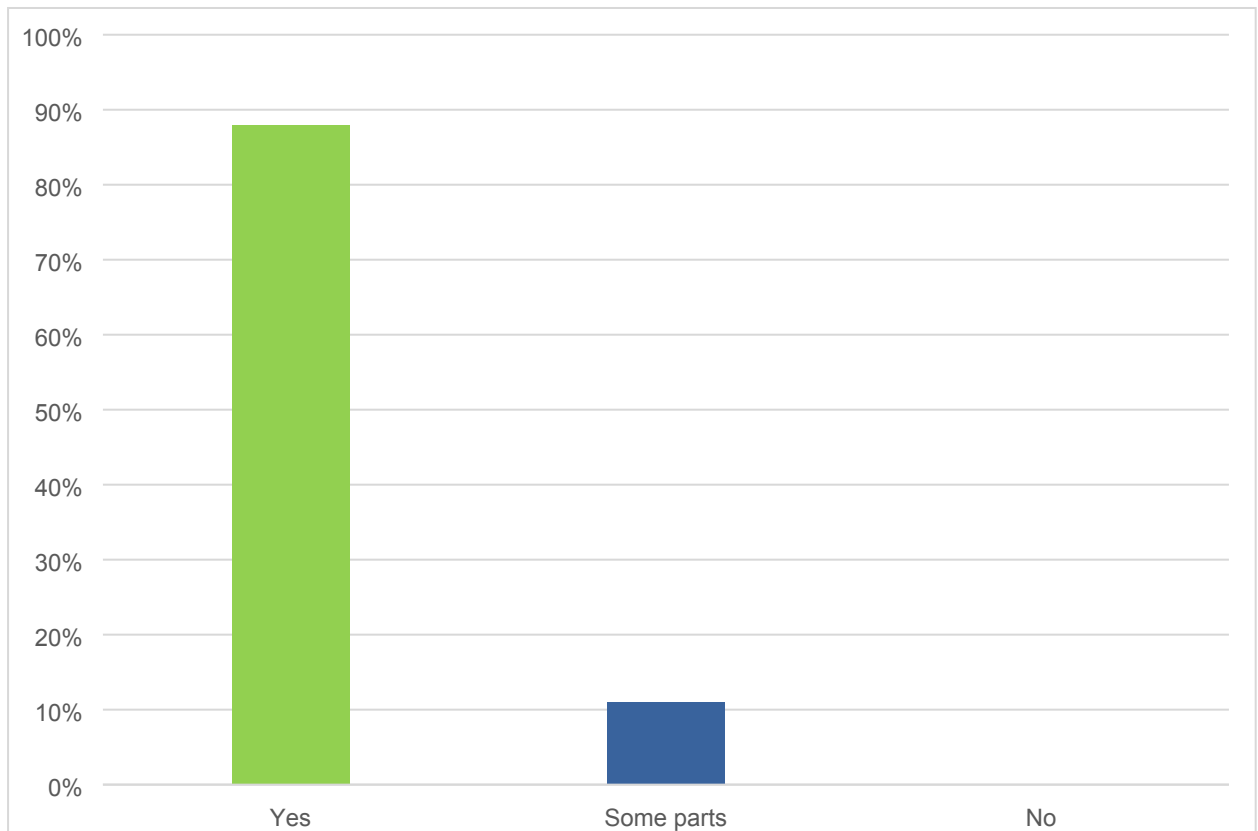
- A total of 82 survey responses were received.
- The majority of the respondents (86%, n = 71) said they had read the easy version of the plan.
- 88% (n = 73) agreed that the plan was easy to understand.
- 80% (n = 66) said they agreed with the plan.
- Almost three quarters (69%, n = 57) thought it was clear in the plan how Swansea will work in partnership with others.
- Just over half the respondents (52%, n = 43) said they would like to be kept updated on how the plan is being delivered.

3. Easy Read Survey Results

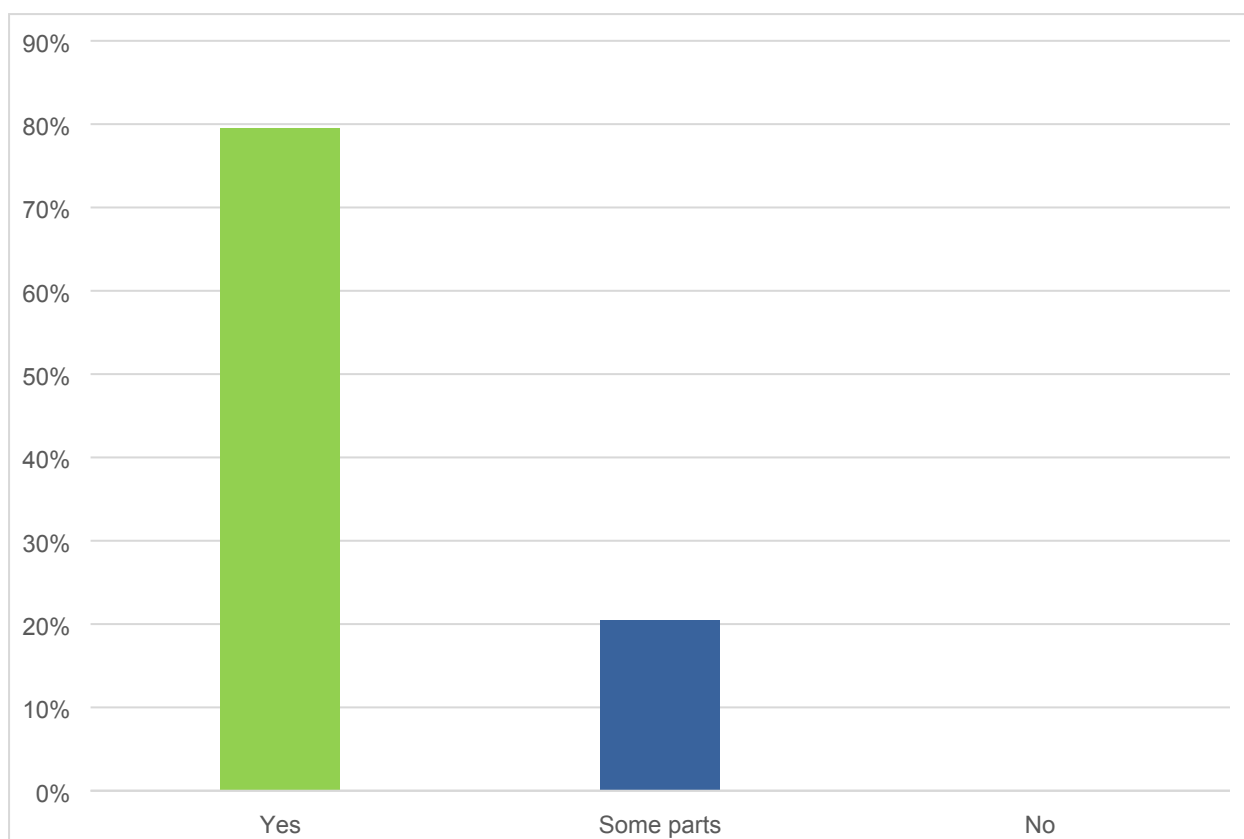
1.1. Have you read Swansea's Poverty & Prevention Plans?



1.2. Was the plan easy to understand?



1.3. Did you agree with the plan?



5.4 Is there anything else you would like to say about the plan?

Common Themes

All the comments given were analysed and a number of common themes emerged, including:

- **Education / school** e.g. Need to look at progression routes / raising awareness within schools for pupils and teachers / combatting stigma & bullying / difficulties associated with additional costs of school/education (Mentioned 9 times)
- **Timescales/Delivery** e.g. How will the plan be achieved? / How long will it take? / Need To prioritise. (Mentioned 7 times).
Note: the Easy Read version of the Poverty & Prevention plan did not include the delivery plan/s
- **Funding** e.g. Where is the funding to come from? (Mentioned 5 times)
- **Housing** e.g. Need for secure housing of a decent standard (Mentioned 3 times)
- **Jobs** e.g. more job opportunities, linked to those who are disadvantaged (Mentioned 3 times)

The following issue is highlighted in other sections of the survey:

- More needed in relation to older, non-family adults

5.5. What would be the best way to make sure this happens with yourself or the people you work with?

Common Themes

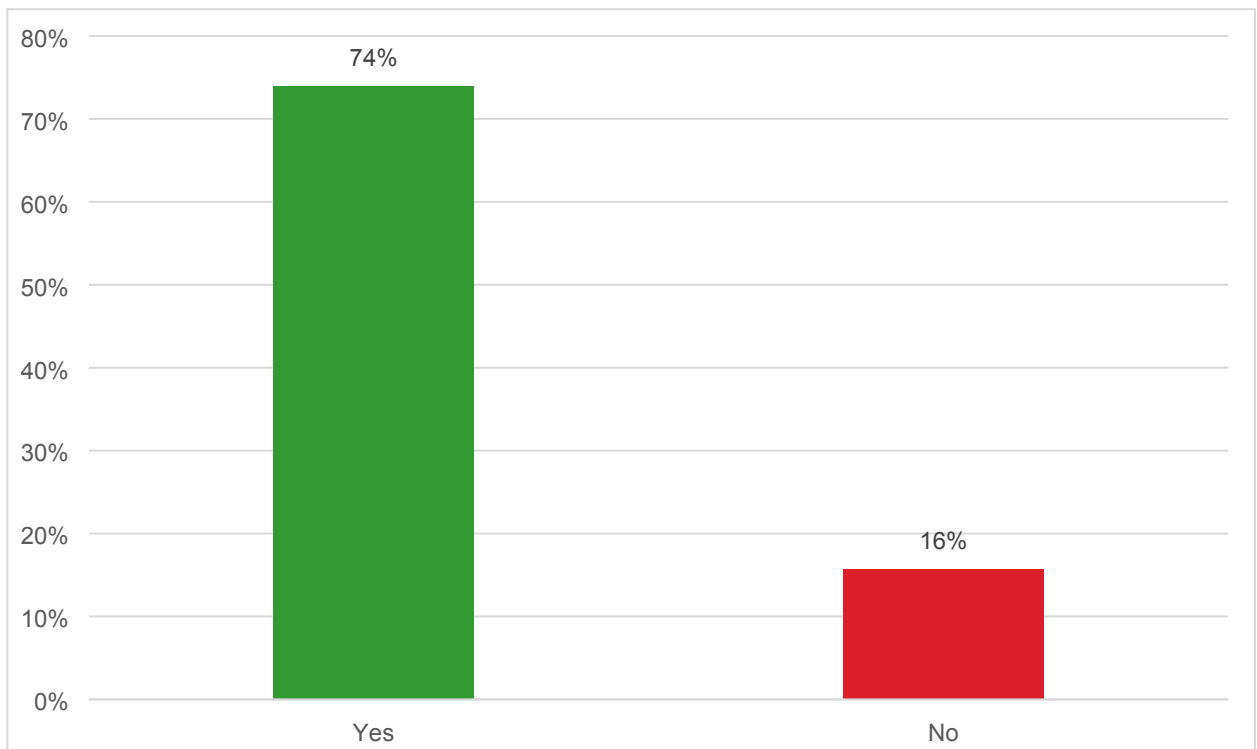
A number of common themes emerged, including:

- **Disseminating information widely/publicising what is being done/raising awareness e.g. work within schools / major workplaces**
- **Working together/communicating with each other** e.g. More visible work, making communication easier between the public and the council
- **Need to listen to a variety of voices** e.g. Ensuring there is variety when choosing voices, asking people who are experiencing poverty.
- **The importance of mechanisms such as the Pupil Voice Forum/The Big Conversation in giving children and young people a voice in issues that affect them**

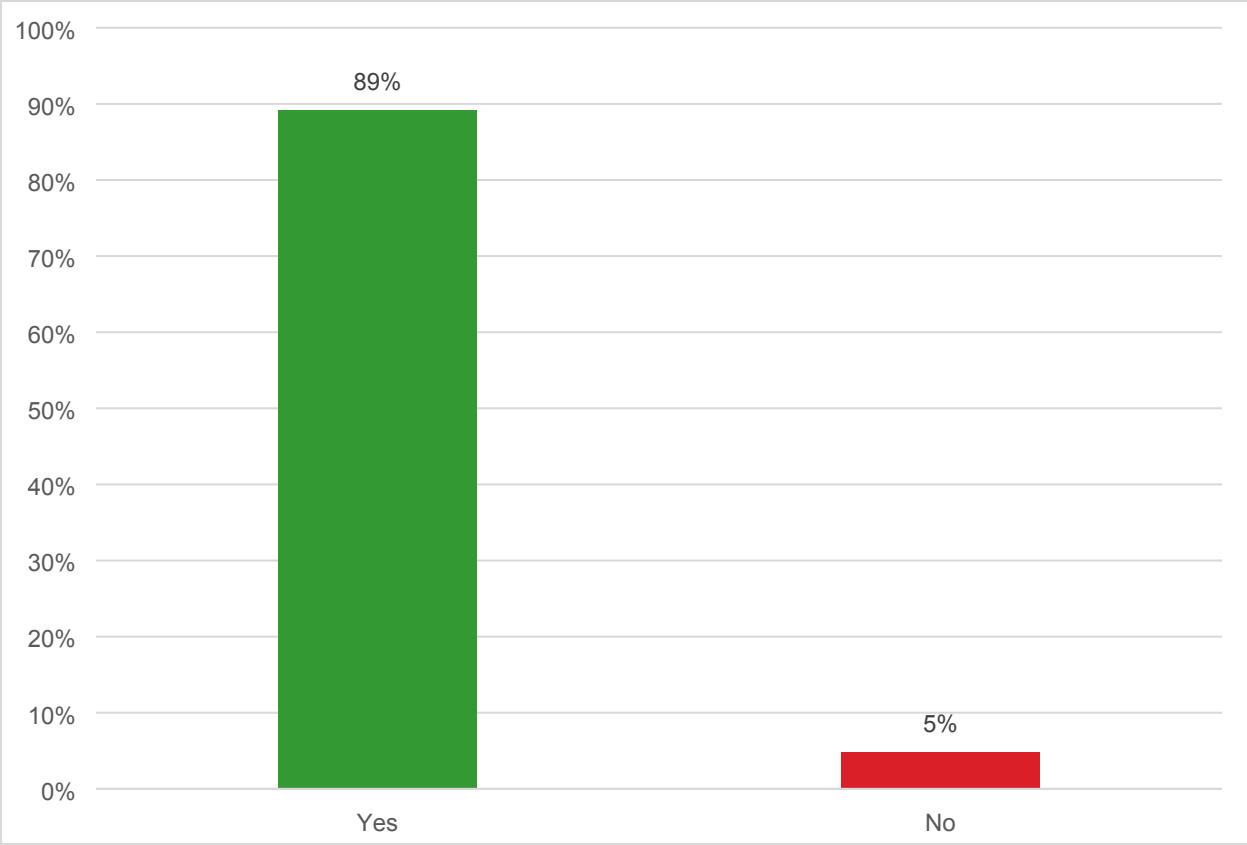
The following issue is highlighted in other sections of the surveys and also in other responses that were submitted separately:

- **Accessibility** e.g. people need accessible platforms where their voices can be heard, easy-to-access service, events in accessible venues across Swansea

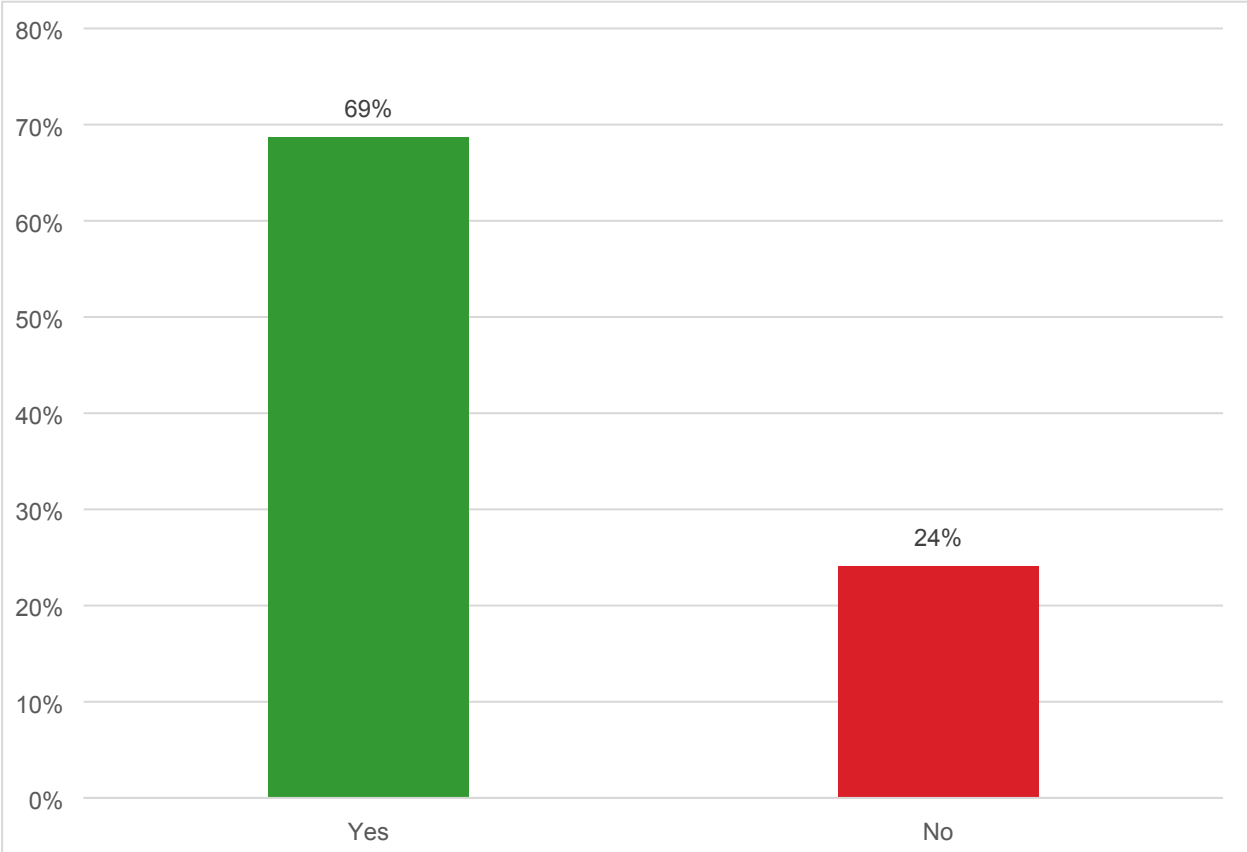
5.6. Do you already have a way to make sure you or the people you work with can have a say?



5.7. Would you like support to develop ways for people to have their say?



5.8. Do you think it is clear in the plan how Swansea will work in partnership with others?



5.9. Is there anything else you think would help Swansea to develop better ways to work in partnership with others?

Common Themes

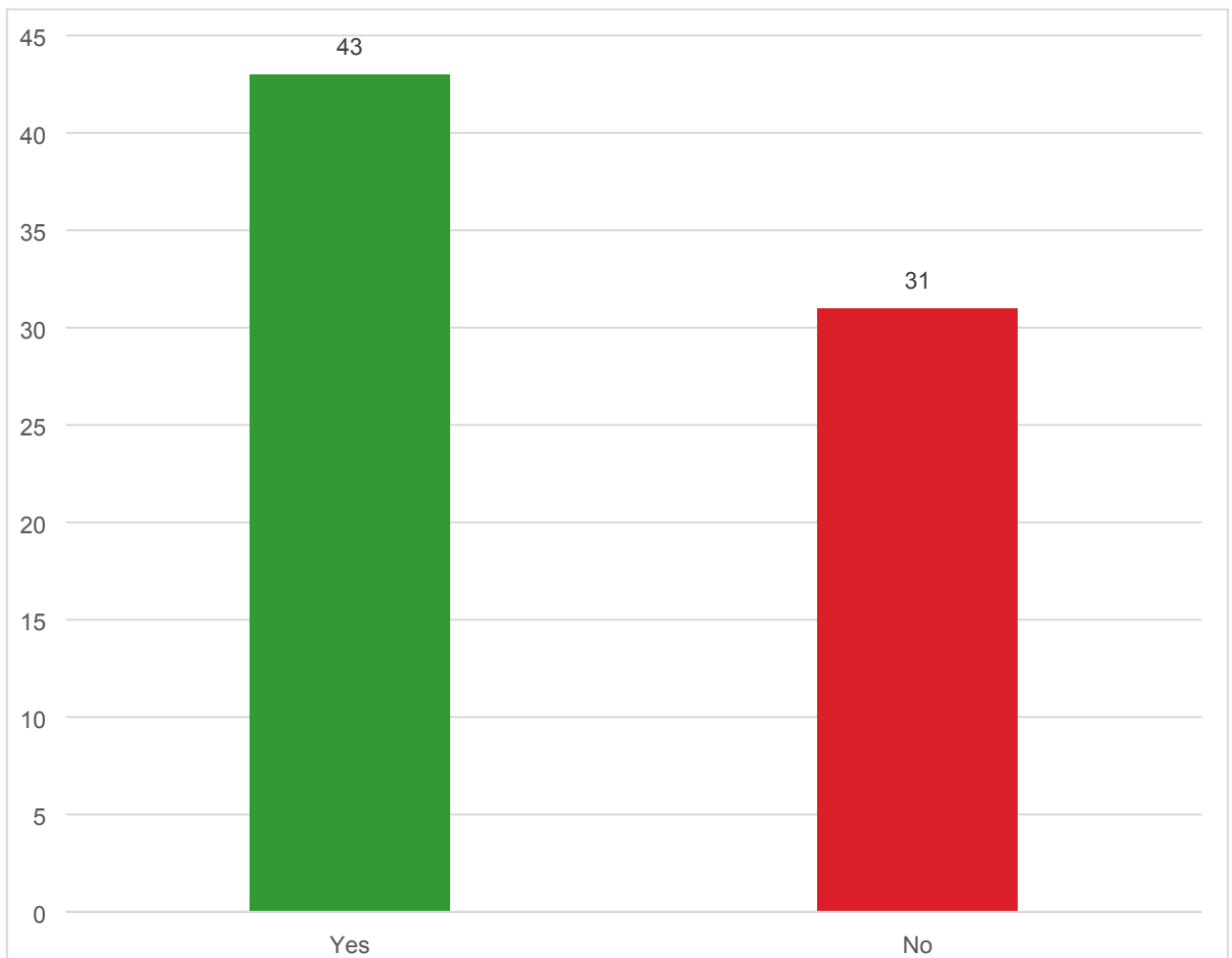
A number of common themes emerged, including:

- **Work in / with the community**
- **Ensuring there is support in place to help people**
- **Giving more people a voice**
- **More role models needed for young people to raise aspiration for what is achievable**
- **Use social media**

The following issue is also highlighted in other sections of the surveys:

- **Barriers to partnership working e.g. competition for funding and resources**

5.10. Would you like us to keep you updated on how the plan is being delivered?



7. Non-survey Feedback

A number of detailed submissions were received by other means from various respondents, all submissions have been analysed and common themes identified. Key themes from across all forms of consultation responses have been identified and included in the summary table (see page 3)

Please ensure that you refer to the Screening Form Guidance while completing this form. If you would like further guidance please contact the Access to Services team (see guidance for details).

Section 1

Which service area and directorate are you from?

Service Area: Poverty & Prevention

Directorate: People

Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe here:

A Tackling Poverty Strategy for Swansea 2017-2020

Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line
service delivery

(H)

Indirect front line
service delivery

(M)

Indirect back room
service delivery

(L)

(b) DO YOUR CUSTOMERS/CLIENTS ACCESS THIS...?

Because they
need to

(H)

Because they
want to

(M)

Because it is
automatically provided to
everyone in Swansea

(M)

On an internal
basis
i.e. Staff

(L)

Q3 WHAT IS THE POTENTIAL IMPACT ON THE FOLLOWING...

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Children/young people (0-18)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Q4 WHAT ENGAGEMENT / CONSULTATION / CO-PRODUCTIVE APPROACHES WILL YOU UNDERTAKE?

Please provide details below – either of your planned activities or your reasons for not undertaking engagement

A wide public consultation has taken place and all comments have been considered and incorporated where appropriate.

Q5(a) HOW VISIBLE IS THIS INITIATIVE TO THE GENERAL PUBLIC?

High visibility <input checked="" type="checkbox"/> (H)	Medium visibility <input type="checkbox"/> (M)	Low visibility <input type="checkbox"/> (L)
--	---	--

(b) WHAT IS THE POTENTIAL RISK TO THE COUNCIL'S REPUTATION?
(Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk <input checked="" type="checkbox"/> (H)	Medium risk <input type="checkbox"/> (M)	Low risk <input type="checkbox"/> (L)
--	---	--

Q6 Will this initiative have an impact (however minor) on any other Council service?

Yes No **If yes, please provide details below**

Tackling Poverty is a corporate objective. The Tackling Poverty Strategy sets out how Swansea Council recognises that tackling poverty is 'everyone's business' and as such, the delivery of actions in the strategy are cross departmental.

Q7 HOW DID YOU SCORE?

Please tick the relevant box

**MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed
Please go to Section 2**

**MOSTLY L → LOW PRIORITY / NOT RELEVANT → Do not complete EIA
Please go to Q8 followed by Section 2**

Q8 If you determine that this initiative is not relevant for an EIA report, you must provide a full explanation here. Please ensure that you cover all of the relevant protected groups.**Section 2**

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email – no electronic signatures or paper copies are needed.

Screening completed by:
Name: Claire Evans
Job title: Project Support Officer
Date: 27/11/17
Approval by Head of Service:
Name: Rachel Moxey
Position: Head of Service
Date: 27/11/17

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

Equality Impact Assessment (EIA) Report – 2017/8

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.

Please refer to the 'EIA Report Form Guidance' while completing this form. If you need further support please contact acesstoservices@swansea.gov.uk.

Where do you work?	
Service Area:	Poverty and Prevention
Directorate:	People

(a) This EIA is being completed for a:

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(b) Please name and describe here:

Swansea Council's revised **Tackling Poverty Strategy 2017 – 2020** and **Tackling Poverty Strategy Delivery Plan Performance Framework 2017-2020**

(c) It was initially screened for relevance to Equality and Diversity on:
27/11/2017**(d) It was found to be relevant to...**

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment	<input checked="" type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input checked="" type="checkbox"/>
Race (including refugees).....	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input checked="" type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	Community cohesion	<input checked="" type="checkbox"/>
Gypsies & Travellers.....	<input checked="" type="checkbox"/>	Marriage & civil partnership	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	Pregnancy and maternity	<input checked="" type="checkbox"/>
Sex.....	<input checked="" type="checkbox"/>		

(e) Lead Officer

Name: Anthony Richards

Job title: Tackling Poverty Manager

Date: 06/12/2017

(f) Approved by Head of Service

Name: Rachel Moxey

Date: 13/12/2017

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

Swansea Council is committed to reducing poverty and its impacts on residents. The first strategy to address this was written in 2014.

Poverty is one of the Council's top five priorities of Swansea's Corporate Plan. A peer review of Swansea Council conducted by the Welsh Local Government Association in 2014 recommended that the Council's Scrutiny should focus on the Council's top five priorities.

An Integrated Impact Assessment was completed in 2016 as a part of a review of the Tackling Poverty Strategy, feeding into the Poverty Strategy Scrutiny process.

The Integrated Impact Assessment recommendations included:

- Link to the Well-being of Future Generations Act (2015) and Social Services and Well-being Act (2014);
- Clear Sustainable Swansea Focus;
- Develop clear and measurable milestones;
- Include a definition of poverty.

A Scrutiny Inquiry Panel examined 'How can the Council's Tackling Poverty Strategy be improved' during 2016 and concluded in February 2017 with recommendations in the report 'Action, partnership, participation – How can the Council's Tackling Poverty Strategy be improved'.

The Tackling Poverty Strategy Scrutiny Inquiry Panel recommendations included:

- Making a new commitment to tackling poverty
- Focus on 'what works'
- Integrate the strategy into Swansea's Well-being plan
- Ensure that tackling poverty is everyone's business

The revised Tackling Poverty Strategy 'Working towards prosperity for all in Swansea' is built on the themes of the 2014 Tackling Poverty Strategy.

- Empowering local people through involvement and participation
- Changing cultures to reflect that tackling poverty is everyone's business
- Targeting resources to maximise access to opportunity and prosperity

The strategy has incorporated the Integrated Impact Assessment and Tackling Poverty Strategy Scrutiny Inquiry Panel recommendations and where possible and appropriate the recommendations from the Joseph Rowntree Foundation's framework for action in Wales 'Prosperity without Poverty'. The revised strategy and delivery plan recognises that tackling poverty is 'everyone's business' and as such, the delivery of actions in the strategy are cross departmental.

The Public Services Board (PSB) as the overarching partnership group for public services Swansea has succeeded the LSB. The PSB must set a Well-Being Plan for Swansea [out for consultation at this time], and currently their approach retains the focus on the same **six Population Outcomes** in the One Swansea Plan. These are:

- A. Children have a good start in life**
- B. People learn successfully**
- C. Young people and adults have good jobs**
- D. People have a decent standard of living**
- E. People are healthy, safe and independent**
- F. People have good places to live and work**

Placing the revised Tackling Poverty Strategy in a **One Swansea** context, we have aligned our intended outcomes to these outcomes as our headings for actions. These are referred to later in this strategy and within the associated **Delivery Plan**.

Our vision for Swansea¹

The Council aspires to achieve a Swansea in which:

Income poverty is not a barrier to doing well at school, having a healthy and vibrant life, developing skills and qualifications and having a fulfilling occupation.

Service poverty is tackled through targeting resources where they have the most effect, with decisions about that made in conjunction with service users.

Participation is enjoyed by all our residents, who have the opportunity and resources to join in with social, cultural and leisure activities and decision-making.

Residents **Maximise their Income** and get the most out of the money that they have.

Residents avoid paying the '**Poverty Premium**', the extra costs people on low incomes must pay for essentials such as fuel and transport.

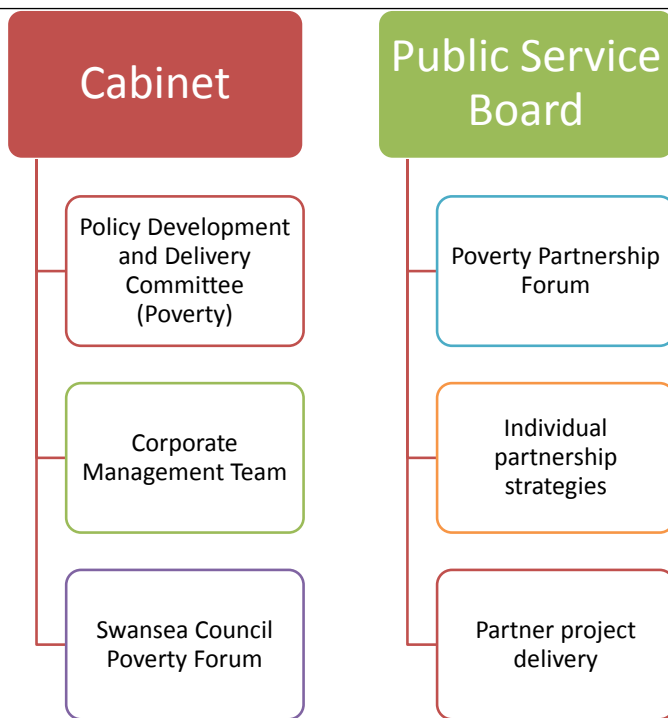
Barriers to Employment such as transport and childcare are removed.

People from Swansea's most disadvantaged communities are not excluded and **Inequalities are Reduced** between and within communities

Who has responsibility?

- The strategy overall is led by the Poverty & Prevention Service.
- In addressing 'making poverty everyone's business', a Tackling Poverty Delivery Plan has been developed of cross Directorate actions with Key Performance Indicators to support delivery. The Delivery Plan is dynamic.
- Corporate Directors take responsibility for work and actions in their area and manage these through regular performance and financial monitoring meetings and reporting mechanisms.
- Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis. Progress is reported through Corporate Management Team and onto Swansea's Cabinet.

The following diagram shows how the Poverty Strategy will be managed within Swansea Council;



- The Swansea Council Poverty Forum and Poverty Partnership Forum will support the principle that **poverty is everyone's business**, promoting the message and developing projects and services to support this principle.
- Actions will be reported to the Council's Cabinet, escalating through the above structure for decision where this is required.
- Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis.

Who are the stakeholders?

Swansea Council departments, elected members, third sector and partner organisations, employers and local businesses, community groups, PSB members, all Swansea residents including children and young people; 'Almost anyone can experience poverty: unexpected events such as bereavement, illness, redundancy or relationship breakdown are sometimes all it takes to push people into circumstances that are then difficult to escape.'

JRF - Prosperity without poverty: A framework for action in Wales pg. 4

Section 2 - Information about Service Users (See guidance):

Please tick which areas you have information on, in terms of service users:

Children/young people (0-18)	<input checked="" type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input checked="" type="checkbox"/>
Race (including refugees).....	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input checked="" type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	Community cohesion	<input checked="" type="checkbox"/>
Gypsies & Travellers.....	<input checked="" type="checkbox"/>	Marriage & civil partnership	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	Pregnancy and maternity	<input checked="" type="checkbox"/>
Sex.....	<input checked="" type="checkbox"/>		

Please provide a snapshot of the information you hold in relation to the protected groups above:

Examples include:

The [Swansea Profile \(PDF, 886KB\)](#) provides a demographic and socio-economic overview of the City & County of Swansea, including a summary of Swansea's population, information on population characteristics and recent change, together with background information on a range of matters including health and the economy. (updated in December 2016)

The [Swansea Economic Profile \(PDF, 240KB\)](#) provides a statistical overview of Swansea's labour market and economy which brings together recent published data from various official sources:

The [Ward Profiles](#) bring together a range of key statistical and other information about each ward or electoral division in Swansea, including the most recent (2014) local rankings from the Welsh Index of Multiple Deprivation (Welsh Government),

Employment: 2016 estimates on a workplace basis via Office for National Statistics' (ONS) Business Register and Employment Survey (BRES), an annual business survey which collects employment information.

Workforce qualifications: annual APS estimates (for 2016) showing the educational attainment of the working age (16-64) population, by NVQ level.

Unemployment: local and national data on the claimant count - claimants of Jobseekers Allowance plus claimants of Universal Credit who are out of work (as at September 2017) - and the latest quarterly model-based unemployment estimates (for the period ending June 2017)

Gross Disposable Household Income (GDHI): 2015 data for Swansea released by ONS in May 2017, including GDHI per head figures, recent trends (2010-2015) and equivalent regional and national data.

Earnings: results from the ONS Annual Survey of Hours and Earnings (ASHE) - gross median full-time weekly and annual earnings of employees in employment as at April 2017.

Proportion of jobs paid below the Living Wage - The Office of National Statistics reports on the proportion of jobs paid at below the Living Wage rate; drawn from the Annual Survey of Hours and Earnings, it relates to jobs in Swansea, not workers resident in Swansea.

Welsh Index of Multiple Deprivation (WIMD) is the Welsh Government's official measure of relative deprivation for small areas in Wales. It is designed to identify those small areas where there are the highest concentrations of several different types of deprivation. As such, WIMD is a measure of multiple deprivation that is both an area-based measure and a measure of relative deprivation.

[Households Below Average Income](#) statistics (last updated 16 March 2017) - provide statistics and commentary on living standards in UK households, as determined by disposable income. They include the number and percentage of people living in low-income households, and changes in income patterns over time.

[2011 Census](#) – Office for National Statistics

Policy & Practice research 'The cumulative impact of welfare reform in Swansea' (May 2017)
This report sets out the findings of an analysis of the impact of welfare reform in Swansea carried out by Policy in Practice and commissioned by City and County of Swansea Council (CCSC). Single Household Benefit Extract (SHBE) data for the month of March 2017, which contains information on every household in Swansea receiving Housing Benefit, was analysed to examine the impact of the main welfare reforms that have already taken place; those yet to be implemented;

the mitigation measures put in place by the government; and the cumulative impact of all these on individual, low-income households in Swansea.

The **One Swansea Strategic Needs Assessment (SNA), fourth edition** was published in December 2015. Considering all of the relevant data available when it was produced, and in recognition of the changing context in which we operate, locally and nationally, the SNA is a key document for understanding our current position in relation to the causes and effects of poverty and the drivers towards prosperity and well-being. Data, commentary and analysis are offered under all six Population Outcomes which the Council, along with Public Service partners has committed to striving towards:

Careers Wales provide monthly figure regarding the number of young people who are NEET under 18 in the Swansea area this is provided to the Poverty & Prevention Service, particularly to the Young People Services section – as part of the Youth Progression & Engagement Framework. The Young People Services work with NEETS at Tier 1 and Tier 2 on Careers Wales 5 tier ladder any work done with referrals is tracked.

In addressing ‘making poverty everyone’s business’ the revised Tackling Poverty Strategy has been developed of cross Directorate actions, each directorate would also have a range of data available specific to its service area.

Any actions required, e.g. to fill information gaps?

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics.

	Positive	Negative	Neutral	Needs further investigation
Children/young people (0-18) →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+) →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees) →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers) →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case.

The revised Tackling Poverty Strategy will have a positive impact across all protected characteristics as it outlines proactive steps to reduce poverty. Through the Poverty Strategy, resources are targeted to maximise access to opportunity and prosperity for all our residents in order to ensure that poverty is not a barrier preventing Swansea citizens from reaching their full potential that people are healthy, safe and independent and have good places to live and work. For example: Page 90

Children have a good start in life – examples of actions include:

- Continuing to deliver the Flying Start programme, measuring the impact upon attainment and attendance at the foundation phase
- Remodelling the support for families with children (including those with disabilities)
- Improving speech and language provision through the Early Years Strategy Group
- Continuing to deliver relationship support via the Equilibrium project
- Delivering the extended childcare pilot in Swansea, testing new and best approaches
- Further developing the Teenstart pilot, providing multi-disciplinary and multi-agency team support to parents under the age of 25.

People learn successfully - examples of actions include:

- Supporting pre 16 children to improve school attendance with a focus on free school meals (FSM) pupils
- Developing school to school support to share and develop good practice in the use of Pupil Development Grant (PDG)
- Contribution at post 16 to continued NEET reduction and improved young person and family well-being through the NEETS reduction strategy
- Facilitating development of pathways to skills or trades linked to economic development opportunities such as City Deal,

Young people and adults have good jobs - examples of actions include:

- Using HR processes to maximise and target work experience, traineeships and apprenticeships at disadvantaged individuals, particularly looked after children
- Extending social value principles across our full development process to maximise opportunities
- Working to identify resource to deliver specialist support such as an Intermediate Labour Market programme for those furthest from the labour market
- Examining public transport routes to link people in disadvantaged communities to areas of jobs growth by efficient and affordable public transport.

People have a decent standard of living - examples of actions include;

- Continuing to sustain tenancies and prevent homelessness through ensuring successful financial outcomes and maximising income for people receiving support from the Tenancy Support Unit (TSU).
- Continuing to support in the resolution of benefit disputes and maximise benefit incomes through our Welfare Rights Service.
- Co-ordinating partner activity through the Council's Poverty Forum and partner activity through the Poverty Partnership Forum in support of digital inclusion, financial inclusion and benefits advice.
- Continuing to support the development of energy efficient, affordable mixed tenure housing within Swansea.
- Continuing to maximise the installation of insulation measures in Council Houses to reduce fuel poverty.
- Reducing the Poverty Premium, for example by working with partners to support innovation in the provision of good-value essential goods and services through social and not for profit enterprise.

People are healthy, safe and independent

- Continuing our successful approaches to tackling domestic violence, coordinating activity through the Domestic Abuse Hub.
- Extending Local Area Coordination approaches to strengthen community relationships and address barriers such as loneliness, isolation and stigma
- Continuing the successful approach of the supporting people programme.

People have good places to live and work

- Implementation of the Social Services and Well-being Act and in particular the establishment of an information, advice and assistance service.
- Continuing to invest in achieving Wales Housing Quality Standard (WQHS) in our council housing to improve the accommodation and well-being of our citizens, reducing fuel poverty.
- Further encouraging private landlords to improve conditions and affordability in the private rented sector.
- Implementing the community cohesion delivery plan to promote cohesive and inclusive communities in Swansea

Section 4 - Engagement:

Please consider all of your engagement activities here, e.g. participation, consultation, involvement, co-productive approaches, etc.

What engagement has been undertaken to support your view? How did you ensure this was accessible to all?

Between 26th June and 6th October 2017, residents and stakeholders in Swansea were invited to give their feedback to the draft revised Tackling Poverty Strategy public consultation and via a full online / paper survey, and an easy read online / paper survey (available in English and Welsh). Online Word documents were also available for people who could not access the surveys using screen reader. Hard copies were distributed to all libraries throughout the Swansea area and people were also able to give their feedback by email or over the telephone; this information and the links to the surveys were widely circulated to various groups, organisations, partners and stakeholders.

Engagement methods included:

- Development of 'Easy Read' versions of the strategies
- Workshop sessions run with the aim of engaging children and young people with issues around poverty and with the tackling poverty consultation by way of the Pupil Voice Forum and The Big Conversation mechanism (UN Convention on the Rights of the Child (UNCRC) – Article 12 – 'Your right to say what you think should happen and be listened to.')
- Partner organisations engaging with their service users
- Promotion of the consultation at various events

The attached summary report '*Poverty Strategy Consultation Responses October 2017*' provides an overview of all the responses received [see table on pg. 9 of this EIA which highlights key themes from the consultation]

What did your engagement activities tell you? What feedback have you received?

Please see the attached summary report ‘*Poverty Strategy Consultation Responses October 2017*’ which provides an analysis and overview of all the responses received.

The key themes from the consultation are highlighted in the table below:

Theme	Response
Include baseline data of poverty in Swansea / update the 2014 Swansea Poverty Profile to accompany the Strategy to provide a benchmark for monitoring and measuring success.	This will be actioned by the Poverty Partnership Forum.
Stronger links with economic development and employment opportunities.	This will be delivered through the development of a single employment support gateway, ‘Swansea Working’ and links to key investment opportunities.
Include references to Welfare Reform, in-work poverty, food poverty, transport poverty and rural poverty.	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.
Consider how the council will support income maximisation and reducing income inequalities.	Actions within the Delivery Plan contribute to addressing these issues.
Consider people who are unable to work / or unable to work full time due to disability, physical or mental illness.	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.
Include how to improve engagement, involvement, participation and coproduction in strategy development, delivery, monitoring and evaluation, including those experiencing poverty and communities of interest.	Actions within the Delivery Plan contribute to addressing these issues. The Poverty Partnership Forum will consider these issues in its priorities.
Include strengthening poverty awareness across services.	This is an action in the Delivery Plan.
Include delivering accessible services in communities.	The Transformation Team’s ‘Service Delivery in Communities’ initiative is reviewing these options.
Provide clarity for how partners can engage with and support delivery.	Through the Poverty Partnership Forum.
Consider the impact of national, regional and local government policy on poverty.	This will be considered through the appropriate Governance Structures.
Improve use of accessible language and the Strategy layout.	The Strategy has been revised to incorporate this feedback.

How have you changed your initiative as a result?

Analysis of all consultation responses received identified the above key themes (see also ‘*Poverty Strategy Consultation Responses October 2017, Section 2. Main Tackling Poverty Strategy Consultation Summary*’). The table highlights these key themes and details how the issues outlined will be addressed, these have subsequently been incorporated into the strategy and delivery plan.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):

The detailed consultation feedback will be considered by the appropriate forums and audiences with a view to shaping further strategic development and Tackling Poverty activity. Organisations who contributed to the consultation will be invited to become members of the appropriate forums. [See EIA Action Plan]

Section 5 – Other impacts:

Please consider how the initiative might address the following issues - see the specific Section 5 Guidance

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

Please explain any possible impact on each of the above.

Foster good relations between different groups

Positive Impact

- This strategy supports services being delivered in communities and through a range of our future activities we will be supporting community venues which deliver many benefits for local communities including promoting education and learning and opportunities for personal development, and a place for people to meet; bringing people together, fostering good relations between different groups and forging greater identification and belonging for residents within their locality.

Advance equality of opportunity between different groups

Positive Impact

- The strategy aims to ensure that People from Swansea’s more disadvantaged communities are not excluded and inequalities are reduced between and within communities.
- Participation is enjoyed by all our residents including children and young people, who have the opportunity and resources to join in with social, cultural and leisure activities and decision-making
Participation in a wide variety of social, cultural and leisure activities helps people to develop familiarity and confidence with various situations, which in turn helps people to build relationships, create networks, and access opportunities for advancement. It also presents opportunities for people from different backgrounds to establish common ground, become familiar with each other, and break down prejudices
- Continue to develop community enterprise activities to deliver services more flexibly.

Elimination of discrimination, harassment and victimisation

Positive Impact

- The stigma associated with poverty is corrosive. It affects self-perception and self-confidence, resulting, commonly, in: a) benefit under-claiming, hence reduced income; b) reduced participation and social isolation, as people avoid situations where they may be labelled by others; c) reduced access to services (due to lack of confidence). It also affects the way people experiencing poverty are viewed by others, resulting in discrimination. Discrimination contributes to poverty persistence creating losses in income, opportunity and support. Stigma silences the voices of those stigmatised. All of this reinforces exclusion and

makes it more difficult for people to escape from poverty. The revised Tackling Poverty strategy and associated action plan outlines a commitment to; raising awareness of the causes and effect of poverty, making poverty everyone's business, challenging discrimination and ensuring that those who have/are experiencing poverty are given a voice.

Reduction of social exclusion and poverty

Positive Impact

- The aim of the revised Tackling Poverty Strategy is the reduction of social exclusion and poverty as has been detailed throughout.

What work have you already done to improve any of the above?

- Swansea has a long and proud history of supporting our citizens through the delivery of statutory services. We have a key role in the delivery of public services for Swansea and as such, services such as public protection, health and safety and accident prevention are at our core in service delivery as is the Safe Looked-After Children Reduction Strategy. This has resulted in a significant reduction year on year (for the last six years) in the numbers of children needing recourse to care. The increased recognition of the value of prevention activity led to an acceleration in our prevention approach to improve the wellbeing of people in Swansea, driven by the Council's commitment to providing £1 million for pilot prevention projects in 2014. Here, we delivered a set of pilot preventative approaches, which sought to address gaps in services working with children, young people and adults. The proposals were based upon an *invest to save* approach which aimed to change behaviours and prevent the need for involvement in costly specialist services, often followed by a long-term support programme. Some pilots, because of their success in demonstrating new delivery methods, namely Local Area Co-ordination and Tackling Domestic Abuse (via the DV Hub) will continue having proved their effectiveness. Others have demonstrated better ways of working and have been embedded in service delivery, becoming *business as usual*. The nature of the projects involves individuals in finding better stability, helping them to prosper and develop resilience. We support the development of individuals, getting them on to a pathway of development and improvement, which gives access to opportunities, skills development and possibly employment in the medium to longer term. Taking a preventative approach has delivered better outcomes and made cost savings in service delivery.

Is the initiative likely to impact on Community Cohesion? Please provide details.

Positive Impact

- This strategy supports services being delivered in communities and through a range of our future activities we will be supporting community venues which bring people together, foster good relations between different groups and forge greater identification and belonging for residents within their locality. In addition, it outlines the intention to extend Local Area Coordination approaches which strengthen community relationships and address barriers such as loneliness, isolation and stigma. The Poverty & Prevention Department will also be delivering the Community Cohesion Delivery Plan and developing a local strategic framework on migrant integration.

How does the initiative support Welsh speakers and encourage use of Welsh?

Throughout the consultation process and consultation and engagement events all documents, surveys and information were provided in Welsh and English, in future we will continue to give due regard to compliance with the Welsh Language Standards.

Section 6 - United Nations Convention on the Rights of the Child (UNCRC):

Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests. Please read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)? If not, please briefly explain your answer here and proceed to Section 7.

The revised Tackling Poverty Strategy and Delivery Plan will have a positive impact on children and young people across this age group, actions are aimed at ensuring that children/young people are not disadvantaged by poverty in their early years, when achieving and attaining standards and wellbeing in education, go on to get good jobs and a decent standard of living and are given a voice in relation to decision making which affects them.(UNCRC – Article 12 –‘Your right to say what you think should happen and be listened to.’/ Article 27 –‘Your right to a good standard of living.’ / Article 28 – ‘Your right to learn and to go to school.’/ Article 29 – ‘Your right to become the best that you can be.’)

All initiatives must be designed / planned in the best interests of children and young people.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

Please explain how you meet this requirement:

- As part of the public consultation, workshop sessions were run with the aim of engaging children and young people with issues around poverty and with the tackling poverty consultation by way of the Pupil Voice Forum and The Big Conversation mechanism.
- The children and young people who attended submitted their feedback on the Tackling Poverty and Prevention strategies by way of the Easy Read version; this version was commissioned as a response to feedback during the consultation process and combined both strategies in one clear, concise, accessible document.
- The children and young people who took part were also invited individually by way of the survey to express if they would like to be kept updated on how the plan is being delivered.
- It is intended that a session be arranged to feedback to the children and young people involved in the workshop sessions as to how their comments have influenced the development of the strategies.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

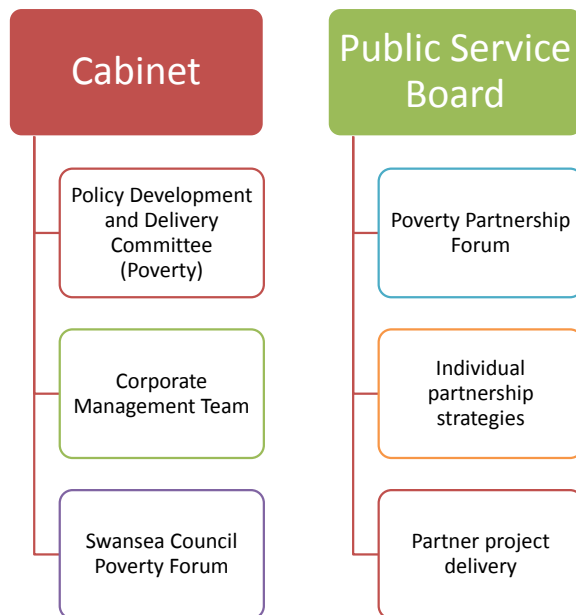
Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

Who has responsibility?

- The strategy overall is led by the Poverty & Prevention Service.
- In addressing 'making poverty everyone's business', a Tackling Poverty Delivery Plan has been developed of cross Directorate actions with Key Performance Indicators to support delivery. The Delivery Plan is dynamic.
- Corporate Directors take responsibility for work and actions in their area and manage these through regular performance and financial monitoring meetings and reporting mechanisms.
- Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis. Progress is reported through Corporate Management Team and onto Swansea's Cabinet

The following diagram shows how the Poverty Strategy will be managed within Swansea Council;



- The Swansea Council Poverty Forum and Poverty Partnership Forum will support the principle that ***poverty is everyone's business***, promoting the message and developing projects and services to support this principle.
- Actions will be reported to the Council's Cabinet, escalating through the above structure for decision where this is required.
- Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis.

Actions:

Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern

Outcome 2: Adjust the initiative – low level of concern

Outcome 3: Justify the initiative – moderate level of concern

Outcome 4: Stop and refer the initiative – high level of concern.

For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 9 - Publication arrangements:

On completion, please follow this 3-step procedure:

- 1. Send this EIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk**
- 2. Make any necessary amendments/additions.**
- 3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council's website - this is a legal requirement.**

EIA Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
<p>It is intended that a session be arranged to feedback to the children and young people involved in the workshop sessions as to how their comments have influenced the development of the strategies.</p>	<p>Adult Prosperity & Well-being Service</p>	<p>Post strategy approval</p>	<p>Feedback provided</p>	
<p>The detailed consultation feedback will be considered by the appropriate forums and audiences with a view to shaping further strategic development and Tackling Poverty activity.</p>	<p>Adult Prosperity & Well-being Service</p>	<p>Ongoing</p>	<p>Appropriate forums fully engaged</p>	<p>Ongoing</p>
<p>Organisations who contributed to the consultation will be invited to become members of the appropriate forums</p>	<p>Adult Prosperity & Well-being Service</p>	<p>January 1st 2018</p>	<p>Organisations represented</p>	<p>Forum membership flexible and reviewed regularly</p>

* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).



Report of the Cabinet Member for Stronger Communities

Council – 25 January 2018

Swansea Violence against Women, Domestic Abuse & Sexual Violence Strategy

Purpose:	The report presents a strategic partnership response for delivering priorities for ending Violence against Women, Domestic Abuse & Sexual Violence (VAWDASV) in Swansea
Policy Framework:	Violence against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015 Social Services & Wellbeing (Wales) Act 2014 Wellbeing of Future Generations (Wales) Act 2015 Council's Policy Commitments Statement
Consultation:	Access to Services, Finance, Legal, VAWDASV Partnership Groups, Service Users, Public Consultation
Recommendation(s):	It is recommended that: 1) The Violence against Women, Domestic Abuse & Sexual Violence Strategy be approved.
Report Authors:	Ali Morris / Jane Whitmore
Finance Officer:	Chris Davies
Legal Officer:	Sandie Richards
Access to Services Officers:	Sherill Hopkins / Catherine Window

1. Introduction

- 1.1 The statutory guidance under section 15 of the Violence against Women, Domestic Abuse & sexual Violence (Wales) Act 2015 outlines the specific requirements placed on local authorities in relation to the National Training Framework.
- 1.2 The Violence against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015 aims to improve the public sector response in Wales to VAWDASV. It provides a strategic focus and ensures consistent consideration of preventative, protective and supportive mechanisms in the delivery of services.

1.3 The statutory guidance for part 4 of the Wellbeing of Future Generations (Wales) Act 2014 outlines the collective role for Public Service Boards.

1.4 There are requirements under parts 2,3,4,7 & 9 of the Social Services & Wellbeing (Wales) Act 2015 that relate to violence against women, domestic abuse & sexual violence.

2. Partnership Strategy

2.1 The Swansea Violence against Women, Domestic Abuse & Sexual Violence Strategy is a partnership document that can be found under Appendix A.

2.2 The Strategic Plan covers

- Our partnership vision and aspiration to end violence against women, domestic abuse & sexual violence in Swansea.
- Our commitment to hearing and acting on the voices of those that have experienced violence against women, domestic abuse & sexual violence.
- The 7 strategic objectives in line with Welsh Government's.
- Priorities of prevention, protection and support.
- Governance Structure.
- Monitoring and evaluation arrangements.

2.3 The report of the Leader and Cabinet Member for Economy and Strategy to Council dated 27th July 2017 on the Council's Policy Commitments Statement states (at paragraph 5.10) that "We will continue to work with our partners and support a zero tolerance approach to tackling domestic violence."

3. Equality and Engagement Implications

3.1 The Strategy covers all citizens of Swansea and therefore covers all the 9 protected characteristics of the Equalities Legislation.

3.2 As the Strategy covers children and young people we have taken into account the Council's commitment to the UNCRC.

3.3 A full EIA report was undertaken as a result of the Screening Form:

- The outcomes of the assessment were:
 - Recognition that the Strategy will have a positive influence on all 9 protected characteristics but that they are likely to be a feature for further work within the life of the Strategy.
 - Service user voices and engagement, including those of children will be core to the success of the delivery of the Strategy.
 - Links with tackling poverty and prevention strategies and the UNCRC will need to be made to ensure cross cutting themes are identified.
 - The Council's commitment to the UNCRC will be central to our work with children in this Strategy.
- The EIA report is appended as a background paper (see below).

- 3.4 The Welsh Language Standards have been considered within the EIA and specifically we have considered how to maximise our service delivery through the medium of Welsh. To this end we have;
- Made an action on the EIA Action Plan to undertake an audit on Welsh Language Standards and Welsh Language service delivery to ensure Welsh is given equal status to English.

4. Financial Implications

- 4.1 There are no financial implications associated with this report.

5. Legal Implications

- 5.1 The Social Services and Well-being (Wales) Act 2014 provides a legal framework for improving the well-being of people (adults and children) who need care and support, carers who need support, and for transferring social services in Wales. This requires local population needs assessments to inform the development of local strategies.
- 5.2 The Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 ensures a focus across the public sector on the prevention of these issues, the protection of victims and the support of those affected. Section 8 of the Act imposes a duty on local authorities to take reasonable steps to achieve the objectives specified in the most recently published local strategy for its area. Section 15 of the Act introduces a process of targeted enquiry referred to as “Ask and Act” to be practised across the public service to identify violence against women, domestic abuse and sexual violence.
- 5.3 The Well-Being of Future Generations (Wales) Act 2015 sets out seven well-being goals which are relevant to the prevention of violence against women, domestic abuse and sexual violence and support of survivors, including an equal Wales, a healthy Wales and a Wales of cohesive communities, that public sector bodies have to take action to achieve.
- 5.4 This legal framework links in with other legislation. For example, provisions contained in the Housing (Wales) Act 2014 which specify that whether a person or a member of that person’s household is at risk of abuse, including domestic abuse, is a factor in determining whether it is reasonable to continue to occupy accommodation and The Renting Homes (Wales) Act 2016 which sets out a new approach to joint contracts which will help survivors of domestic abuse by enabling perpetrators to be targeted for eviction.

Background Papers: EIA Report

Appendices:

- Appendix A Swansea Violence against Women, Domestic Abuse & Sexual Violence Strategy
- Appendix B Consultation Responses



Violence Against Women, Domestic Abuse & Sexual Violence Strategy

Swansea

2018 - 2022

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National Context

Swansea, along with the Welsh Government, recognises that violence against women, domestic abuse and sexual violence (VAWDASV) is a violation of human rights. It is both a cause and consequence of gender inequality and disproportionately affects women and girls. Whilst it is important to acknowledge that women and girls are overwhelmingly affected by VAWDASV, we also recognise that men and boys can experience and be affected by violence and abuse.

Internationally this has been acknowledged by the Council of Europe (Convention on Preventing and Combatting Violence against Women and Domestic Violence) and the United Nations (Declaration on the Elimination of Violence against Women) and the UN Sustainable Development Goals 2030).

The UN Declaration defines Violence against Women as:

- All acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological, or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.
- This encompasses, but is not limited to:
 - (a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;
 - (b) Physical, sexual and psychological violence occurring within the general community., including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
 - (c) Physical, sexual and psychological violence perpetrated or condoned by the state, wherever it occurs.

The UK Home Office Definition of Domestic Abuse (2013) is;

'Any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse:

- Psychological
- Physical
- Sexual
- Financial
- Emotional

Controlling Behaviour

An act designed to make a person subordinate and/or dependant by isolating them from sources of support.

Coercive Behaviour

An act or pattern of acts of assaults, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten the victim.

Sexual Violence

Any sexual act which has not been consented to can be classed as sexual violence. Sexual violence can include but is not limited to;

- Rape
- Sexual assault
- Child sexual abuse
- Sexual harassment
- Sexual exploitation
- Ritual abuse
- Forced to watch pornography

Sexual violence is more likely to be perpetrated by someone close or known to the victim and can happen in a variety of ways in a number of settings; in a private or public space.

Although the vast majority of sexual violence is perpetrated against women and girls, sexual violence against men and boys is a significant problem.

- 5-10% of men and 30% of women report a history of childhood sexual abuse
- Nearly half a million adults experience sexual violence in England and Wales every year
- 90% of those who are raped know the perpetrator prior to the assault
- 1 in 5 women have experienced some form of sexual violence since the age of 16

Anyone can be a victim of sexual violence at any stage in their life and it is never their fault.

Scope of the Strategy

This Strategy applies to all citizens of the City & County of Swansea. We recognise that Swansea has a diverse population, with citizens of different backgrounds and demographics. We want our services to be accessible to ALL that need them and will endeavour to deliver services that fulfil these needs.

In line with our commitment to equality, this Strategy recognises that VAWDASV cannot be tackled by one agency alone, with a multi-agency approach needed for work to be effective for all those that seek advice and support. This is therefore a Partnership document.

Our Vision

All citizens in Swansea to be safe, happy and healthy and live free from violence and abuse in all its forms.

This will help us achieve....

A Swansea that is a place which is more prosperous with a **skilled and well-educated** population, less characterised by the contrast and extremes of **poverty** across the city. We want **to improve well-being** so that communities **are safer, healthier, more cohesive** and **adaptable** to change so that everyone can be **enabled to reach their potential**.

Our Aspirations

The collective partnership aspirations for addressing Violence against Women, Domestic Abuse and Sexual Violence in Swansea are to;

- Ensure the voice of the service user is heard and listened to
- Ensure the right support in the right place at the right time
- Enable early identification of need and early intervention
- Target services working with a whole family approach to empower families to problem solve, build resilience and sustain change.
- Deliver services through collaborative multi-service and multi-agency working,
- Provide services in a proactive, timely way to prevent escalation of need and to de-escalate existing need
- Provide assistance, whatever the need and support (equality)

Legislation

There are several pieces of legislation that impact on the work within this Strategy, which we will take into account in the delivery of our future work.

The Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015

The purpose of the VAWDASV Act is to improve prevention, protection and support for people affected by VAWDASV across Wales. There are two duties placed on public bodies within the Act, which will strengthen services. These are;

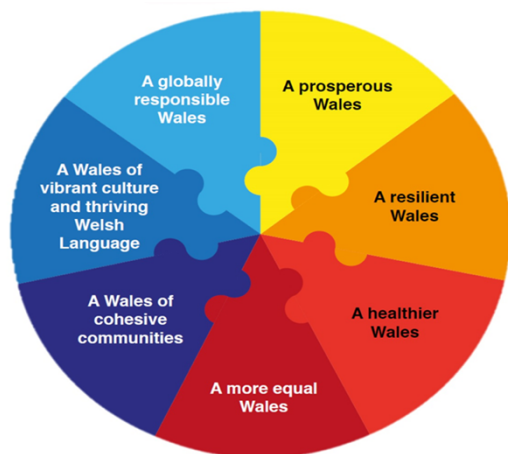
- **National Training Framework**
A Framework of training to help professionals deal with disclosures of abuse and ensure a consistent approach across services
- **'Ask & Act'**
A simple approach that will require professionals to identify symptoms of abuse, ask service users if they are experiencing abuse, and to act appropriately on any disclosures

<http://gov.wales/docs/dsjlg/publications/commsafety/160317-national-training-framework-guidance-en.pdf>

The Well-Being of Future Generations (Wales) Act 2015

The legislative requirements regarding strategy are set out in the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

The Well-Being of Future Generations (Wales) Act became law. The Act places new requirements on Welsh Government along with 43 other public bodies across Wales to think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined up approach (*Shared Purpose, Shared Future*).



The Act is about improving the social, economic, environmental and cultural well-being of Wales, now and in the future. Public bodies need to ensure that, when making their decisions, they take into account the impact they could have on people living their lives in Wales in the future. To make sure there is a cohesive the vision, the Act puts in place **seven goals for the Well-being Future Generations** which are relevant to the prevention of VAWDASV and support of survivors.

The Act puts in place a **'sustainable development principle'** which tells organisations how to go about meeting their duty under the Act, these 5 ways of working are:

Long Term – The importance of balancing short-term needs with the need to safeguard the ability to also meet long term needs

Prevention – How acting to prevent problems occurring or getting worse may help public bodies meet their objectives

Integration – Considering how the public body’s well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.

Collaboration – Acting in collaboration with any other person (or different parts of the body itself) that could help the body meet its well-being objectives.

Involvement – The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

The Statutory Guidance for Part 4 of the Well-being of Future Generations (Wales) Act 2015 outlines the collective role for public service boards. The Statutory Duties which can be discharged via a Local Well-being Plan are outlined in Annex A of this document. In terms of Violence against Women, Domestic Abuse and Sexual Violence the table on page 44 outlines the legislation, duty, planning requirements and partners. The development of a Violence against Women, Domestic Abuse and Sexual Violence Strategy will meet the Statutory Duty and feed into the development of a Local Well-Being Plan.

The Social Services and Well-being (Wales) Act 2014

The Social Service and Well-Being (Wales) Act emphasises the importance of a coherent approach to preventative work within our communities and it defines what these services are expected to achieve:

- Helping families stay together safely
- A key focus for all services and begins with early identification of need and effective early intervention.

The fundamental principles of the Act are:

- Voice and control – putting the individual and their needs, at the centre of their care, and giving them a voice in, and control over reaching the outcomes that help them achieve well-being.
- Prevention and early intervention – increasing preventative services within the community to minimise the escalation of critical need.
- Well-being – supporting people to achieve their own well-being and measuring the success of care and support.
- Co-production – encouraging individuals to become more involved in the design and delivery of services

This provides a legal framework for improving the well-being of people who need care and support. This will include those experiencing VAWDASV.

The Housing (Wales) Act 2014

This enshrines in legislation the role of the Local Authority in preventing and alleviating homelessness. This Act specifies whether a person in a household is at risk of VAWDASV.

<http://gov.wales/topics/housing-and-regeneration/legislation/housing-act/?lang=en>

The Renting Homes (Wales) Act 2016

This sets out a new approach to joint contracts/tenancies, which will help survivors by enabling perpetrators to be targeted for eviction.

<http://gov.wales/topics/housing-and-regeneration/legislation/rentingbill/?lang=en>

Service User Engagement

Service user voices are crucial to the planning and delivery of VAWDASV services. Those that have experience of VAWDASV are the experts in what services need to deliver to be effective. Service user engagement is more than consultation; it is about listening to what is being said and using the skills and expertise of service users in partnership work.

To this end, we have undertaken a number of ways to engage with service users including consultation events, workshops and drop-in sessions. A Service User Rep also sits on our VAWDASV Operational Group to ensure a service user voice in our operational service delivery.

- **Are You Listening and Am I Being Heard? Report**

Survivor Consultation: A report of the recommendations made by survivors of violence against women, domestic abuse and sexual violence, to inform the National Strategy in Wales.

Understanding how survivors of domestic abuse, sexual violence and other forms of violence against women use and experience public services is key to improving the effectiveness of prevention, protection and support services and systems in Wales.

Survivors' voices and experiences must also be central to informing the development and delivery of legislation, policy and strategy in order to ensure systems and services best meet survivors' needs and action is taken to prevent violence and abuse in the short and longer term.

http://www.welshwomensaid.org.uk/wp-content/uploads/2016/03/Are_you_listening_and_am_I_being_heard_FINAL_July_2016.pdf

- **Your Opinion Matters Project**

This was a 3 year Project, which ran between 2013-16 as part of the Big Lottery funded Community Voice Programme and managed by Swansea Women's Aid.

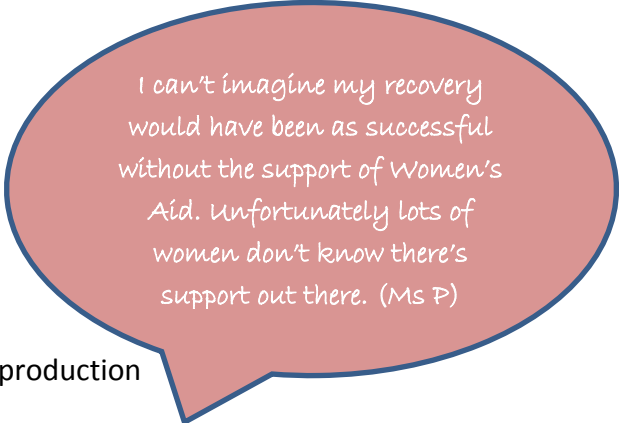
The Project;

- ✓ Developed a coherent voice for survivors of domestic abuse that was informed and could inform service delivery
- ✓ Encouraged enablement and skills enhancement of disadvantaged women, young people and children
- ✓ Promoted and established the enablement of service users to review and inform service provision of public services
- ✓ Gave an increased value to and recognition of survivors of domestic abuse and the invaluable insight they possess on services and what they need

The Project was so successful that a Service User Forum has now been set up to further support survivors, and to be a part of the VAWDASV Partnership.

- **Other Involvement**

- ✓ Individual agency feedback via comments boxes
- ✓ Consultation and workshop events
- ✓ Surveys including electronic and paper means
- ✓ Social media
- ✓ Weekly meetings at Refuge



I can't imagine my recovery would have been as successful without the support of Women's Aid. Unfortunately lots of women don't know there's support out there. (Ms P)

Over the next 5 years of this Strategy, we will work towards co-production

of VAWDASV services with service users. We will develop a clearer process for undertaking this, ensuring that service user voices have a high profile within our work.

Local Evidence of Need

In Swansea we have a range of services that provide support and assistance to those who are experiencing VAWDASV. Below gives an indication of the level of take-up we are currently supporting. As VAWDASV is largely a hidden crime, we are aware that these numbers are the tip of the iceberg.

Co-locating agencies prevents duplication, enables information sharing, early identification and intervention and ensures the right support at the right time by the right service. The proposal is compatible with the recommendations of the CAADA (now SafeLives) report to the Police and Crime Commissioner of South Wales (2014) that;

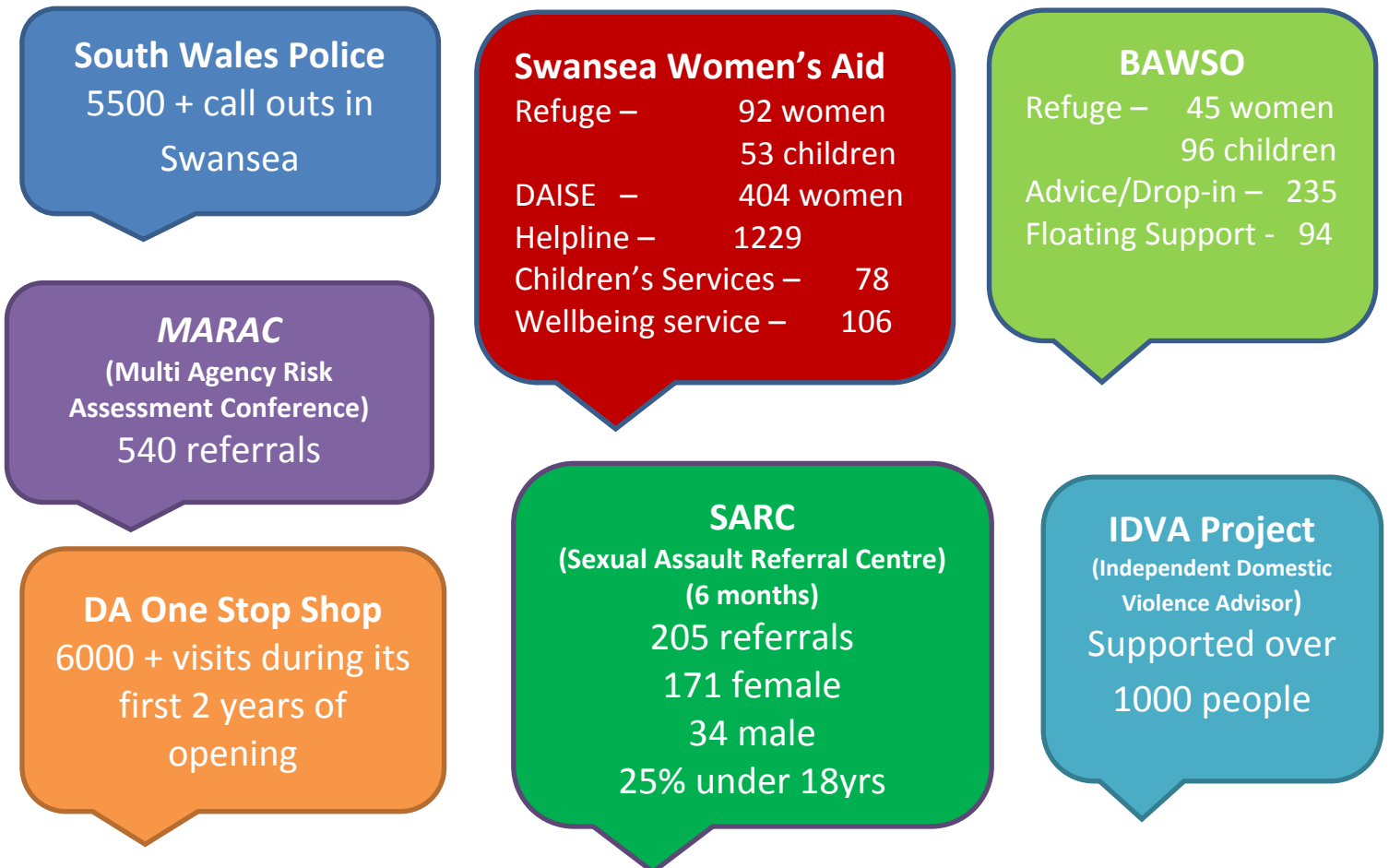
- children and families will receive a consistent, professional and reliable response that combines both specialist support and brings together the professional expertise of partner agencies in this complex area so that both risk and needs can be met;

- they will receive a service that is empowering and responsive with their personal situation;
- the response to victim, child, and perpetrator will be coordinated whether they are adults, children or young people and
- their experience will be captured systematically and used to inform future service development

Opportunities to intervene early will be maximised by;

- creating a consistent care pathway from identification to case closure which will help to reduce the risk of domestic homicide and child deaths;
- consistent data which will provide the opportunity to learn and develop provision;
- being part of a resilient team with the full breadth of expertise required to meet the needs of all clients;
- clear referral pathways;
- supportive training and a 'lead professional' role in universal agencies to build confidence in asking victims, children or perpetrators about domestic abuse
- an ability to identify those at risk earlier through early intervention and
- an ability to help more potential victims, and ultimately reduce the incidences of Domestic Abuse.

2017 saw



The **Domestic Abuse Hub**, a provision for children and their families, taking a ‘whole family approach’ to support became operational in Feb 2016. The project was piloted as a more appropriate alternative to sending all police PPNs (Public Protection Notices) to Child & Family after a police call out to an incident. As the overwhelming majority of PPNs would not hit the threshold for Child & Family intervention, this has meant that Child & Family are now free to use their valuable time and resources on appropriate referrals.

Referral via PPN	2014-15	2015-16	2016-17
No: of PPNs received	3555	3481	4047
No: provided with information and advice	280	434	466
No: allocated to DA lead worker for assistance		22	433
No: passed to SCP for assistance	481	325	76
Total No in receipt of information, advice and assistance	761	781	975

With both the Welsh Government and UK Government prioritising VAWDASV, and the introduction of new legislation, future demand for services is expected to rise. Future service planning will need to take into account the whole range of risk levels associated with those affected. Whereas it is hoped that more people will be identified at an earlier stage of the abuse, it is recognised that a range of services will need to be provided while those at high risk of abuse are still being identified.

Western Bay Population Needs Assessment

The Western Bay population needs assessment exercise undertaken by social services and the health boards working through a joint committee to gather information on wellbeing and the barriers to achieving wellbeing for people who need care and support and their carers has identified Violence Against Women, Domestic Abuse and Sexual Violence as one of its core themes. A link to the full assessment can be found below.

<http://www.westernbaypopulationassessment.org/en/violence/#area>

Regional Working

In line with Welsh Government's development of the Violence Against Women, Domestic Abuse & Sexual Violence (VAWDASV) Sustainable Funding Model, Swansea will progress towards establishment of regional working and governance arrangements in preparation for 2018-19 allocations of funding and onwards. Plans will be developed to establish regional service planning, strategic oversight, commissioning and appropriate shared resources.

Rationale for Regional Working:

The following areas of consideration will be explored as part of developing regional arrangements:

- Health, Social Care and Well-being needs assessments together with service mapping and gap analysis will be analysed to establish if there are logical alignments with neighbouring local authority areas (e.g. shared VAWDASV service providers, similar population issues etc.);
- Natural alignments for people each local authority area will be looked at to establish where do people tend to go for services not available locally (hospitals, shopping, leisure) shaped by geographical considerations (e.g. dividing mountain range), economies of scale or transport issues (public transport connections and ease of road/cycle/walk access);
- Existing collaborative or cross-boundary 'social care' service arrangements and relationships which are already in place will be analysed to look for commonalities (e.g. local health boards, social services arrangements, safeguarding boards, Supporting People, Mental Health, SARCs, APBs etc.) and established which of these work most effectively and the rationale behind these 'groupings';
- Existing cross-boundary criminal justice arrangements which are in place will also be analysed in terms of police areas and PCC commissioning as they could be sub regional. LCJB working arrangements, specialist DV courts and 'region' they cover, MAPPA and MARAC arrangements, offender management schemes and projects will be explored;
- Cross-boundary networks (e.g., of third sector, service users) that are already in place and that work effectively to understand the rationale behind these 'groupings';
- Opportunities for appropriate cross-border governance arrangements (e.g., PSB, CSP, regional collaborative committee etc.);
- Existing co-ordination and commissioning infrastructure that is in place, both locally and in neighbouring authority areas, that could be pooled or are there multi-disciplinary teams involved in social care planning, service design and commissioning.

Framework for the Strategy

This Strategy will be delivered within a multi-agency, partnership framework with the aims of;

- **Prevention**
- **Protection**
- **Support**

Strategic Objectives

In line with Welsh Government's National Strategy on Violence against Women, Domestic Abuse and Sexual Violence (2016-2021), we have adopted the following 6 Objectives with a 7th added to strengthen our delivery of the Objectives;

Objective 1:

Increase awareness and challenge attitudes of VAWDASV

Objective 2:

Increased awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong

Objective 3:

Increased focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety

Objective 4:

Make early intervention and prevention a priority

Objective 5:

Relevant professionals are trained to provide effective, timely and appropriate responses to victims

Objective 6:

Provide victims with equal access to appropriately resources, high quality, needs led, strength based, gender responsive services

Objective 7:

Prepare robust evidence to inform our work

Each strategic objective detailed on the following pages outline the areas for development that the VAWDASV Partnership will focus on over the next five years.

These strategic objectives form the base of a five year Action Plan which will give clear outcomes, identify leads and key partners who will contribute to progressing the actions and the outcomes identified.

The Action Plan will be developed by the VAWDASV Partnership to ensure strong senior buy in, ownership and responsibility. Through this process, each partner will identify actions, expected outcomes, and strategic leads.

Measuring Progress

Annual Action Plans will be developed to drive forward specific actions from the Strategic Objectives. These Plans will be monitored through the VAWDASV Monitoring & Delivery Group, VAWDASV Strategic Group and the Safer Swansea Steering Group.

Key Performance Indicators on a local level will include:

- Looking at personal information and family changes such as;
 - ✓ Number provided with information and advice
 - ✓ Number allocated to lead worker/specialist worker
 - ✓ Number of referrals to groups (one to one, Women's Group, Men's Group, CYP group)
 - ✓ Referrals by demographics (age, gender, ethnicity etc)
 - ✓ Ward from which Public Protection Notifications (PPNs) are received
 - ✓ Referral source for groups
 - ✓ Changes on a safety scale

- Wider information will be looked at such as;
 - ✓ Expected increase in PPNs; as we raise awareness then an increase would be expected
 - ✓ Reduction in repeat PPNs: longer term a reduction would be expected, however there could be an increase of repeat PPNs as part of safety plans
 - ✓ Clear understanding of the nature of PPNs and categorisation
 - ✓ Decrease in MARAC referrals
 - ✓ Reduction in MARRC repeat referrals
 - ✓ Third Sector data and support information
 - ✓ Development of a partnership pathway to ensure people access the rights support at the right time through a multi-agency response

STRATEGIC OBJECTIVE 1

Increase awareness and challenge attitudes of VAWDASV

Areas for development;

- Work in partnership with local media to increase awareness and positive information through National and local campaigns
- Ensure VAWDASV needs are addressed through a Safer Swansea Community Safety Partnership priority workstream
- Promote and provide healthy relationships programmes across multi-agency service provision and sectors
- Roll out WG National Training Framework training to all staff across local authority workforce and other relevant public sector and third sector staff
- Ensure service user voices are heard through development and roll out of variety of models
- Promotion of Domestic Abuse One Stop Shop and the Domestic Abuse Hub as a multi-agency central point of information and support

STRATEGIC OBJECTIVE 2

Increased awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong

Areas for development;

- Embed the Health Visiting new service model around healthy relationships and its impact on children
- Develop and promote WG Whole Education Approach to VAWDASV within all school settings and young people's community settings
- Ensure children and young people's voices are heard through development of an appropriate Framework co-produced with young people
- Build stronger links with all tiers of education through the Domestic Abuse Education Welfare Officer located within the DA Hub
- Map service provision for children and young people across all sectors in relation to healthy relationships to avoid duplication and ensure age appropriate delivery models

STRATEGIC OBJECTIVE 3

Increased focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety

Areas for development;

- Ensure mandated perpetrator groups as part of the court process continue to be developed and delivered through increased promotion to court staff
- Develop Perpetrator Groups for specific groups of people such as women-only, BME, older people
- Map all perpetrator provision to identify gaps, in particular for those that do not have children, and develop a strategy for future provision
- Develop a model for specialist workers to sit alongside police call outs to enhance disclosures and support to victims
- Continue to develop the Equilibrium Men's Group to obtain RESPECT accreditation

STRATEGIC OBJECTIVE 4

Make early intervention and prevention a priority

Areas for development;

- Continued development, evaluation and promotion of the Multi-Agency Domestic Abuse Hub
- Additional screening of PPN's and all referrals for support from multi agency professionals and partners collated through a single portal via the DA Hub to provide a timely co-ordinated response
- Ensure the client receives a service best matched to identified need at the right time by the right person
- Develop and introduce a Partnership Referral Document in collaboration with all services and professionals who deal with families where domestic abuse has been identified
- Develop and embed robust Information sharing protocols in all multi-agency settings to enhance support and advice
- Ensure our work and vision aligns with the Family Support Continuum
- Further develop coordinated programmes such as the Freedom Programme to ensure consistent delivery
- Evaluate, develop and roll out the 'Key 3' Project to ensure intervention at the earliest opportunity for those who are experiencing the 3 co-existing issues of domestic abuse, substance misuse and mental health
- Evaluate and further develop the MARAC to strengthen the process to ensure appropriate referrals, interventions and outcomes
- Ensure refresher training on relevant and emerging issues is timetabled and undertaken
- The DA One Stop Shop to be used as a focal point for professional advice and support

STRATEGIC OBJECTIVE 5

Relevant professionals are trained to provide effective, timely and appropriate responses to victims

Areas for development:

- Roll out WG National Training Framework (NTF) in line with legislation requirements ensuring appropriate training is offered to each NTF identified Group
- Roll out the 'Ask & Act' training requirements in line with WG guidance to ensure all relevant staff are training taking into account lessons learned from early adopter sites
- Continuation of vulnerability training with the police staff
- Undertake a further Training Needs Analysis to identify gaps in training and develop a regional plan
- Ensure all training, including refresher training, is timetabled and published
- Ensure all training is recorded and evaluated and reported back to WG in line with the requirements of the NTF

STRATEGIC OBJECTIVE 6

Provide victims with equal access to appropriately resources, high quality, needs led, strength based, gender responsive services

Areas for development;

- Further develop accessibility for all across partnership services
- Develop more robust data across services to ensure understanding of client groups and client need and ensure services are accessible to all
- Ensure compliance of Equalities act 2010 recognising all protected characteristics
- Further develop referral pathways between the three key issues of domestic abuse, substance misuse and mental health
- Understand the demands on the IDVA service and look to develop models of delivery based on needs analysis and data

STRATEGIC OBJECTIVE 7

Prepare robust evidence to inform our work

Areas for development;

- Identify appropriate partnership resources to achieve objectives
- Prepare evidence, based on current needs mapping and services
- Develop and embed a Commissioning Framework
- Develop and embed a Performance Framework
- Ensure strategic links with the development of the Wellbeing Plan
- Ensure robust governance arrangements are in place to facilitate regional working

Governance Arrangements

The Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategic Group will drive forward the Strategy, ensuring it feeds into the Safer Swansea Community Safety Partnership and in turn to the Public Service Board.

Any safeguarding issues will be escalated to the regional Safeguarding Adults Board and Safeguarding Children Board when needed.

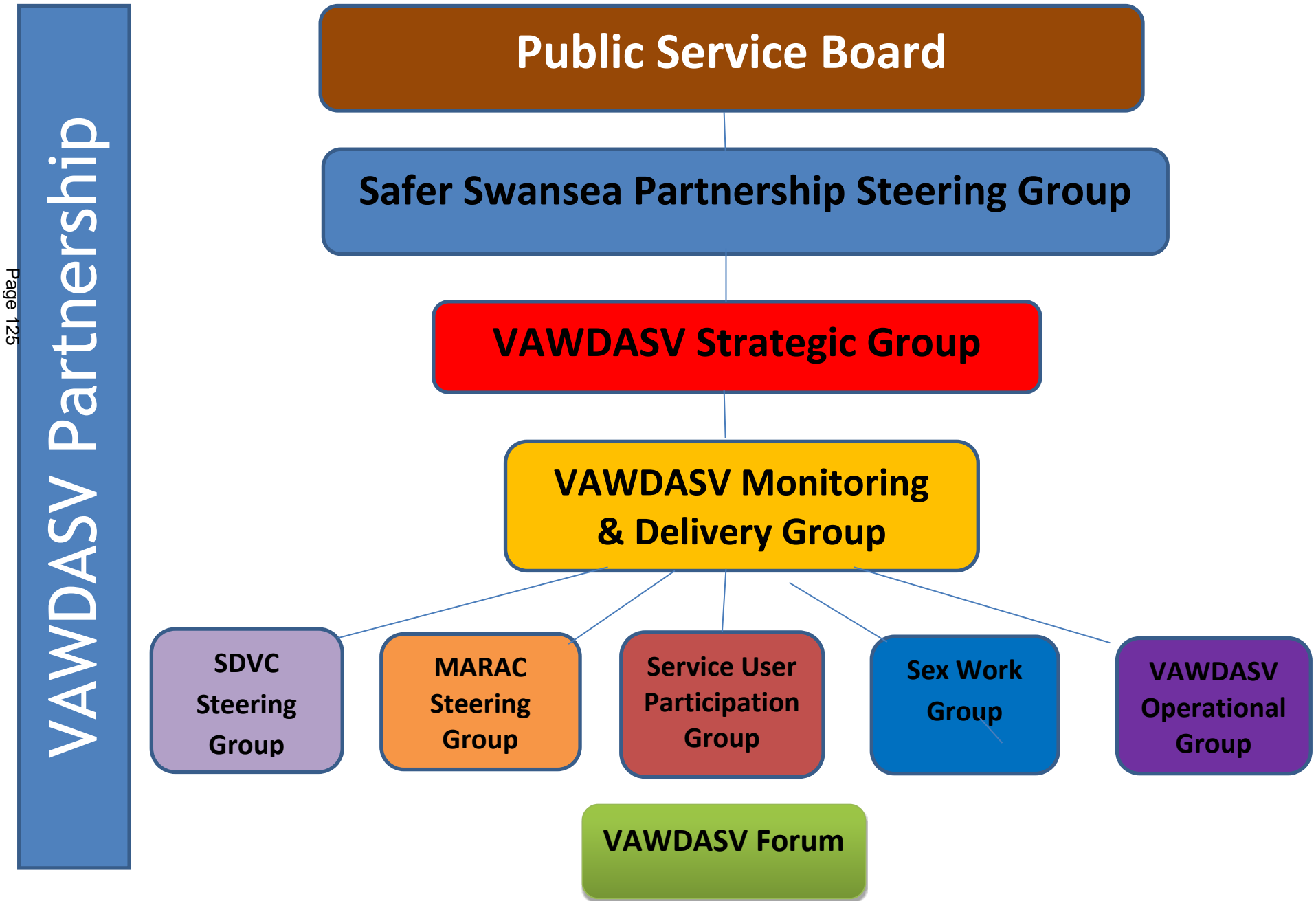
The aims of the VAWDASV Strategic Group are:

- To set out a multi-agency framework, common ethos and co-ordinated approach to address VAWDASV in Swansea that will be agreed and implemented by all agencies and Partnership groups, and;
- To identify the key actions required to tackle VAWDASV in Swansea focussing on ‘prevention, protection and support;’
- To help safeguard children, young people and vulnerable adults who are at risk of significant psychological and/or physical harm as a result of exposure to VAWDASV;
- To reduce the incidence of violence/abuse to children in collaboration with The Western Bay Safeguarding Children Board (WBSCB);
- To advocate and champion work across the county to tackle VAWDASV;
- To advocate best practice;
- To be open and transparent;
- To improve monitoring and evaluation of existing provision and consider opportunities for service development;
- To ensure issues related to equality and diversity are fully taken into account in all areas of work;
- By implementing these aims, work to achieve the local plans and strategies that include the VAWDASV Strategy and Action Plans, Children & Young People, Operational Safeguarding Policy, Tackling Poverty Strategy, Homelessness, One Swansea Plan, Ageing Well and Strategy for Older People etc, reducing repeat victimisation for those domestic abuse cases being managed by the Multi-Agency Risk Assessment Conference (MARAC), and reducing domestic violence murders.

Members of the Partnership are required to sign up to the aims, purpose and ethos of the Partnership.

A full governance structure is outlined below in Appendix 1, however the groups that feed into the VAWDASV Strategic Group will be monitored annually to ensure they are relevant and delivering the objectives outlined in the Strategy .

Appendix 1 – Governance Structure



If you would like more information about this survey or require this survey in an alternative format please contact
Ali.Morris@Swansea.gov.uk

Violence Against Women, Domestic Abuse & Sexual Violence (VAWDASV) Strategy

We would like you to have your say on our draft Violence Against Women, Domestic Abuse & Sexual Violence (VAWDASV) Strategy. This Strategy applies to all citizens of the City & County of Swansea. We recognise that Swansea has a diverse population, with citizens of different backgrounds and demographics. We want our services to be accessible to ALL that need them and will endeavour to deliver services that fulfil these needs.

This is a Partnership document. In line with our commitment to equality, this Strategy recognises that VAWDASV cannot be tackled by one agency alone, with a multi-agency approach needed for work to be effective for all those that seek advice and support. We would like to invite you to submit your comments on the document during this period of public consultation. Your views are very important so please spare a few minutes to complete this questionnaire.

Are you ...

1.

- 5 (38.5%) A member of the public
- 4 (30.8%) A council employee
- 0 (0.0%) An elected member
- 1 (7.7%) A PSB partner
- 3 (23.1%) A third sector organisation/partner organisation
- 0 (0.0%) A private sector organisation/partner organisation

2. Why are you interested in responding to the consultation on our VAWDASV Strategy?

9 (100.0%)

As a key partner agency I think it is important to respond to this Strategy.
I am interested as I work for a specialist third sector organisation directly involved with VAWDASV issues
Interested in women's issues
its part of my job
Responding because have survived Domestic Abuse
Specialist VAWDASV organisation operating across the City and County of Swansea
To highlight the issue of VAWDASV and enable an appropriate and visible response from the Council
Victim of domestic abuse
We deliver VAWDASV services across the county and we work with the public that receive those services on a daily basis.

3. Have you read the City and County of Swansea's draft VAWDASV Strategy?

13 Yes
(100.0%)
0 No
(0.0%)

4. Thinking about the strategy, do you agree or disagree with the following...? Please cross one box in each row

	Strongly agree	Tend to agree	Tend to disagree	Strongly disagree	Don't know
The strategy is easy to read	6 (46.2%)	5 (38.5%)	1 (7.7%)	1 (7.7%)	0 (0.0%)
The strategy is easy to understand	6 (46.2%)	5 (38.5%)	1 (7.7%)	1 (7.7%)	0 (0.0%)
The strategy is well laid out	8 (61.5%)	2 (15.4%)	1 (7.7%)	2 (15.4%)	0 (0.0%)
The strategy is an appropriate length	6 (50.0%)	3 (25.0%)	1 (8.3%)	2 (16.7%)	0 (0.0%)
The strategy is informative	7 (53.8%)	3 (23.1%)	2 (15.4%)	1 (7.7%)	0 (0.0%)

Our Vision

All citizens in Swansea to be safe, happy and healthy and live free from violence and abuse in all its forms.

This will help us achieve....

A Swansea that is a place, which is more prosperous with a skilled and well-educated population, less characterised by the contrast and extremes of poverty across the city. We want to improve well-being so that communities are safer, healthier, more cohesive and adaptable to change so that everyone can be enabled to reach their potential.

5. Thinking about our vision do you agree or disagree with the following...? Please cross one box in each row

	Strongly agree	Tend to agree	Tend to disagree	Strongly disagree	Don't know
The vision is appropriate	8 (61.5%)	5 (38.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

The vision is achievable	3 (23.1%)	3 (23.1%)	6 (46.2%)	0 (0.0%)	1 (7.7%)
The vision is the right one for Swansea	8 (61.5%)	2 (15.4%)	2 (15.4%)	1 (7.7%)	0 (0.0%)

6. If you disagree with any of the above please tell us why
2 (100.0%)

These are just words and won't actually be strenuously tried.
This Vision can only be achieved if more money and resources are provided by WG

Our Aspirations

The collective partnership aspirations for addressing Violence against Women, Domestic Abuse and Sexual Violence in Swansea are to:

- Ensure the voice of the service user is heard and listened to
- Ensure the right support in the right place at the right time
- Enable early identification of need and early intervention
- Target services working with a whole family approach to empower families to problem solve, build resilience and sustain change.
- Deliver services through collaborative multi-service and multi-agency working,
- Provide services in a proactive, timely way to prevent escalation of need and to de-escalate existing need
- Provide assistance, whatever the need and support (equality)

7. Thinking about our aspirations do you agree or disagree with the following...? Please cross one box in each row

	Strongly agree	Tend to agree	Tend to disagree	Strongly disagree	Don't know
The aspirations are appropriate	7 (53.8%)	4 (30.8%)	2 (15.4%)	0 (0.0%)	0 (0.0%)
The aspirations are achievable	3 (23.1%)	4 (30.8%)	5 (38.5%)	0 (0.0%)	1 (7.7%)
The aspirations are the right ones for Swansea	8 (61.5%)	2 (15.4%)	3 (23.1%)	0 (0.0%)	0 (0.0%)

8. If you disagree with any of the above please tell us why
4 (100.0%)

Nice sentiments but staff can't be bothered to apply the rules now, as they stand, let alone bolder rules.

The aspirations and objectives need to reflect all VAWDASV issueds and not just domestic abuse. For example in the current demand section there is no data at all regarding sexual violence only domestic abuse

The strategy is very broadbrush and we think it lacks focussed commiotments and objectives. We would like to see more focussed objectives and achievable milestones with potential timelines. We are very please with the commitment to partnership working but concerned how far does this partnership working stretch, we would like to like to see a focussed commitment to statutory sector working in partnership with the third sector partners and providers and to implement the appropriate data sharing protocols. There needs to be a clear pathway for victims that demonstrates it is completeky detached from the statutory sector and in particular those dealing with the perpetrstor through a criminal justice process. Safer Lives evidences that victim services as much more successful when the victim services are detached, Dyfed Powys Police evidence a drop out rate of only 29% of victims going through a criminal justice process where South Wales Police drop out rates are over 45% - this is a huge financial impact on the criminal justcie sector and a significant negative impact for victims and early interevention/prevention of crisis.

This should be a police role and not a role for the council. I already pay to much rates which include money to the police

In line with Welsh Government’s National Strategy on Violence against Women, Domestic Abuse and Sexual Violence (2016-2021), we have adopted the following 6 Objectives with a 7th added to strengthen our delivery of the Objectives

Objective 1: Increase awareness and challenge attitudes of VAWDASV

Objective 2: Increased awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong

Objective 3: Increased focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety

Objective 4: Make early intervention and prevention a priority

Objective 5: Relevant professionals are trained to provide effective, timely and appropriate responses to victims

Objective 6: Provide victims with equal access to appropriately resources, high quality, needs led, strength based, gender responsive services

Objective 7: Prepare robust evidence to inform our work

9. Thinking about our objectives do you agree or disagree with the following...? Please cross one box in each row

	Strongly agree	Tend to agree	Tend to disagree	Strongly disagree	Don't know
The objectives are appropriate	10 (76.9%)	3 (23.1%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
The objectives are achievable	5 (38.5%)	3 (23.1%)	4 (30.8%)	0 (0.0%)	1 (7.7%)
The objectives are the right ones for Swansea	10 (76.9%)	1 (7.7%)	2 (15.4%)	0 (0.0%)	0 (0.0%)

10. If you disagree with any of the above please tell us why
2 (100.0%)

Professionals are only interested in ticking boxes, not actually trying to find what is best for the actual victim and family.

The objectives are only achievable if the statutory and third sector providers/stakeholders can effectively work together, implement the appropriate data sharing protocols, avoid duplication of data collection and carry out regional needs and service assessments to understand and align to the WG delivery framework of regional commissioning and delivery. Funding for Perpetrator services needs to be enhanced by the Police and Crime Commissioner and work together to identify safe solutions that includes victim and child safety at all times.

Service User Engagement

Service user voices are crucial to the planning and delivery of VAWDASV services. Those that have experience of VAWDASV are the experts in what services need to deliver to be effective. Service user engagement is more than consultation; it is about listening to what is being said and using the skills and expertise of service users in partnership work. To this end, we have undertaken a number of ways to engage with service users including consultation events, workshops and drop-in sessions. A Service User Rep also sits on our Domestic Abuse Operational Group to ensure a service user voice in our operational service delivery.

11. Thinking about the Service User Engagement we have undertaken do you agree or disagree with the following...? Please cross one box in each row

	Strongly agree	Tend to agree	Tend to disagree	Strongly disagree	Don't know
The Service user engagement work is positive	5 (38.5%)	5 (38.5%)	1 (7.7%)	0 (0.0%)	2 (15.4%)
The Service user engagement work is adequate	3 (23.1%)	6 (46.2%)	2 (15.4%)	0 (0.0%)	2 (15.4%)
The Service user engagement work is what is needed to develop the strategy for Swansea	6 (46.2%)	3 (23.1%)	1 (7.7%)	1 (7.7%)	2 (15.4%)

12. If you disagree with any of the above please tell us why
3 (100.0%)

As a third sector provider of VAWDASV services across the county, our Service Users have not been engaged with and therefore we are concerned as to whom, how, where, what SU's were engaged with and what they were asked. We are very experienced in SU consultation and hold a considerable amount of meaningful qualitative and quantitative data on what SU's want. We are concerned that the sample group engaged with does not reflect a full and complete picture of what SU's want across the county from VAWDASV services.

One rep is not enough. Victims are the best advisers.

Whilst it is positive to see that service user engagement is a key part to the planning and delivery of services, it is vital that a range of service users and survivors are used for this - there is a tendency for the same people to be used in areas for this work and it can become a "tick box" exercise. Survivors of sexual violence for example are not always keen to respond to engagement face to face due to disclosure issues and consideration needs to be given to having a varied approach to gathering views and feedback. It would also be useful to have survivors on other operational groups and not just the Domestic Abuse group to reflect the wider VAWDASV issues.

Measuring Progress

An annual Action Plan will be developed to drive forward specific actions from the Strategic Objectives. This Plan will be monitored through the Domestic Abuse Monitoring & Delivery Group, Domestic Abuse Strategy Group and the Safer Swansea Steering Group.

13. Do you agree or disagree that it is clear how progress of the Strategy will be measured?

1 (7.7%) Strongly agree	8 (61.5%)	Tend to agree	3 (23.1%)	Tend to disagree	1 (7.7%) Strongly disagree
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14. If you disagree please tell us why

3 (100.0%)

it is very domestic abuse focused and does not reflect sexual violence

We are concerned that the groups mentioned are not represented by all the appropriate stakeholders.

why three groups? who is responsible for what bit and how will they be made accountable?

Comments

15. If you have any other comments relating to the draft strategy please write in here:

5 (100.0%)

It would be helpful for consideration to be given to renaming operational and strategic groups to incorporate all aspects of VAWDASV and not just Domestic Abuse (eg DA Operational Group). Whilst there are many positive aspects to the strategy it is very domestic abuse focused.

My understanding is that all government departments must write clear, easy to read documents i.e. can be read and understood by a 9 year old. This document is too wordy and lengthy

Re Accessibility to information re this strategy: would have been helpful to have hard copies of strategy in public places eg library, civic centre, Quadrant, Gp surgeries, A&E, Supermarkets hospitals etc, and to have had a longer time frame to respond. Also Local area coordinators that work with citizens, to have strategy (encourage cooperation between sectors etc).

Swansea Women's Aid (SWA) welcomes the Swansea VAWDASV Strategy 2017-2022. As a specialist VAWDASV agency, SWA is an essential partner within the multi-agency partnership that will drive the achievement of the strategic objectives. It is vital that the specialist VAWDASV agencies are equal partners within this framework and recognised as such so that they are enabled to voice their opinions and represent the independent voice of the sector and the women and children it supports. We are pleased to see that the strategy recognises that the objectives will not be achieved without this buy-in and the multi-agency setting. We are particularly pleased to see that future service planning will take into account all risk levels of victims and will focus on safety and a needs-led approach. This fits with the Change that Lasts model promoted by Women's Aid as the optimum way in which to enable long lasting change. Key to this is the service user voice. Having enabled women for years to feed into the review and development of SWA's services, the proof is in the pudding in that we have a range of services specifically designed around service users' identified needs. An expansion of this into the wider arena is very much welcomed. Regionalisation will be a key issue over the life of this strategy. This is not straightforward and will bring its challenges, both operationally and strategically. SWA is hopeful that the City and County of Swansea will be transparent throughout this process and involve its third sector partners in future planning and commissioning discussions. The development of the DA Hub in Swansea has already introduced changes in the county. Data collection will be strengthened through the referral pathway being developed. This will identify gaps in provision and we trust that when looking strategically at the best way forward, consideration will be given as to what sector is best placed to deliver new provisions. We are disappointed however at the lack of mention of the work being undertaken by the Swansea Sex Work Group within the strategic objectives and would like the areas of development under Strategic Objective 6 to list the development of a service provision for sex workers across the City and County of Swansea that is responsive to their needs and reflects recognised best practice in Wales/UK.

Why are the police not carrying out this work - it is not council responsibility!!!

About You

To improve our services and service delivery to you and consider all your needs we hope you will complete the following questions. In accordance with the Data Protection Act, any information requested on the following questions is held in the strictest confidence for data analysis purposes only. The information will enable us to determine whether or not our services are equally accessible by everyone.

16. Are you...?

0 (0.0%) Male
13 (100.0%) Female

17. Is your gender the same as that which you were assigned at birth?

10 (100.0%) Yes
0 (0.0%) No

18. How old are you ...

0 (0.0%) Under 16	2 (15.4%) 56 - 65
0 (0.0%) 16 - 25	0 (0.0%) 66 - 75
1 (7.7%) 26 - 35	0 (0.0%) 76 - 85
5 (38.5%) 36 - 45	0 (0.0%) Over 85
4 (30.8%) 46 - 55	1 (7.7%) Prefer not to say

19. Would you describe yourself as...

Please mark all that apply

7 (63.6%) British	0 (0.0%) Other British (please write in at end)
4 (36.4%) Welsh	0 (0.0%) Non British (please write in at end)
0 (0.0%) English	0 (0.0%) Gypsy/traveller
0 (0.0%) Irish	0 (0.0%) Refugee/Asylum Seeker (please write in current/last nationality at end)
0 (0.0%) Scottish	
Write in here	
0 (0.0%)	

20. To what 'ethnic' group do you consider

9 (90.0%) White - British	0 (0.0%) Asian or Asian British - Bangladeshi
1 (10.0%) Any other White background (please write in at end)	0 (0.0%) Any other Asian background (please write in at end)
0 (0.0%) Mixed - White & Black Caribbean	0 (0.0%) Black or Black British - Caribbean
0 (0.0%) Mixed - White & Black African	0 (0.0%) Black or Black British - African
0 (0.0%) Mixed - White & Asian	0 (0.0%) Any other Black background (please write in at end)
0 (0.0%) Any other Mixed background (please write in at end)	0 (0.0%) Chinese
0 (0.0%) Asian or Asian British - Indian	0 (0.0%) Other ethnic group (please write in at end)
0 (0.0%) Asian or Asian British - Pakistani	
Write in here	
0 (0.0%)	

21. What is your religion, even if you are not currently practicing?

Please mark one box or write in

3 (42.9%) No religion	0 (0.0%) Jewish
3 (42.9%) Christian (including Church of England, Catholic, Protestant, and all other Christian denominations)	0 (0.0%) Muslim
0 (0.0%) Buddhist	0 (0.0%) Sikh
0 (0.0%) Hindu	1 (14.3%) Other

Any other religion or philosophical belief (please write in)
2 (100.0%)

22. Do you consider that you are actively practising your religion?

0 (0.0%) Yes
8 (100.0%) No

23. What is your sexual orientation

2 (22.2%) Bisexual	0 (0.0%) Prefer not to say
1 (11.1%) Gay/ Lesbian	0 (0.0%) Other
6 (66.7%) Heterosexual	

Please write in
0 (0.0%)

24. Can you understand, speak, read or write Welsh?

Please mark all that apply

4 (40.0%) Understand spoken Welsh	2 (20.0%) Write Welsh
2 (20.0%) Speak Welsh	2 (20.0%) Learning Welsh
2 (20.0%) Read Welsh	5 (50.0%) None of these

25. Which languages do you use from day to day?

Please mark all that apply

10 English
(100.0%)
0 (0.0%) Welsh
0 (0.0%) Other (write in)

Please write in

0 (0.0%)

26. Do you have any long-standing illness, disability or infirmity?

By long-standing we mean anything that has troubled you over a period of time or that is likely to affect you over time.

This could also be defined Under the Disability Discrimination Act 1995 as: "Having a physical or mental impairment which has a substantial and long term adverse effect on your ability to carry out normal day to day activities."

2 (20.0%) Yes
8 (80.0%) No

27. Does this illness or disability limit your activities in any way?

2 (22.2%) Yes
7 (77.8%) No

Thank you for your participation



Report of the Cabinet Member for Children, Education & Life Long Learning

Council – 25 January 2018

Estyn Inspection of Local Authority Education Services for Children and Young People – Self-Evaluation Report 2017

Purpose:	To receive a final version of the Education Department's Self-Evaluation Report.
Policy Framework:	Estyn Common Inspection Framework.
Consultation:	Legal, Finance and Access to Services.
Recommendation(s):	It is recommended that: 1) Council notes the findings of the 2017 Self-Evaluation Report.
Report Author:	Nick Williams
Finance Officer:	Chris Davies
Legal Officer:	Stephanie Williams
Access to Services Officer:	Sherill Hopkins

1. Introduction

- 1.1 All local authorities' education services for children and young people in Wales are inspected by Estyn under the Common Inspection Framework. Local authorities are inspected on the basis of a self-evaluation.
- 1.2 The findings of the self-evaluation report identifies priorities for the Education Department. Annual and longer-term priorities are set after a review of these findings. These priorities are also aligned with the Council's Policy Commitments and the Estyn inspection framework.

2. Self-Evaluation 2017

- 2.1 The self-evaluation process forms an important part of the Education Department's planning cycle. The Education Department Service Plan and the Education Department Operational (unit) plans are written to address the identified areas of development from the self-evaluation report. Other local and national priorities also inform the department's priorities going forward.
- 2.2 Historically, the self-evaluation report has been an annual exercise. It will now become a live document, reviewed on a termly basis alongside the operational plan termly reviews. This will ensure that the Authority is always prepared for inspection and actions are reviewed throughout the year to ensure they continue to meet objectives.
- 2.3 The 2017 self-evaluation report was written according to the Estyn framework for Local Authority Education Services for Children and Young People. During 2018, this will be updated to reflect the new Estyn framework for Local Government Education Services. Areas of additional focus from the new framework, e.g. wellbeing, have been reflected in the 2017 report.
- 2.4 The Education Department priorities for 2017-2018 are:
- Improve the quality of leadership, teaching and learning experience and its impact on the outcomes for all learners
 - Develop and implement a new ALN strategy and policy
 - Develop and implement a wellbeing and behaviour strategy
 - Further improve EOTAS provision to further raise standards of achievement and further improve reintegration back into schools
 - Ensure all learning opportunities take place in safe environments

An update on progress will be given throughout the academic year to the Chief Executive's Improvement Board and a report (replacing the Post-Inspection Action Plan update) submitted to Cabinet twice annually.

3. Equality and Engagement Implications

- 3.1 Whilst there are no specific equality and engagement implications associated with this report, some specific areas of work resulting from the recommendations will be subject to the Equality Impact Assessment (EIA) process (which incorporates the UNCRC). For example, an EIA report has been developed for the EOTAS review.

4. Financial Implications

- 4.1 Whilst there are no immediate financial implications arising from this report, acceptance could result in additional expenditure at a future time. Acceptance does not mean that additional resources will be made available and it should be assumed that future spending needs will need to be contained within existing budget provision and have full and due

regard to the budget principles set out in 'Sustainable Swansea – Fit for the Future' and the likely levels of future budgets having due regard to the budget and medium term financial plan.

5. Legal Implications

5.1 There are no immediate legal implications associated with this report.

Background Papers:

Common Inspection Framework

<https://www.estyn.gov.wales/inspection/inspection-explained/common-inspection-framework>

Estyn Guidance on inspection on Local Authority Education Services for Children and Young People

<https://www.estyn.gov.wales/inspection/inspection-guidance/local-government>

Annual self-evaluation of Local Authority Education Services for Children and Young People, 2017

www.swansea.gov.uk/estyninspections

Appendices:

Swansea Council Self-Evaluation Report 2017



**Self-evaluation of
Local Authority Education Services
For Children and Young People
November 2017**

Our vision in the Education Department is:

Every child and young person will be able to develop to their potential.

Swansea Council has prioritised five well-being objectives. These are:

- *Safeguarding people from harm* – so that our citizens are free from harm and exploitation.
- ***Improving Education & Skills*** – so that every child and young person in Swansea gains the skills and qualifications they need to succeed in life.
- *Transforming our Economy & Infrastructure* – so that Swansea has a thriving mixed use City Centre and a local economy that will support the prosperity of our citizens.
- *Tackling Poverty* – so that every person in Swansea can achieve his or her potential.
- *Transformation & Future Council development* – so that we and the services that we provide are sustainable and fit for the future.

Following self-evaluation, a process which included discussion with key stakeholders we have identified five key priorities for 2017-2018 for the Education Department. Namely:

- **Improve the quality of leadership, teaching and learning experiences and its impact on the outcomes for all learners**
- **Develop and implement a new ALN strategy and policy**
- **Develop and implement a wellbeing and behaviour strategy**
- **Further improve EOTAS provision to further raise standards of achievement and further improve reintegration back into schools**
- **Ensure all learning opportunities take place in safe environments**

These five priorities and others identified within the self-evaluation report are developed with appropriate actions within the Education Service Plan 2017-2018 and the Education Department Unit Plans 2017-2018.

Key Question 1 How good are outcomes?

1.1 Standards

Summary

- Swansea has a strong track record of improving outcomes for learners across all stages in schools and has shown outstanding performance at key stage 4, in particular between 2012-2016.
- Performance of free school meal pupils remains stable at key stages 2 and 3. The gap in performance for free school meal pupils is widening at key stage 4 and at Foundation Phase.
- Performance at Foundation Phase shows a positive trend of improvement during the last five years. However, the overall Foundation Phase outcome indicator remains below the national average and the rate of improvement has been slower than the national rate and as a result the rank position has fallen. When disaggregating the performance of English as an Additional Language (EAL) pupils, both rank position and comparison to national average are more favourable. Overall, performance is adequate.
- Performance at key stage two shows a positive trend of improvement during the last five years. Current performance shows Swansea on a par with the national average. The rate of improvement has been slower than the national rate of improvement during the last three years. Overall, performance is good with nearly ninety percent of learners achieving the core subject indicator before they leave primary school.
- Performance at key stage three shows year upon year improvement during the last five years. Swansea is now above the national average for the core subject indicator with a faster rate of improvement than the national rate of improvement during the last three years. Rank position is above expectation. National test performance is very good. Overall, performance is strong.
- Performance at key stage four between 2012-2016 is outstanding with Swansea schools showing continuous improvement in all main indicators. Comparison with the national average across all main indicator has been favourable over time during this period. However in 2016-2017 new examinations have resulted in re-calibrated performance across Wales. Swansea's performance remains relatively strong despite drops in performance indicators. Comparison at key stage 4 with previous years is difficult. Performance information is unverified until October.
- Nearly all learners in Swansea schools have achieved the level three threshold at A Level during the last three years. Performance has remained strong over the last five years. The average point score shows great variability between years and sixth forms and is only adequate overall. The 2017 Swansea average decreased from 2016 but is higher than the 2015 average. Performance at the higher grader shows improvement over time. Swansea falls below the national average for A*-A performance. (Unpublished for 2017) Performance at A*-C remains stable over time. For A*-E performance there has been steady and strong performance at over ninety percent for the last three years.
- The performance of groups of learners in Swansea indicates a positive trend of improvement. Performance of EAL pupils is strong. However, the gap in free school meal pupil performance and non-free school meals is widening.

Outcomes in science, technology (in particular coding and computer science), engineering and mathematics (STEM subjects) shows variability between years and schools.

Areas for development

- Continue to improve performance at Foundation Phase.
 - Improve the performance of pupils in receipt of free school meals at all key stages and particularly key stage 4 and Foundation Phase.
 - Improve outcomes at A level including collaborative working with the college.
 - Improve outcomes for new qualifications in key stage 4.
 - Improve outcomes in science, technology (in particular coding and computer science), engineering and mathematics (STEM subjects) for pupils of all ages and genders.
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1.2 Wellbeing

Summary

- Good progress has been made to promote healthy eating and physical activity in Swansea schools with all schools engaging in the Healthy Schools Scheme.
- Free, healthy breakfasts are provided in all primary schools (with the exception of one school) and nutritious, well-balanced lunches are offered in line with the Healthy Schools Meals Measure 2013. sQuid, an online payment system, is being introduced in all schools to enable parents to pay on-line for school meals and other payments e.g. school trips, uniform etc.
- Attendance has consistently improved with well-established referral procedures embedded to address poor attendance and issues of well-being.
- Worthwhile progress has been made between schools and partners to support pupils at risk of bullying and low self-esteem.
 - Permanent exclusions in Swansea continue to be low though did increase in the secondary phase in 2016-2017. There has also been an increase in the number of pupils excluded, days lost and number of exclusions over the last two academic years. There is considerable variation between schools. However, the rate of fixed-term exclusions from secondary schools in Swansea has been below all Wales and has reduced at a similar rate to Wales over the last three years. Swansea is ranked 10th, significantly better than any other urban local authority. Fixed-term exclusions of six days or more have improved to be the same as Wales, now ranked 9th (was 15th).
- Satisfactory progress is being made with pupils at risk of exclusion to experience meaningful managed move opportunities.
- An innovative programme of sporting extra-curricular opportunities are in place, delivered by the local authority and wider partners.
- The highly regarded, innovative Active Young People Swansea has developed extra-curricular programmes of sport and physical activity in every community. The number of pupils engaging in 'Hooked on Sport' has risen from 44% (in 2013) to 48% (in 2015). The next school sport survey will take place in the summer term 2018.

- Active Young People Swansea has implemented an assessment tool for physical literacy alongside an established project called Swan-Linx which investigates the health, fitness, nutrition and physical activity of around 3,000 children in years 5 and 6.
- The School Music Service engages 8,000 learners providing innovative ways to engage activity through music and participation in Youth Arts Wales through to County, Consortia and National Ensembles.
- All headteachers and senior leaders are supported to undertake Health and Safety risk assessments as required. Audits are provided to help effectively prioritise issues to be addressed and included in school development plans to monitor progress.
- The local authority provides advice and guidance for all schools and governors to review risk assessments, site security and fire risk management. All schools in Swansea have been provided with new guidance on lock down procedures. This includes a procedure template to adapt to meet building requirements, encouraging schools to implement practice procedures at regular intervals.
- All staff can access stress management training and referral to counselling services with access to colleagues to provide advice and guidance to staff.
- There is innovative, collaborative working with local, regional and national partners in participation and access to opportunities across the city are tackled through partnerships including, Active Swansea Junior Membership programme, BME Cymru Sports Officer, Swansea Street Sport, Girls4Sport and Us Girls projects.
- Social Services representation at all Education Other Than At School (EOTAS) panels, which enables information sharing and ensures we have utilised prevention opportunities for the family situation as well as from an education perspective.
- A comprehensive Domestic Abuse Hub has been established, engaging a range of partners e.g. Young Peoples Services and Ray workers. Group work on healthy relationships takes place with targeted and volunteer schools. This work is undertaken as part of the Equilibrium program which is modular based for appropriateness for targeted young people.
- An Education Welfare Officer has recently been situated within the Domestic Abuse Hub to improve sharing practice and delivering interventions to families who have been affected by domestic abuse.

Areas for development

- Develop a strategy to support and assist schools in dealing with all incidences of bullying. This should include the recording and monitoring of all incidents and a joined up approach on how incidents are dealt with.
- Reduce fixed-term exclusions and address variation in schools.
- Further improve reintegration rates from Pupil Referral Units (PRUs).
- Review progress of the managed move agreement and further embed the strategies to support pupils engaging in a managed move opportunity.
- Continue with Pupil Voice Forum, Super Survey and Big Conversations mechanisms and look at opportunities to consider the views of a wider group of learners including Additional Learning Needs (ALN) pupils across Swansea Council.

Key Question 2: How good is provision?

2.1 Support for school improvement

Summary

- Overall in relation to performance there are good arrangements in place to support, challenge and intervene in schools. Underperformance and risk factors within schools are nearly all identified quickly and addressed at an early stage. However, in a few cases, recommendations made by inspectors vary from the priority areas identified by challenge advisers.
- There are no secondary schools in statutory category and the proportion of primary schools in statutory category in 2015-2016 is below the national percentage of four per cent. Of all primary schools inspected in Wales between 2013-2016, Swansea exceeds the national average for nearly all main Estyn judgements. Of all secondary schools inspected between 2013-2016, Swansea has the second best profile in Wales for all main Estyn judgements.
- The national categorisation system is undertaken consistently in nearly all schools. As a result, there is an increased proportion of green and yellow primary schools with 84% of primary schools in these categories in 2016 compared with 73% in 2014. Secondary schools have strong capacity to improve in most cases and have sustained this over a long period with little external support or intervention. Most primary and secondary schools in Swansea have shown evidence of a strong capacity to self-improve during the last five years. Estyn outcomes for prospects for improvement during the last inspection cycle indicate that most schools are either good or excellent.
- Additional risk factors within schools are given thorough consideration. As a result, intense support is provided effectively to prevent schools from declining. A Team Around the School (TAS) approach is developing well where intervention and intense support is provided to risky schools.
- There is a co-ordinated and fairly consistent response to support schools requiring follow-up visits by Estyn. The rate of improvement is either strong or very good in nearly all schools. The rate of improvement with schools in follow-up has improved in comparison to the rate during the last local authority inspection in 2013.
- Consistent challenge of standards, through data analysis and a challenging dialogue on targets, leadership and provision provides comprehensive evaluations on nearly all schools. As a result, there is an agreed understanding and overview of schools' priority areas.
- Effective practice in schools is collected and disseminated adequately so that schools can develop inter school networks for improvement. However, further work is required to ensure a consistent approach and access to the repository for all schools.
- The formal collection of school targets has not been robust. Individual school quantitative targets for improvement are considered carefully during core visits by challenge advisers. A new regional protocol for target collection has been shared with Directors. However, this has not been embedded yet with schools.
- There is a suitable written evaluation of all schools' success in addressing recommendations and key performance areas. Each of these areas is monitored to measure progress against pupil outcomes.

- Greater challenge is provided to schools where the pace of improvement is too slow. However, in a few schools, the evaluation of progress is too generous and does not take into account improved standards for learners.
- A stronger dialogue on the performance of groups of learners and the use of grant monies, for example, the pupil deprivation grant, is developing well. However, greater consistency is required in monitoring how schools spend all grant monies and in particular the Education Improvement Grant.
- All schools fully understand that support is proportionate to need and that underperforming schools receive more support and challenge. There is clear differentiation and definition in the support challenge and intervention given to schools, as outlined in the regionally agreed Ladder of Support, Challenge and Intervention.
- Monitoring visits that have been quality assured during autumn 2016 indicate an appropriate level of challenge in nearly all schools. However, greater consistency is required in monitoring reports to ensure clear, succinct and useful advice.
- Both formal and informal feedback from headteachers indicates that there is more robust challenge for improvement than at the time of the last local authority inspection in 2013. However, headteacher feedback tells us that the support they require is not always delivered at the right time for them and that they are not engaged in collaboration between schools..
- Samples of monitoring visits, in situ, are effectively quality assured to further improve the consistency of support and challenge. Monitoring reports are also effectively quality assured with immediate feedback provided to challenge advisers. In a few cases, considerable quality assurance is required to ensure reports are fit for purpose.
- The Chief Education Officer ensures good challenge to schools that need the most support to improve by regular consideration in strategic leader's board. The Head of Education Improvement and the lead challenge advisers accelerate improvement where required.
- Suitable support is brokered for the Foundation Phase, digital competence development, literacy and numeracy, Welsh, Welsh (second language), English and mathematics, assessment and moderation, leadership development, modern foreign languages and newly qualified teachers. There is improved provision to support literacy and science outcomes at all phases. Suitable support for core subjects at secondary level is brokered from the regional central team. An increased facilitation of best practitioners to deliver support is developing well.
- An appropriate professional learning offer is available to all schools to support improved leadership, teaching and support for learners. However, until recently, co-ordination has been ineffective.
- Support for literacy is effective in raising standards in reading across all phase as evidenced in the national reading test outcome improvements during last three years.
- Support for literacy and language in Welsh medium schools is effective and this can be seen in continuous improvement in the Welsh in Education Strategic Plan outcomes during the last three years.
- Support for Foundation Phase is adequate as too many schools in Swansea have had a recommendation to improve provision in the Foundation Phase during the last three years. Monitoring activity following officer visits also indicates that the philosophy of the Foundation Phase is not as consistent.

- Support available to schools is clearer and is beginning to be understood by all stakeholders. Summative evaluations of training events delivered by the local authority indicate a 75% positive evaluation.
- Support for improving the quality of teaching is useful. Focussed, direct observation of teaching, to support schools with their own monitoring is provided. Sound advice on verifying existing methods within schools to improve teaching is also provided, where required. Best practitioners are used to deliver training and teaching methods successfully.
- In most cases, consistent, well-brokered bespoke support packages for school improvement are beginning to have an impact in schools that require frequent and intense support in curriculum areas.
- Training is effectively targeted according to need. As a result, support for literacy and numeracy tackles key priority areas, for example, boys' writing and concrete number operations. A few events are provided to all schools by external providers. It is unclear if these events have had a positive effect on outcomes.
- Effective practice is disseminated appropriately through the identification of professional learning case studies.
- Support for new and acting headteachers is improving. The local authority has recently published a useful programme of management workshops available to new senior leaders. The programme complements the professional learning offer from the regional school improvement service (ERW) with the local authority (LA) focusing on areas such as finance, health and safety.
- A valuable school to school senior leaders development programme has produced a high volume of high calibre candidates for future headship during the last three years.
- Governors receive useful support for their role in holding schools to account for standards. Governors are normally present in monitoring visits and are encouraged to be involved in the professional dialogue on school improvement by challenge advisers this has resulted in improved understanding of strengths and areas for improvement.
- Governors receive useful advice when recruiting senior leaders within their schools from challenge advisers.
- Current senior leaders work well across schools to monitor, advise and share best practice, as seconded challenge advisers.
- Schools receive good quality support on self-evaluation and strategic planning processes through annual feedback.
- Strengths and areas for development in leadership are clearly identified and noted during monitoring visits. This includes a strong focus on both senior and middle leaders.
- Nearly all headteachers are clear about the areas of challenge through feedback on their self-evaluation and strategic planning processes. This is becoming increasingly successful due to a more consistent approach from challenge advisers.
- Support for leadership is successfully brokered through challenge advisers who are able to access a number of programmes through regional and local authority colleagues. This now includes an increasing level of direct school to school support. This has been particularly successful in the extended Schools Challenge Cymru programme where schools with high performing leaders support headteachers and senior leaders in other schools across the region.

- A valuable network of secondary senior leaders and secondary subject leaders is co-ordinated in partnership with schools.
- Support needs are analysed appropriately in consultation with schools to ensure that support is focussed on current local and national priorities.
- A successful regional middle leadership programme is delivered by strong leaders from Swansea schools.
- Professional learning schools provide suitable support to peers within and beyond the local authority.
- The most recent feedback on the work of challenge advisers indicates that most headteachers in Swansea agree that the categorisation process is delivered effectively. Many agree that the support they receive met their entitlement and many headteachers felt that they were provided with a relevant menu of support. Many headteachers believe that school-to-school work is developing well within the region. A small minority of Swansea headteachers thought that the quality of visits by challenge advisers was more negative than positive.
- Inspection outcomes for many secondary schools in Swansea during the last inspection are outstanding. Inspection outcomes for primary schools in Swansea for the latter half of the last inspection cycle indicate that many schools have good or excellent standards and prospects for improvement. There is an appropriate correlation between inspection outcomes and challenge advisers' monitoring work.
- The quality of most reports and plans submitted to Estyn by the local authority are good. However, a few reports show more positive evaluations than suggested by evidence available at the school. Most pre-inspection reports show a close match to eventual inspection outcomes.
- Challenge advisers take good account of wellbeing through their work in challenging attendance during core visits. There is now greater challenge for schools that can improve attendance. The progress of pupils is considered carefully to ensure that schools track achievements and consider vulnerabilities of individual children.
- The local authority now captures the development needs of middle, senior and acting leaders systematically to ensure sustainability. As a result, there are programmes available to develop leadership in line with national curriculum reform. The Swansea aspirational leaders programmes are led by the sector and are sector leading within the region.
- The delivery of national priorities is comprehensive and purposeful. Officers in Swansea work appropriately with regional officers to deliver good quality support for literacy, numeracy, digital competence, a focus on pedagogy in light of curriculum reform, Welsh language development, new professional standards and new qualifications.
- Reducing the impact of poverty on attainment guidance is clear and well understood. There is close monitoring of the effective use of grant monies to ensure that free school meal pupils have equity and intervention, where required. However, close monitoring is still required to ensure that attainment gaps do not widen across the local authority.
- Teaching and learning is supported well by officers within the local authority and through engagement with key delivery partners within our consortium, for example, improving effective marking, improving reading and writing and making effective use of technology to improve learning experiences. Feedback from headteachers informs us that more support is required to develop skills in science and improved

attitudes to learning. Our own observations inform us that Foundation Phase provision requires improvement in a minority of schools.

- The Local Authority/Schools Partnership Agreement has been reviewed in line with statutory requirements and has been shared with schools.
- The quality of data provided to schools is high. Data summaries and analyses enable schools to understand their areas for development and make comparisons with other schools. Individual vulnerability assessment profiles are utilised well by schools to plan better provision. Headteacher feedback tells us that the breadth of data provided can be overwhelming at times.

Areas for development

- Continue to ensure that value for money is achieved by having no schools or provisions in a statutory category and increase the proportion of schools that best fit A and B type characteristics for leadership and quality of teaching (using the national categorisation system).
- Ensure that all schools are challenged robustly and that suitable support is agreed and delivered in order to improve outcomes.
- Provide greater support for digital competence, science and Foundation Phase literacy.
- Ensure that schools' use of the Education Improvement Grant to support professional learning is monitored well.
- Improve expected attainment at Foundation Phase and key stage 4 by ensuring there is good support for the Foundation Phase teaching and assessment and that there is good support for schools in core subject qualifications.
- Improve the performance of eFSM learners by ensuring that all schools utilise their grants to raise standards.
- Ensure greater rigor in ensuring that schools receive support promised during core visits and that there is good targeted support to schools as well as complimentary universal training opportunities to improve.
- Continue to support schools to prepare for qualification changes, for example transfer from BTEC science and ensure suitable provision for science support in primary schools.
- Ensure good quality support for digital competence in light of staff skills audits and mapping tools produced by Welsh Government.
- Develop a greater system wide awareness of curriculum reform towards A Curriculum for Wales: A Curriculum for Life by ensuring that the revised curriculum for 2018 is in place by 2022.
- Continue to promote a consistent approach for digital competence so that intra school learning communities are more efficient and that effective practice is shared systematically.
- Increase the level of school to school support, for example, the use of strong leaders and best practitioners to deliver on training events or work with schools causing concern.
- Ensure that leadership development events are delivered by highly effective leaders, for example, twelve schools in Swansea have been identified to deliver the leadership menu of support.
- Continue to work with governors in schools causing concern to accelerate improvements and improve governors' capacity to hold schools to account.

- Ensure that the support for new and acting headteachers is co-ordinated well so that there is strong capacity for schools to improve.
-

2.2 Support for additional learning needs

Summary

- The LA has the highest proportion of children and young people with Statements of Special Educational Need in Wales and there is an over reliance on this process to meet the needs of pupils with ALN that is unsustainable with the implementation of the ALNET Bill.
- The numbers of children and young people presenting with severe and complex needs including Autistic Spectrum Disorder (ASD) is rising and there is an increasing demand for specialist provision.
- Despite an appropriate range of provision and processes in place to identify needs, there is further work required to improve the confidence of schools and parents in the offer made by the LA. Consequently, there is a high number of tribunal appeals and requests for statutory assessment.
- There is further work to be done to develop data analysis, tracking and monitoring of pupil progress at a LA level to ensure the quality of teaching and learning and the effectiveness of provision is evaluated effectively.
- The LA policy and strategy documents related to ALN need to be revised in the light of the ALNET Bill. This includes revising the Accessibility Strategy and Plan.
- There is further work needed to develop a Well-being and Behaviour Strategy and a framework to monitor and evaluate well-being.
- The authority is compliant with the various acts and pro-active both locally and regionally in the implementation of the ALNET Bill. There are improving collaborative links with head teachers, parents and carers and other key stakeholders such as Health and Social Services as well as the third sector as part of the LA's strategy for ALN.
- The LA is good at ensuring children and young people with ALN have their needs identified and provision made. The LA are good at monitoring demand for provision and linking with colleagues to ensure appropriate provision is planned to meet future need.
- Swansea Council has good and improving links with health services such as speech and language and community paediatrics. There is improving collaboration at strategic level to create greater synergy across agencies so that initiatives are better connected.
- There are good and improving links with challenge advisors and performance specialist particularly focused on tracking pupil progress and evaluating the quality of teaching and learning in specialist provision. There are improving regional links around the use of the innovation fund to provide a joined up approach across the region.
- There is a good range of training and evidence based capacity building activities across the authority focused on early intervention and prevention which is having an impact on school readiness and language development in the early years as well as the management and de-escalation of challenging behaviour.

- There are improving processes for seeking engagement with key stakeholders regarding policy and strategy development using commissioning review processes. Engagement processes are now good.
- Specialist teams including home tuition provide effective support to pupils in mainstream schools with a range of needs and pupils achieve good outcomes.
- The ALN Panel processes and guidance on starting statutory assessment and ceasing to maintain are robust, fair and equitable.
- There is a good range of provision for pupils with physical and complex needs as well as mental health problems through our PRU and Specialist Teacher Facility (STF) offer. However, there are not enough places available, particularly for those with Profound Multiple Learning Difficulties (PMLD) and Autistic Spectrum Disorder (ASD). There is an effective Family Liaison Officer who works well with parents and carers to good effect. There is good support from the Special Needs and Parents (SNAP) Cymru organisation who provide representation, dispute resolution, support and advocacy services for families.
- There are developing links with Gower College Swansea, particularly with regard to the implementation of the ALNET bill and the College is being supported in the development of its ALN Co-ordinator's role.

Areas for development

- Develop and implement a Well-being and Behaviour Strategy.
 - Develop and implement a new ALN Strategy and Policy.
 - Improve the confidence of schools and parents in the offer made by the LA.
 - Evaluate the quality of teaching and learning and the effectiveness of provision by further developing data analysis, tracking and monitoring of pupils with additional learning needs.
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2.3 Promoting social inclusion and wellbeing

Summary

- An effective system of safeguarding training and support is well established, in schools, the department and across the local authority.
- Highly effective systems are in place to promote social inclusion and well-being.
- Accomplished procedures are in place to promote attendance supported through highly effective data analysis and reporting procedures used effectively to target support for improved attendance for all learners.
- Swansea's EOTAS (Education Other Than At School) provision continues to be variable. The pace of progress in the PRU quickened in 2016-2017 and is generally appropriate.
- There is sustained demand for EOTAS provision primary and key stage 3. Demand for EOTAS provision at key stage 4 reduced in 2016-2017.
- The use of data for target setting and for the tracking of learner progress including the monitoring of interventions is inconsistent across the PRU provision and as a result some learners do not achieve their potential.
- The reduction of NEETs in Swansea has been recognised nationally as best practice. In 2016, Swansea witnessed its lowest ever NEET figure at 16 years

and for the 7th consecutive year was successful in ascertaining the whereabouts of 100% of the Year 11 Leaver cohort.

- The Family Support Continuum Commissioning Review undertook an innovative approach to mapping services across both the schools Graduated Response and the Continuum of Needs models. This has provided a strong and effective mapping of services, enabling further changes and integration to be taken.
- The early identification of needs of pupils has been strengthened by integrating an enhanced Vulnerability Assessment Profile tool to be added to the original format, based on the mapping of services. This promotes effective tracking of needs and interventions from both a schools, prevention and statutory perspective.
- The Young People Service have developed and implemented an innovative Signs of Wellbeing approach. This provides a highly effective and very strong model of identifying needs, safeguarding and integrated planning. It complements the Signs of Safety approach utilised by the statutory teams, providing strong and robust safeguarding procedures between the service and statutory social work teams.

Areas for development

- Extend use of data to target schools having high number of fixed term exclusions
- Further reduce demand for EOTAS provision and increase capacity in schools to manage social emotional and behavioural difficulties by sharing good practice more effectively.
- Further improve the quality of the Swansea PRU provision and ensure all our learners achieve their potential.
- Implement multi-agency child protection training programme to address the Estyn requirement for designated child protection leads and deputies to undergo level 2 training.
- Improve understanding for key school staff about wider child protection/safeguarding issues such as Child Sexual Exploitation, Radicalisation etc.
- Reduce the number of young people 11-16 years 'at risk' of Not in Education or Training (NEET) by reviewing the impact of the Cynnydd Educational Social Fund (ESF) project to quickly diagnose and remedy the key problems standing in the way of further progress and to inform future delivery plans.
- Develop plans to reduce the average time a young person is NEET.
- Review Children and Young People Partnership Action Plan to ensure progress and reflect current priorities across the People Directorate.

2.4 Access and school places

Summary

- There is a long term coherent strategy for school provision consistent with the original strategic outline programme approved by Welsh Government. The current Band B proposals reflect the natural development of this strategy.
- Our pupil forecasting processes are robust and well established. Comparative statistics are produced each year as part of the ADEW Planning of School Places

group and Swansea's data compares favourably with comparative data across other authorities. Projections are scrutinised and cross checked and shared internally against complementary data such as that available through the Welsh-medium Education assessment.

- Planning is underpinned by a comprehensive assessment framework which informed the Authority's approved Strategic Outline Programme (SOP) and results in robust prioritisation of current and future needs. The potential impact of the Local Development Plan (LDP) and other national and local strategies and policies also inform the identified capital investment priorities and school organisation proposals.
- Robust action has been taken over many years to ensure the appropriate number, nature and location of school places, as capital investment has allowed.
- All of the Authority's full business cases for Band A of the 21st Century Schools Programme have been approved, and projects completed or works well underway. The only project yet to start on site is a new build for Gorseinon Primary School, the site for which was the subject of a Village Green Application. All the above projects will be completed within the programme envelope and before the end of the Band A.
- The Authority's 21st Century Schools Programme is subject to robust governance, incorporating a cross-discipline Programme Board and Delivery Group with clearly defined escalation routes, which has resulted in effective financial and risk management, and successful delivery of the programme on time, and within scope and budget. The current governance structure is now embedded and working well following revision after the Office of Government Commerce (OGC) Gateway Review in 2015. The Programme Board has a strategic focus, whilst the Delivery Group focusses on operational delivery matters, recommended by the OGC Gateway Review.
- Where required, difficult decisions have been taken, together with radical transformation (most recently the new model of EOTAS provision) and this will continue to be the case with future access to Band B investment.
- The LA is making strong progress to reach Welsh Government targets for surplus places.
- The previous structural maintenance backlog of £147m, adjusted to reflect inflationary increases in building works, would equate to a sum of at least £180m. The latest total backlog estimate is £97m, a real terms reduction of at least £80m.
- Schools continue to benefit from most (over 70%) of the local authority's annual capital maintenance programme which is prioritised on the basis of risk and consistent with 21st Century Schools Programme schemes, ensuring that it is targeted at schools where there is the greatest need.
- There are well developed processes to encourage effective asset management and schools are supported in the development and maintenance of business continuity plans.
- Wider community use of assets and facilities continues to be developed to maximise the benefit of capital investment. Swansea has continued to access capital investment in Flying Start, with approximately 2,900 0-3 year olds benefiting annually since 2015-2016.
- An accomplished system of consulting with other local authorities for admission arrangements is in place.

- Excellent support is available for parents regarding admissions to school, which is clearly visible on the local authority website. Excellent support is available in schools to support the admission process.
- The LA is progressing to administer mid-year and nursery admissions online, to reduce the length of time children are out of school when a change of school is sought.
- Strong progress has been made with schools to achieve effective procedures to support pupils at risk of exclusion.
- Nearly all pupils obtain their first choice school. All appeal hearings are held within the required timeframe.
- The admissions forum is responsive in supporting the LA.

Areas for development

- Enhance the effectiveness of member/officer engagement to inform development of longer term capital investment and school organisation proposals.
 - Ensure greater collaborative working between schools prior to and facilitating the effective delivery of future organisation and capital investment proposals.
 - Ensure careful monitoring and evaluation of impact of LDP and adjustment of requirements as the timing and extent of future developments becomes more certain.
 - Enhance organisational capacity to refine and dis-aggregate data further to better prioritise the remaining condition category C schools and category D buildings in some secondary schools and maintain the robust condition, backlog and suitability data to inform future proposals and business cases.
 - Develop detailed business cases and delivery of Band B proposals and capital priority schemes.
 - Enhance the wider use of assets and facilities by community where demand exists, schools have appropriate space, and such use is sustainable in its own right, recognising that schools are unable to utilise their delegated budgets to support such use and must continue to satisfy safeguarding and insurance requirements.
 - Continuing to work with schools to ensure their buildings are maintained appropriately and for new builds / major remodelling, securing governing body commitment to maintain their new or refurbished asset.
-

Key Question 3: How good are leadership and management?

3.1 Leadership

Summary

- The Corporate Plan 2017-2022 continues to have a clear priority on improving education outcomes and skills. Giving all children and young people the opportunity to develop their full potential and to take advantage of the Swansea Bay City Deal.
- Swansea's Cabinet structure was reviewed to better to reflect the 2017-2020 challenges, changes in the external environment and focus needed to deliver the five corporate priorities. As a result education continues to benefit from strong political leadership and challenge. Difficult decisions have been made in the 2017-2018 budget to continue to prioritise the schools delegated budget by additional funding to meet the cost of pay awards, pension increases, additional STFs, and the new apprenticeship levy as well as devolved funding as part of the new model of EOTAS provision. In addition to the significant additional funding provided to implement the new model of EOTAS provision, funding was also provided to recognise the increased demand and cost of out of County places. As a result Swansea has seen the largest percentage increase in budgeted net revenue expenditure on education at 4.4% by comparison with an average of 1% across Wales according to the latest published statistics from the Welsh Government and at a time when 8 authorities approved cash reductions.
- The Cabinet and in particular the Cabinet Member for Education, her Deputy and the Chair of the Policy Development and Delivery Committee (PDDC) for Education have an in-depth understanding of the strengths and areas for development in education. Fortnightly meetings with senior education officers robustly hold officers to account.
- The impact of high quality leadership in most areas of the education system (school leaders, governors, members and officers) has resulted in a range of improvements such as outcomes at key stage 4, the school categorisation profile, performance of vulnerable groups and improvements in attendance.
- Annual updates and reviews of performance, show transparently how the council's aims, priorities and improvement objectives contribute to the wellbeing of people in Swansea as set out within the One Swansea Plan.
- The Council's five well-being objectives contribute in a worthwhile way to Wales' seven national goals described within the Well-Being of Future Generations Act (the 'Act'). The well-being statements also describes how the authority maximises this contribution to the national goals by working in line with the sustainability principles set out within the Act.
- The thorough annual corporate improvement planning effectively drives directorates', departments' and services' business and action planning. Nearly all the operational plans have measurable targets and link to the council's budget prioritisation cycle and medium term financial planning.
- Wales Audit Office's (WAO) corporate assessment of Swansea found that there is a clear vision of what the council wants to achieve which is well understood by senior managers and generally robust governance arrangements. Their 2015-2016 review of performance management arrangements cites improvements to service business planning are creating a more consistent, collaborative and corporate approach. It adds that the Education Service Plan shows stronger

prioritisation and links with the Corporate Plan and also benefits from a well-developed Strengths, Weaknesses, Opportunities, Threats (SWOT) analysis. In their 2016-2017 annual improvement report, they report that the Council has a clear governance framework for determining significant service change but needs to clarify how the impact of change for service users will be evaluated.

- WAO also considers that the Council has a clear vision and strategy in its 'Sustainable Swansea – Fit for the Future' framework, which together with the five priorities in the Corporate Plan should deliver outcomes to address the needs analysis done and the challenges facing the City.
- Visible corporate and political leadership around fewer priorities is helping the Council strengthen the way it manages its performance.
- The Education Service Plan and Heads of Units' operational plans support the delivery of corporate and regional agendas and priorities very well. Robust performance management arrangements support a 'golden thread' of delivery performance management through the organisation. Ongoing monitoring of and reporting on the progress of the plan's actions, targets and performance indicators evidences steady progress
- The Improvement Board formed by the Chief Executive following the local authority's 2013 Estyn LAESCYP inspection has continued to ensure focus on the recommendations as a result nearly all have made strong progress and one recommendation very good progress. The focus will now move to the one recommendation that has only made satisfactory progress and the additional priorities identified in this document. This will consistently and effectively continue to hold senior officers to account and continue to ensure a good pace of improvement.
- The Chief Executive, Director of People Cabinet Member of Education and Chief Education Officer regularly visit schools and attend meetings with headteachers allowing them to have an excellent understanding issues and also when necessary challenge schools eg excessive school balances.
- The strong local political support for Education in Swansea is shown by the clear policy commitment to spend nearly £1 billion over a 5 year period on Education, so maintaining the existing level of revenue funding whilst also seeking to access a large continuing programme of capital investment through Band B of the 21st Century Schools programme.
- In autumn 2015, the Education Department was re-structured and a Strategic Leads Board (SLB) and Senior Leadership Team (EDSLT) are now fully embedded, providing a strong lead to drive improvement. This, along with a more robust governance structure through SLB, EDSLTL, key stakeholders, consultative groups and boards, has significantly strengthened reporting, monitoring and performance management processes. As a result, there is greater accountability of managers for all aspects of service delivery, planning, performance and budget control.
- Most education staff understand their contribution to unit priorities, service and local plans and communicate these to schools and other partners.
- The new Corporate Dashboard approach to gathering, explaining and reporting performance information effectively translates the Council's vision into tangible objectives and measures and also supports the delivery of savings targets.
- Commissioning reviews are consistently challenging services to focus on developing options and partnerships that result in more efficient and effective models of service delivery.

- There are well-embedded and comprehensive processes and tools in place to monitor and analyse performance at school and pupil level, including very good training for school staff, governors and challenge advisers in the use of data. This contributes effectively to the continuous improvement of challenge and intervention to best target support for pupil attainment and raise standards of all pupils.
- ERW processes are now more consistently embedded and this has impacted positively on school categorisation. In the 2015-2016 academic year there was an increase in the number of green/yellow schools and a reduction in red/amber schools. In 2016-2017 academic year, 9 out of 14 secondary schools are in standards 1 group, up 8 from last year and top in Wales (64.3% in group 1 compared to 30.8% for Wales).
- Key education performance indicators continue to show improving trends, particularly despite a dip in Swansea and Wales in 2017) the L2 inclusive.
- The United Nations Convention on the Rights of the Child (UNCRC) is successfully embedded in council's policy framework. Nearly all schools have adopted and embedded UNCRC in their ethos and work.
- Elected members thoroughly scrutinise educational priorities and all aspects of education performance within schools and education service provision. WAO said the council's scrutiny structure enable a flexible and focussed approach.
- All council performance monitoring data is considered quarterly at the Service Improvement and Finance Scrutiny Panel.
- Swansea's Welsh in Education Strategic Plan 2017-2020 (WESP) is a robust plan which shows a strong commitment to developing and improving Welsh in Education, in line with the Welsh Government strategy to increase the number of Welsh speakers by 2050. There has been a consistent increasing trend of the number of pupils being taught through the medium of Welsh at the age of seven (Year 2), which has increased by 27.1% from 2012-2017 (332 to 432).
- The CYP Board has been suitably refocused and a new partnership plan for Children and Young People has been developed. This plan effectively aligns partnership work to include legislation, policies, programmes, outcome indicators and, the articles from the UNCRC, giving special emphasis to the four guiding principles and how they apply.

Areas for development

- Further improve the quality leadership in a few areas in the education system (school leaders, governors, members and officers).
- Further improve education outcomes and skills to take advantage of the Swansea Bay City Deal.
- Deliver the Welsh in Education Strategic Plan 2017-2020
- Continue to improve self-evaluation processes, improvement planning and the use of measurable success criteria in a very few operational plans.
- Further improve the consistency and impact of ERW. Further refine the structure of the Education Department structure to respond to increased partnership working and regionalisation.
- Ensure all education staff understand their contribution to strategic, service and local plans and communicate these to schools and other partners.

3.2 Quality improvement

Summary

- Estyn's recommendations following the inspection in June 2013 were addressed through actions in subsequent Education Departmental and Unit plans. Key actions have been monitored robustly on a termly basis and regular reports are provided to the Chief Executive's Improvement Board and Cabinet. This approach has resulted in strong progress of Recommendations 1, 2, 3 and 5. Progress in relation to Recommendation 4 has been satisfactory. The Chief Executives Improvement Board and Cabinet will continue to scrutinise and challenge to ensure the pace of improvement quickens.
- Self-evaluation processes are appropriate with learner voice particularly effective.
- The robust operational planning and management framework established in January 2014 continues. Identification, prioritisation and addressing performance issues are done in a structured, effective and timely way. Most target setting is now more challenging.
- Most operational plans are of good quality and the monthly reporting by EDSL T managers provides good visibility on progress, issues, challenges and successes. The plans drive the work of the Education Department and are tied closely into delivering improved pupil outcomes and the council's key priorities.
- Use of the departmental risk register, developed and implemented in February 2016 for Education Service Units' risks, has proven very beneficial. The Unit level risks are monitored at SLB and PFM and this process further strengthens the department management of risks in line with the corporate risk management framework.
- The Education Service Unit, developed and established in 2016, along with an agreed sign-off protocol, continues to ensure the logging, monitoring and quality assurance of all commissions, reports and requests for information.
- Robust arrangements are now in place to support and challenge schools as a result of enhanced scrutiny of standards, provision and leadership. As a result, underperformance and risk factors within schools are identified quickly and addressed at an earlier stage. The national categorisation has meant that wider national comparisons can be made on a more consistent basis.
- There is monitoring of school performance through a range of functions. This includes challenge adviser visits to school and analysis of data. This information helps form the judgment on present school performance and capacity to improve. School recommendations from Estyn reports are analysed adequately but analysis of thematic reports is limited.
- Scrutiny arrangements continue to be strong and are recognised regionally as effective. This was recognised nationally when Swansea Council was shortlisted for a Municipal Journal Award for excellence in scrutiny in June 2016. The arrangements enhance the council's other governance mechanisms. Scrutiny web pages are regularly updated, providing timely and comprehensive information about scrutiny work to members of the public.
- Swansea is the scrutiny support lead for the regional improvement service. As a result of this effective lead ERW's reports to scrutiny are clear and informative and has also helped the six local authorities' scrutiny chairs work more closely together through the Regional Scrutiny Councillor Group.

- Schools that need the most support to improve are challenged robustly, in person, by the Chief Education Officer, the team around the schools (TAS) ensures a robust partnership between officers, school leaders and governors to support in a targeted way and challenge the pace of improvement.
- Thorough scrutiny of school performance takes place within the Chief Executive's Improvement Board and Schools Performance Scrutiny Panel.
- The data and analysis provided to officers and schools are outstanding features and have directly contributed to raising standards. The excellent management information and data available in Swansea have facilitated the identification of performance issues and other concerns.
- The Vulnerability Assessment Profile (VAP) is a good example of a development which has had a wide benefit for services as well as schools. Scrutiny has looked in depth at the use of the VAP and highly commended this work. This has been shared with local authorities across Wales.
- Pupil performance data is subject to robust scrutiny by Cabinet and elected members and supports the identification of areas for action.
- There has been successful delivery of planned improvements and service developments through mature Performance and Financial Monitoring (PFM) processes across all directorates.
- The worthwhile Unit operational plans under the Education Departmental Plan, along with team meetings and 1-2-1s (bilateral meetings) allow line managers and staff to raise any concerns around individual performance and responsibilities.
- Commissioned services and SLAs are effectively monitored and evaluated.
- Relationships with schools are generally good. Regular headteacher meetings and the partnership groups in the consultative structure outlined in the LA/Schools Partnership Agreement form a beneficial mechanism for raising issues and agreeing actions to tackle them.
- The Early Years Foundation Phase Group is delivering on work around transitions in Swansea from Flying Start into school, and Nursery into school. Their focus is the readiness of the child and family for school and the quality of support throughout this time being maintained.

Areas for development

- Fully review the suitability and cost effectiveness of the current regional school improvement service (ERW) model.
 - Monitor progress against individual objectives within unit operational plans more robustly.
 - Further enhance school to school support across the council and the region.
 - Review provision for the future via the Education Strategy Group.
 - Ensure the authority makes better use of Estyn thematic reports.
 - Ensure greater input from schools into self-evaluation and improvement planning.
-

3.3 Partnership working

Summary

- The Effectiveness through Regional Working School Improvement Service (ERW) is governed as an alliance of six local authorities through a Joint Committee. The impact of the joint work initially led to accelerated improvement in outcomes at ks4, and the initial development of school-to-school work across the region. In addition, a cohesive cross local authority menu of support to schools covering leadership, teaching, support and wellbeing has developed. This has had a positive impact across the region with Swansea taking the lead in areas such as attendance and EAL.
- Feedback from schools about ERW in 2015-2016 was largely positive with the majority of schools feeling that they have received appropriate support and challenge however the feedback for 2016-2017 was less positive. We will continue to work with stakeholders to ensure an improved provision is provided which continues to raise standards in Swansea schools.
- The Cabinet Member for Education and senior officer membership of the Joint Committee and Executive Board ensures that Swansea has a voice as a partner in the service.
- There are adequate established partnerships between secondary schools, the special schools and further and higher education providers.
- Secure and effective data sharing arrangements are in place between the Management Systems Unit and a number of key partners. These arrangements work well, and data sharing enables various services to obtain the information they need to support pupils and plan interventions.
- Good partnership working for music service improvement has resulted in the development of strategies to address local and national priorities through groups including Youth Arts Wales, B.B.C. National Orchestra of Wales, the Welsh Music Services Group and ERW.
- Partnership with Youth Services and the Youth Offending Team are well-developed and as a result good outcomes are achieved.

Areas for development

- Deliver opportunities for areas of further joint working within the region and in particular with Neath Port Talbot County Borough Council, especially around Additional Learning Needs and data management.
 - Further improve the consistency and impact of the regional improvement service (ERW).
 - Re-establish and invigorate Swansea Learning Partnership between schools, the special schools and further and higher education providers Gower College, the two Universities and Careers Wales.
 - Establish more effective collaboration with Health.
-

3.4 Resource management

Summary

- The Performance and Financial Monitoring (PFM) processes across all Directorates, the monitoring of key corporate programmes and projects and strong governance ensures comprehensive resource management. This is evidenced by the Council continuing to effectively manage service budgets, make efficiency savings, improve services and successfully deliver key programmes and projects.
- The Council's transformation programme with its targeted programmes and commissioning reviews, is successfully driving efforts across the whole Council to reshape services, work in different ways to improve efficiencies, transform service delivery and reduce costs. The 2015 Wales Audit Office (WAO) report recognises this stating that 'the Council had responded effectively to the challenge of managing a future where the resources it has to meet local needs will be severely reduced'.
- Education department underwent a management re-structure in 2015 as part of wider workforce planning, in order to focus on the most effectively on important priority areas and have sufficient capacity to meet core statutory duties and ensure robust succession planning. All cost centres and elements of expense has resulted in managers having good accountability for, and ownership of, their budget areas. There is a need to further review the structure given a vacancy in the senior leadership team.
- The management development programme, started in 2016 for Education Senior Leadership Team (EDSLT) and continuing throughout 2017, included leadership, development of resource management and is resulting in more effective leadership, management of budgets and resources and increased ownership and accountability.
- The 'One Education' Budget strategy provides a medium term financial plan, delivering a consistent financial strategy to prioritise the delegated schools budget and pupil specific areas of support within the non-delegated budget. A comparison of the allocation of the Education portfolio budgets over recent years demonstrates this clear prioritisation and the radical impact of the changes.
- The focus on prioritising the delegated schools budget and pupil support services; statutory over discretionary services; efficiency and re-structuring and recovering costs from grants has continued and enabled Education to deliver successfully on identified savings opportunities' targets as per the corporate agenda.
- There remains a consistent political commitment to investing in schools, teaching and learning to ensure children have the best start in life as a top priority.
- This financial strategy continues to be underpinned by effective stakeholder engagement through the School Budget Forum and sub groups (particularly the Joint Finance Group), which have fully supported a rigorous challenge and review process for all budget areas within the Education service. The Education Strategy Group, set up and chaired by the Leader of the Council, recognises the growing financial challenges facing schools and demonstrates the political commitment to work collaboratively with schools. The focus is to develop coherent short, medium and long term financial strategies for Education. The group complements effectively the formal consultative role of the School Budget Forum,

providing more interactive and workshop opportunities to review and develop key strategies and policy areas.

- Centralisation of grants management has resulted in efficiency savings and improved future co-ordination and resilience.
- Review and restructuring of services continues, a recent re-structuring of the Ethnic Minority Language and Achievement Unit was successfully implemented following a reduction in government and LA grant funding streams. A similar restructure has been delivered of the Music Service and a number of additional commissioning reviews are underway.
- There is continued success in bidding for capital resources and in the delivery of major projects. A Gateway Review in 2015 praised the management of the QEd school organisation programme in Swansea and recommendations from the review have been implemented. These include further enhancing the good practice in stakeholder engagement, increasing programme and project support resources, a reviewing of project management tools, introduction of Risks Assumptions Issues and Dependencies methodology (RAID) and review of the programme governance arrangements. This will further enhance strategic direction in moving forward and the delivery component of the programme.
- An updated Strategic Outline Programme was submitted (July 2017) which represents a natural development of the previously approved long term strategy. The submission (£149.7m for Band B alone) shows the high level of ambition and commitment to the programme. The submission reflects a consistent objective assessment and prioritisation of condition, suitability and sustainability issues as well as areas of basic need for additional provision. It continues the clear and consistent focus of the long term programme and will build on the considerable benefits already realised.
- A fundamental and rigorous review of all service level agreements (SLAs) has been undertaken to ensure full cost recovery and a clear focus on delivery and performance for the client. The sufficiency, suitability and performance of SLAs are reviewed by the School Budget Forum and sub groups, and will continue to build on this solid foundation. There continues to be a high take up of the authority's SLAs.
- As part of the review of funding formulae to ensure they remain 'fit for purpose', further delegation of funding and responsibilities opportunities to schools are being identified. Opportunities to simplify the formulae and offer greater funding stability to schools are being considered as part of the current work plan of the School Budget Forum working groups.
- Schools with deficits are required to seek approval from the Section 151 officer for any managed deficit which will include the development and approval to a recovery plan, with the full support of finance officers. The delivery of a recovery plan is closely monitored and any issues regularly reported through PFM. As a result only a very few schools have a current deficit budget and these have clear recovery plans which are robustly challenged by officers.
- A few schools with excess surplus balances are consistently challenged regarding the justification for the level of reserves they choose to hold. Consequently levels of reserves in the authority went down in 2016-2017.
- The majority of schools with surplus balances in 2017-2018 intend to utilise reserves to mitigate against the financial challenges of the next three years.

- Through effective joint working with the Transportation Team in the Environment Directorate, significant savings have been achieved in home to school transport, mitigating the pressures and raised expectations of authorities in this area.

Areas for development

- Continue to develop and deliver an effective and 'living' medium term education financial strategy for 2017/2018 – 2019/2020 maintaining the improvement in learner outcomes and reflecting stakeholder engagement outcomes to deliver radical transformation.
- Transform mind sets in schools and remaining council services in light of the overall reduction in funding to local authorities and the increase in delegation of funding and responsibilities to schools.
- Complete a rolling base budget review of all Education's activities to challenge the outcomes and value for money in line with the Sustainable Swansea efficiency work-stream, consistent with the outcomes of the various commissioning reviews.
- Explore and develop cost recovery and commercialisation opportunities, building capacity within schools to optimise the flexible use of school assets and facilities in line with local political aspirations.
- Further refine the structure of the Education Department structure to respond to increased partnership working and regionalisation.

Appendix 1 Performance Summary

Key stage 1 core subject indicator (CSI) / Foundation Phase Indicator

CSI	2011
Swansea	81.7%
Wales	82.7%
Rank	15

Foundation Phase	2012	2013	2014	2015	2016	2017
Swansea	77.6%	80.1%	83.9%	86.2%	85.0%	85.5%
Wales	80.5%	83.0%	85.2%	86.8%	87.0%	87.3%
Rank	19	21	17	15	19	19

Key stage 2 core subject indicator (CSI)

	2011	2012	2013	2014	2015	2016	2017
Swansea	80.8%	83.6%	84.3%	87.3%	89.2%	88.2%	89.5%
Wales	80.0%	82.6%	84.3%	86.1%	87.7%	88.6%	89.5%
Rank	12	10	13	9	8	16	13

Key stage 3 core subject indicator (CSI)

	2011	2012	2013	2014	2015	2016	2017
Swansea	68.4%	73.3%	76.4%	80.6%	83.2%	86.3%	88.2%
Wales	68.0%	72.5%	77.0%	80.1%	83.9%	85.9%	87.4%
Rank	11	12	14	14	14	13	13

Attendance

Primary	2011-2012		2012-2013		2013-2014	
	Attendance	Unauthorised absences	Attendance	Unauthorised absences	Attendance	Unauthorised absences
Swansea	93.3%	0.5%	93.0%	0.6%	94.4%	1.4%
Wales	93.8%	0.7%	93.7%	0.9%	94.8%	1.0%
Rank	17	10	Jt last 20	6	Jt 18 th	20
Primary	2014-2015		2015-2016		2016-2017	
	Attendance	Unauthorised absences	Attendance	Unauthorised absences	Attendance	Unauthorised absences
Swansea	94.9%	1.2%	94.9%	1.2%	95.0%	1.2%
Wales	94.9%	1.0%	94.9%	1.1%	Pub Dec	Pub Dec
Rank	11	18	12	18	Pub Dec	Pub Dec

Secondary	2011-2012		2012-2013		2013-2014	
	Attendance	Unauthorised absences	Attendance	Unauthorised absences	Attendance	Unauthorised absences
Swansea	92.0%	1.4%	92.3%	1.1%	93.3%	1.2%
Wales	92.2%	1.4%	92.6%	1.3%	93.6%	1.3%
Rank	15	15	15	12	16	Jt 14
Secondary	2014-2015		2015-2016		2016-2017	
	Attendance	Unauthorised absences	Attendance	Unauthorised absences	Attendance	Unauthorised absences
Swansea	94.0%	1.1%	94.3%	1.3%	94.3%	1.2%
Wales	93.8%	1.3%	94.2%	1.3%	94.1%	1.4%
Rank	10	10	11	14	7	10

Key stage 4 (Provisional Data)

Level 1 threshold

	2011	2012	2013	2014	2015	2016	2017
Swansea	90.8%	92.8%	93.8%	95.5%	96.7%	96.9%	96.0%P
Wales	90.3%	91.8%	93.2%	94.0%	94.4%	95.3%	Pub Dec
Rank	13	9	10	9	6	2	Pub Dec

Level 2 threshold

	2011	2012	2013	2014	2015	2016	2017
Swansea	65.8%	74.6%	79.3%	85.4%	88.9%	86.9%	70.0%P
Wales	67.3%	72.6%	77.8%	82.3%	84.1%	84.0%	67.0%P
Rank	14	11	11	10	5	8	Pub Dec

Level 2 threshold including a GCSE pass in English or Welsh first language and mathematics

	2011	2012	2013	2014	2015	2016	2017
Swansea	53.2%	54.6%	55.3%	59.1%	64.0%	64.7%	57.3%P
Wales	50.1%	51.1%	52.7%	55.4%	57.9%	60.3%	55.0%P
Rank	7	8	9	7	3	7	Pub Dec

Average wider points score

	2011	2012	2013	2014	2015	2016	2017
Swansea	423.5	470.4	525.3	559.6	578	572.6	456.0P
Wales	422.9	465	501.2	524.5	530.7	527	456.0P
Rank	12	13	9	6	5	4	Pub Dec

Capped 8 points score

	2011	2012	2013	2014	2015	2016	2017
Swansea	313.9	328.8	338.9	349.7	358.4	356.6	334.0P
Wales	311.6	323.5	333.1	340.8	343.5	344.6	325.0P
Rank	11	10	10	10	4	3	Pub Dec

Core subject indicator (CSI) at key stage 4

	2011	2012	2013	2014	2015	2016	2017
Swansea	51.8%	52.5%	52.9%	56.0%	54.8%	62.2%	55.8%P
Wales	48.7%	48.9%	49.2%	52.6%	60.6%	57.6%	53.0%P
Rank	6	8	6	8	5	6	Pub Dec

Pupils aged 15 leaving full-time education without a recognised qualification

	2011	2012	2013	2014	2015	2016	2017
Swansea	0.43%	0.38%	0.1%	0.9P	0%	0%	Pub Dec
Wales	0.6%	0.4%	0.3%	1.1%P	Not pub	Not pub	Not pub
Rank	Jt 9	16	Jt 7	Not pub	Not pub	Not pub	Not pub

NEETS age 16

Swansea method of calculation – no comparative <i>(Wales method – comparative) 2016 onwards, national method only.</i>							
	2011	2012	2013	2014	2015	2016	2017
Swansea	3.1%	2.9%	3.2%	3.7%	2.7%	2.1%	Pub Apr
	<i>(3.1%)</i>	<i>(3.2%)</i>	<i>(3.9%)</i>	<i>(3.5%)</i>	-		
Wales	4.4%	4.2%	3.7%	3.1%	2.8%	2.0%	Pub Apr
Rank	<i>(5)</i>	<i>(9)</i>	<i>(15)</i>	<i>(jt17)</i>	14		Pub Apr

Results for pupil groups

Foundation Phase Indicator

Group	Level	2013	2014	2015	2016	2017	Average	Trend
All	O5+	80.1	84.0	86.2	85.0	85.5	84.2	5.4
Boys	O5+	75.2	79.3	82.7	81.0	81.5	79.9	6.3
Girls	O5+	85.4	88.8	89.7	89.4	89.9	88.6	4.5
Gender gap	O5+	-10.3	-9.5	-7.0	-8.4	-8.4	-8.7	1.8
FSM	O5+	65.1	72.3	74.2	73.0	70.7	71.1	5.6
Non-FSM	O5+	84.3	87.0	89.4	88.4	89.4	87.7	5.1
FSM gap	O5+	-19.2	-14.7	-15.2	-15.4	-18.7	-16.6	0.5
SA+	O5+	46.9	53.2	59.1	59.4	55.0	54.7	8.1
Attendance		93.0	94.4	94.9	94.9	95.0	94.4	2.0

Core Subject Indicator Key Stage 2

Group	Level	2013	2014	2015	2016	2017	Average	Trend
All	L4+	84.3	87.3	89.2	88.2	89.5	87.7	5.2
Boys	L4+	80.2	83.9	86.4	85.7	87.6	84.8	7.4
Girls	L4+	88.4	91.0	92.4	90.8	91.6	90.8	3.2
Gender gap	L4+	-8.2	-7.1	-6.0	-5.1	-4.0	-6.1	4.2
FSM	L4+	70.0	72.0	76.6	75.8	76.3	74.1	6.3
Non-FSM	L4+	88.2	90.9	92.2	91.3	92.5	91.0	4.3
FSM gap	L4+	-18.2	-18.9	-15.6	-15.5	-16.2	-16.9	2.0
SA+	L4+	53.3	67.2	66.2	62.7	65.6	63.0	12.3
Attendance		93.0	94.4	94.9	94.9	95.0	94.4	2.0

Core Subject Indicator Key Stage 3

Group	Level	2013	2014	2015	2016	2017	Average	Trend
All	L5+	76.4	80.6	83.2	86.3	88.2	82.9	11.8
Boys	L5+	71.7	77.8	79.9	83.3	84.1	79.4	12.4
Girls	L5+	81.7	83.6	86.5	89.4	92.6	86.8	10.9
Gender gap	L5+	-10.0	-5.8	-6.6	-6.1	-8.5	-7.4	1.5
FSM	L5+	52.6	59.5	67.6	69.6	73.2	64.5	20.6
Non-FSM	L5+	83.0	85.3	87.1	90.2	91.5	87.4	8.5
FSM gap	L5+	-30.4	-25.8	-19.5	-20.6	-18.3	-22.9	12.1
SA+	L5+	37.4	49.0	59.1	54.5	65.4	53.1	28.0
Attendance		92.3	93.3	94.0	94.3	94.3	93.6	2.0

Level Two Inclusive Key Stage 4

Group	Level	2013	2014	2015	2016	2017p	Average	Trend
All	L2i	55.0	59.1	62.3	66.3	57.3	60.0	2.3
Boys	L2i	50.1	54.0	59.0	62.3	54.1	55.9	4.0
Girls	L2i	60.4	64.5	65.7	70.6	60.4	64.3	0.0
Gender gap	L2i	-10.3	-10.5	-6.7	-8.3	-6.3	-8.4	4.0
FSM	L2i	27.7	27.2	37.7	39.1	30.0	32.3	2.3
Non-FSM	L2i	62.6	66.7	69.5	71.4	63.6	66.8	1.0
FSM gap	L2i	-34.9	-39.5	-31.8	-32.3	-33.6	-34.4	1.3
SA+	L2i	19.8	22.6	32.5	43.7			
All	5 A*-A incl		10.3	12.1	14.8	12.6	12.5	2.3
Attendance		92.3	93.3	94.0	94.3	94.3	93.6	2.0

Note - KS4 results are for pupils in schools only (EOTAS not included).

Post-16 (Provisional Data)

Level 3 threshold

	2011	2012	2013	2014	2015	2016	2017
Swansea	97.0%	95.7%	97.4%	96.8%	96.8%	96.9%	95.0%P
Wales	96.3%	96.9%	96.5%	97.1%	97.0%	98.0%	97.0%P
Rank	10	20	7	15	13	18	Pub Dec

Level 3 points score

	2011	2012	2013	2014	2015	2016	2017
Swansea	778.0	737.9	769.2	690.8	692.7	704.5	693.0P
Wales	798.9	772.9	806.6	804.1	799.7	823.2	733.0P
Rank	15	14	14	21	18	19	Pub Dec

National Tests (Years 2-9 combined)

National Reading Tests – English – Standardised scores

	2014 85+	2014 115 +	2015 85+	2015 115 +	2016 85+	2016 115 +	2017 85+	2017 115+
Swansea	84.9	17.8	85.5%	18.7%	86.3%	19.5%	85.7%	19.2%
Wales	83.2	16.5	83.5%	16.6%	83.8%	16.7%	83.5%	16.5%
Rank	6	7	5	4	4	5	4	4

National Reading Tests – Welsh – Standardised scores

	2014 85+	2014 115 +	2015 85+	2015 115 +	2016 85+	2016 115 +	2017 85+	2017 115+
Swansea	84.5	15.6	84.8%	14.0%	85.9%	15.1%	86.8%	16.4%
Wales	84.4	17.5	84.6%	17.1%	84.8%	16.6%	85.1%	16.6%
Rank	13	13	9	14	7	10	8	9

National Numeracy Procedural Tests – Standardised scores

	2014 85+	2014 115+	2015 85+	2015 115+	2016 85+	2016 115+	2017 85+	2017 115+
Swansea	84.7%	18.9%	86.7%	20.3%	87.3%	20.9%	86.6%	20.6%
Wales	82.8%	15.5%	84.2%	16.0%	84.3%	16.1%	83.8%	16.0%
Rank	9	5	8	3	6	3	5	3

National Numeracy Reasoning Tests – Standardised scores

	2014 85+	2014 115+	2015 85+	2015 115+	2016 85+	2016 115+	2017 85+	2017 115+
Swansea	84.5%	17.3	88.3%	20.6%	88.0%	21.3%	87.1%	20.8%
Wales	82.2%	14.8	85.6%	16.8%	84.8%	16.9%	84.2%	16.6%
Rank	8	7	6	5	6	2	7	2

Permanent and fixed-term exclusions from secondary schools
2016-2017 academic year published mid-2018.

Permanent exclusions (rate per 1,000 pupils)

	2011	2012	2013	2014	2015	2016	2017
Swansea	0.2	0.29	0-0.5 (2 – too low to pub)	0.41 (5 – all sec)	0.50 (6 – all sec)	0.22	Pub 2018
Wales	0.7	0.5	0.5	-	-	0.23	Pub 2018
Rank	9	Jt 15	Jt 6	Not pub	Not pub	14	Pub 2018

Fixed term five days or fewer (rate per 1,000 pupils)

	2011	2012	2013	2014	2015	2016	2017
Swansea	63.4	54.7	45.1	21.8 (sec)	15	16.2	Pub 2018
Wales	67.7	66.6	57.2	26.7	28	30.9	Pub 2018
Rank	14	10	9	10	3	3	Pub 2018

Fixed term of six days or more (rate per 1,000 pupils)

	2011	2012	2013	2014	2015	2016	2017
Swansea	6.9	6.5	6.1	1.6 (sec)	2.1	1.4	Pub 2018
Wales	6.0	5.3	4.0	1.6	1.7	1.4	Pub 2018
Rank	14	16	18	9	9	9	Pub 2018

List of terms

ADEW	Association of Directors of Education in Wales
ALN	Additional learning needs
ALNET	Additional Learning Needs and Education Tribunal
ASD	Autistic Spectrum Disorder
Bacc	(The) Welsh Bacculaureate
CPD	Continuing professional development
CSI	Core subject indicator
CSSIW	Care and Social Services Inspectorate Wales
CYP	Children and Young People
DCD	Development Co-ordination Disability
EAL	English as an additional language
EDSLT	Education Senior Leadership Team
EIA	Equalities Impact Assessment
EIG	Education Improvement Grant
EMAU	Ethnic Minority Achievement Unit
EMLAS	Ethnic Minority Language and Achievement Service
EOTAS	Education Other Than At School
ERW	Education through Regional Working (the south west and mid-Wales regional school improvement service)
ESU	Education Service Unit
EWS	Education Welfare Service
FE	Further education
eFSM	[Pupils] eligible for free school meals
GCSE	General Certificate of Secondary Education
HE	Higher education
KS	Key stage
LA	Local authority (council)
LAC	Looked after child/children
NEET	[young people] Not in education, employment or training
OCG	Office of Government Commerce
ORES	Outdoor, Residential, Environmental Education Services
PACA	Partneriaeth Addysg Cymraeg Abertawe / Swansea Welsh in Education Partnership
PFM	Performance and financial monitoring
PLC	Professional learning community
PMLD	Profound Multiple Learning Difficulties
PRU	Pupil referral unit
PSB	Public Service Board
QEd 2020	Quality in Education 2020
RAID	Risks, assumptions, issues, dependencies
SEBD	Social, emotional and behavioural difficulties
SEN	Special educational needs
SIP	School Improvement Partnership
SLCN	Speech, language and communication needs
SLB	[Education] Strategic Leads Board
SOP	Strategic Outline Programme
STF	Specialist teaching facility
TA	Teaching assistant

TAS	Team Around the School
TES	Traveller Education Service
UNCRC	United Nations Convention on the Rights of the Child
VAP	Vulnerability Assessment Profile
WAO	Wales Audit Office
WESP	Welsh in Education Strategic Plan
WG	Welsh Government



Report of the Leader of the Council

Council – 25 January 2018

Honorary Freedom of the City & County of Swansea on HMS Cambria

Purpose:	To consider conferring Honorary Freedom of the City & County of Swansea to HMS Cambria
Policy Framework:	None
Consultation:	Access to Services, Finance, Legal. Chief Executive Group Leaders
Recommendation(s):	It is recommended that: 1) Honorary Freedom of the City & County of Swansea is granted on HMS Cambria 2) A ceremonial council meeting be held on 17 March 2018 to confer the title of Honorary Freedom.
Report Author:	Jo-anne Jones
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

HMS Cambria was commissioned in 1947 and is the only Royal Naval Reserve unit in Wales.

HMS Cambria has a strong connection with Swansea as a major recruiting area for Royal Naval Reserves and over a third of the ship's company live within Swansea and many of the reservists are employed in the city.

Reservists play an increasingly vital role in the Royal Navy, often taking part in operations around the world and not only do they potentially risk their lives, they

also play a crucial role in promoting a greater understanding of the Royal Navy and it's work among the general public.

Granting Honorary Freedom of the City & County of Swansea on HMS Cambria will enhance the appreciation the Council and our communities give to our Armed Forces.

2. Section 249 of the Local Government Act 1972.

Under section 249 of the Local Government Act the Council may by a resolution passed by not less than two thirds of the members voting thereon, admit to be an Honorary Freeman person of distinction and persons who have, in the opinion of the Council rendered eminent service to the County.

In the past similar honours have been bestowed by the Council and its predecessors on The Welsh Guards, The Royal Welsh Regiment (Royal Welch Fusiliers) and its antecedent regiments, HM Coastguard, RNLI, former President Jimmy Carter, the late Lord Callaghan, the late John Charles, HMS Scott, The Archbishop of Canterbury, 1st The Queen's Dragoon Guards, 215 (City of Swansea) Squadron, Mel Nurse and more recently, Chris Coleman.

3. Ceremony Arrangements

It is proposed that the ceremony will be held at a ceremonial meeting of the Council to be held at the Guildhall, Swansea on 17 March 2018.

4. Equality and Engagement Implications

The proposal has no equality implications and an Equality Impact Assessment is not required in this instance.

5. Financial Implications

The cost of the proceedings, including a Freedom Scroll, will be met from the Corporate Promotions budget.

6. Legal Implications

The power to grant Honorary Freedom of the City and County of Swansea is contained in Section 249 [5] of the Local Government Act 1972.

Background Papers: None

Appendices: None



Report of the Cabinet Member for Service Transformation and Business Operations

Council – 25 January 2018

Membership of Committees

Purpose:	Council approves the nominations/amendments to the Council Bodies.
Policy Framework:	None.
Consultation:	Political Groups.
Recommendation:	It is recommended that: 1) The amendments to the Council Bodies listed in paragraph 2 be approved
Report Author:	Gareth Borsden
Legal Officer:	Tracey Meredith
Finance Officer:	Paul Cridland
Access to Services Officer:	N/A

1. Introduction

- 1.1 Meetings of Council regularly agree and amend the membership of the various Committees/Council Bodies as reflected in the lists submitted by the Political Groups.

2. Changes to Council Body Membership

- 2.1 The political groups have indicated that they have changes to the following Council Bodies:

Scrutiny Programme Committee

Remove Councillor J P Curtice
Add Councillor W G Lewis

Transformation & Future Council Policy Development & Delivery Committee

Remove Councillor B J Rowlands

Trustees Panel

Add Councillor M B Lewis

3. Financial Implications

3.1 There are no financial implications associated with this report.

4. Legal Implications

4.1 There are no legal implications associated with this report.

Background Papers: Local Government & Housing Act 1989, the Local Government (Committees & Political Groups) Regulations 1990.

Appendices: None



Report of the Chair of the Scrutiny Programme Committee

Council – 25 January 2018

Scrutiny Dispatches – Quarterly Impact Report

Purpose:	To present the quarterly report from the committee to Council on the impact of scrutiny.
Report Author:	Brij Madahar
Finance Officer:	Paul Cridland
Legal Officer:	Debbie Smith
Access to Services Officer:	Ann Williams

FOR DISCUSSION

1.0 Introduction

- 1.1 The Scrutiny Programme Committee is responsible for the overall work programme, including the various informal scrutiny activities, and monitoring progress to ensure that the work is effective.
- 1.2 The committee is also concerned about improving communication and public engagement, and getting more coverage in the media so that the public are more aware of the work of scrutiny.
- 1.3 In order to provide ‘headlines’ from scrutiny activity and give the work of scrutiny greater visibility, both for council and public audience, a quarterly ‘Scrutiny Dispatches’ report is published.

2.0 Scrutiny Dispatches

- 2.1 ‘Scrutiny Dispatches’ is intended to demonstrate scrutiny achievements and outcomes. It is effectively a regular report about impact and how scrutiny is making a difference, rather than a descriptive account of scrutiny activities. The aim is to focus on and promote a small number of ‘significant stories’. A chair’s roundup is also featured to highlight other work.

2.2 The quarterly report is attached for Council discussion – see **Appendix 1**.

2.3 As well as being a report to Council the content will be shared more widely, with advice and support from the Council’s Communications Team and utilising social media. This should help raise awareness of the work and impact of scrutiny, and hopefully encourage more public engagement and participation in scrutiny. It is anticipated that some of the impact stories within Scrutiny Dispatches will generate press releases.

2.4 In order to ensure that people are informed more generally about the work of scrutiny a monthly newsletter is also being produced. This list is shared via an email subscription (www.swansea.gov.uk/scrutinyemail), and includes details of:

- Forthcoming panel and working group meetings
- Topics being looked at by scrutiny
- Progress with current activities

3.0 Equality & Engagement Implications

3.1 There are no specific equality and engagement implications raised by this report.

4.0 Financial Implications

4.1 There are no specific financial implications raised by this report.

5.0 Legal Implications

5.1 There are no specific legal implications raised by this report.

Background Papers: None

Appendices:

Appendix 1 – Scrutiny Dispatches

‘How scrutiny councillors are making a difference’

Is your child school ready?

(Lead: Councillor Hazel Morris)

Scrutiny councillors have identified ways in which children’s readiness for school can be improved, following an in-depth inquiry.

The cross-party Panel published its report earlier this year. Amongst its key findings the scrutiny inquiry found that:

- There is a wealth of evidence that suggests investment in early year’s services including children’s school readiness is hugely beneficial not only to children and their families, but society as a whole. There is evidence that this investment can help to break the cycle of disadvantage in our communities by changing children’s life chances.
- There are gaps in service provision for families in Swansea – for example multi-agency support via [Flying Start](#) is only available to around one quarter of children and families in Swansea. Whilst this is focused on areas of greatest need, there are children across Swansea who could benefit from this programme.

During evidence gathering the Panel saw many examples of good practice that helps make children and parents school ready. This included a visit to St Helen’s Primary School and Flying Start where they are aspiring to be a school that is at the heart of the community, and has been praised by parents. They also visited [Stepping Stones](#) and the [Swansea Children Centre](#) where they are working to develop children’s physical and emotional school readiness and preparing children and their parents for the transition to school.

All [nine recommendations](#) made by the Panel were agreed by [Cabinet in June](#).

The Panel Convener, Councillor Hazel Morris, said:

‘An interesting finding from our inquiry was that it is not only children and parents that need to become more school ready but schools themselves need to be more ‘child ready’. We felt that there could be more robust challenge for schools on this aspect. We have asked for guidance to be drafted on what constitutes a ‘child ready’ school and for schools and governing bodies to develop a community engagement strategy which clearly identifies how they will work with parents pre-school and in the early years. The inquiry looked at the cause and effect of school readiness and tried to identify practical steps that could be taken, informed by good practice, to help our children to be prepared. We need to keep early years high on the agenda and we hope that our recommendations go some way in helping to improve school readiness in Swansea. We recognise that successful outcomes depend on effective working between the Council, Health Board and Third Sector’.

Scrutiny has contributed to this vital debate by providing:

- Evidenced proposals that will lead to improved school readiness
- The views of key stakeholders
- Good practice / research elsewhere
- Raised awareness and increased councillor understanding about issues affecting school readiness

The Panel will meet in March 2018 to follow up on the actions taken to implement the scrutiny recommendations and assess the impact made by the inquiry.

Helping to support community groups

(Lead: Councillor Terry Hennegan)

The work of scrutiny has helped to improve the support provided to community groups and volunteers to run services in their own communities.

A [scrutiny inquiry](#) was carried out last year focussing on the Council priority to build sustainable communities, and was recently [followed up](#) to look at how its recommendations have been implemented and effect this has had.

Councillor Terry Hennegan, convener of the Scrutiny Inquiry, said: 'Our work looked at how the Council is developing and promoting community action that could sustain local services, and build capacity. We were pleased to find that there is now a stronger focus on supporting volunteer participation in relation to community buildings and open spaces, with a range of guidance material available. Overall we are happy with the delivery of actions against our recommendations, including action on improving communication with community groups and establishing an annual celebration of community work.'

The monitoring of this inquiry is now complete.

Emergency planning and resilience

(Lead: Councillor Mary Jones)

Scrutiny councillors have shone a spotlight on the Council's Emergency Management service, a topic of heightened interest across the UK.

A [Scrutiny Working Group](#) asked about the arrangements and resources that are in place, the level of preparedness for emergencies, and challenges to the service.

Amongst recommendations made, the Working Group asked for consideration to be given to establishing a formal Council Committee to monitor and support emergency planning. Scrutiny Councillors were also concerned whether there was enough communication and information with local councillors to support emergency planning and response, and asked for this to be addressed.

The convener of the Working Group, Councillor Mary Jones, said: 'Following our scrutiny meeting in October we wrote a letter to the Cabinet Member for Service Transformation & Business Operations and we are pleased that his response confirms action will be taken against each of the scrutiny recommendations, including the establishment of a Members Emergency Planning Forum.'

Improving School Governance

(Lead: Councillor Fiona Gordon)

Scrutiny recommendations to improve school governance were also [followed up](#) recently.

The Inquiry Panel reconvened in September and heard about progress with the implementation of recommendations and impact of the scrutiny inquiry.

The inquiry was credited with prompting reflection on the support and training provided to school governors, and highlighting the need for closer working between governing bodies and school challenge advisors.

The monitoring on the inquiry is now complete but the Panel has written to the Cabinet Member for Children, Education & Lifelong Learning with its view on how things have changed since the scrutiny inquiry and outstanding issues that need attention.

The scrutiny annual report for 2016/17

(Lead: Councillor Mary Jones)

Our [annual report](#) of the work of scrutiny was published and presented to Council in July. It aims to highlight the work carried out by scrutiny and show how scrutiny has made a difference.

Set out as a simple scorecard, the report highlights a small number of indicators to illustrate four performance questions, informed by the results of our annual scrutiny survey and feedback from those involved:

- How much scrutiny did we do?
- How well did we do it?
- How much did scrutiny affect the business of the Council?
- What was the impact of scrutiny?

In order to support continuous improvement for the scrutiny function the report provides a reflection on what has worked well and what has not worked so well, to prompt improvement action. For example, this means doing even more to:

- Promote and raise awareness of scrutiny across the organisation and to the public
- Engage with cabinet members to ensure maximum consideration and recognition of our work
- Increase the number of non-executive councillors involved in scrutiny

Chair's Roundup::

This is my first quarterly roundup of the work of [scrutiny](#) for 2017/18, as Chair of the Scrutiny Programme Committee.

Preparing for new year of scrutiny

We welcomed new and returning [councillors](#) following May's Council elections before preparing for a new year of scrutiny. Scrutiny Induction sessions were held in early June which provided an opportunity for better understanding of the role of scrutiny and how it can make a difference. We plugged the powerful opportunities that it provides for questioning, inquiry, monitoring, and providing challenge to decision-makers. We debated approaches to questioning and discussed key components of effective scrutiny.

Choosing priorities for 2017/18

A [new work programme](#) was agreed by the committee in July with a varied selection of topics, representing both continuity and renewal to ensure that scrutiny is always looking at the right things. This was informed by our annual work planning conference, open to all non-executive councillors to make suggestions and debate priorities. This involved looking back at the previous plan, considering the Council's Corporate Priorities, and thinking about views from the public gathered from various consultations.

With guiding principles in mind (strategic and significant, focussed on issues of concern, and representing a good use of time and resources) the committee agreed to continue with previous Performance Panels to monitor key services and retain focus on social services and education, but added a sixth to focus on regular monitoring of Development & Regeneration activities, given significant plans for city centre re-development and the Swansea Bay City Region Deal.

The programme also includes two inquiry topics, Regional Working (currently in progress), and Swansea's Natural Environment. In terms of one-off Working Groups a list of issues were identified and prioritised. Upcoming topics include Roads & Footway Maintenance, Homelessness, Community Cohesion, and Renewable Energy.

Questioning Cabinet Members

[The committee](#) has continued to focus on holding cabinet members to account and each month's meeting features a Q & A session with a Cabinet Member to discuss their work. As I write we are due to meet with the Cabinet Member for Environment Services in February. Acting as a 'critical friend' we question and challenge them on their priorities, actions, achievement and impact. We invite members of the public and all scrutiny councillors to contribute ideas to ensure the committee asks the right questions. A summary of each session and views of the committee are published in the form of a letter to relevant Cabinet Members. We have recently put questions to the Leader / Cabinet Member for Economy & Strategy, and Cabinet Members for Stronger Communities, Health & Wellbeing, Children, Education & Lifelong Learning.

Challenging proposed decisions

One of the ways in which scrutiny hold the cabinet to account is to carry out pre-decision scrutiny. This means questioning Cabinet Members on proposals, taking into account strategic impact, public interest and financial implications, and presenting views and any concerns to [Cabinet](#) ahead of decisions. Amongst these are Commissioning Reviews where Cabinet is taking significant decisions about the future of our services, under the backdrop of financial pressures and sustainability. Scrutiny has already looked at the Catering, Planning & City Regeneration, and Public Protection Commissioning Reviews. Other Cabinet reports looked at have included: Castle Square Regeneration, More Homes Pilot Scheme, and Liberty Stadium Lease Arrangements.

Monitoring the Public Services Board

We have a multi-agency Scrutiny Panel which aims to find out what difference the Swansea Public Services Board (PSB) is making for citizens. The Panel recently scrutinised the Draft Wellbeing Plan which has been developed by the PSB. The Plan is subject to [public consultation](#) until 13 February and Panel Members took the opportunity to make [comments](#). The draft final Plan will be reported back to the Panel before agreement by the PSB.

Preparing for an audit of scrutiny

We have been informed that Swansea's scrutiny arrangements are going to be the subject of a [Wales Audit Office](#) (WAO) inspection. They intend to review how 'fit for the future' the Council's scrutiny function is. As well as looking at the environment scrutiny is operating in, our practice, and its effectiveness, they are particularly interested in how some of the challenges facing the Council are being considered within scrutiny activity, such as the Wellbeing of Future Generations Act (and scrutiny of the Public Services Board), financial pressures, and regionalisation. WAO intend to observe a committee meeting in the New Year and a number of Performance Panels, and will be reviewing associated documentation and information about scrutiny in Swansea. Their fieldwork will take place during February when they will hold a small number of interviews with key officers and focus groups with key councillors. They will produce a report at the end of the review (around March), and also plan to arrange a shared learning seminar around April / May informed by findings not just here but across Wales.

Making the work of scrutiny more transparent and accessible

All scrutiny agenda packs are now available on the Council's '[agenda and minutes](#)' webpage. There you can also find all scrutiny letters sent to cabinet members following meetings and responses. All scrutiny meetings are open to the public and anyone living or working in Swansea can [suggest a topic for scrutiny](#). There are also opportunities to suggest questions, and [submit views](#). If you would just like to keep an eye on what's going on we have webpages, a blog and a newsletter, you could even follow us on Twitter – links below.

Connect with Scrutiny:

Gloucester Room, Guildhall, Swansea. SA1 4PE (Tel. 01792 637732)

Web: www.swansea.gov.uk/scrutiny

Twitter: @swanseascrutiny

Email: scrutiny@swansea.gov.uk

Blog: www.swanseascrutiny.co.uk

Council – 25 January 2018

Councillors' Questions

Part A – Supplementaries

<p>1</p>	<p>Cllrs L Jones, B Rowlands & M Langstone</p> <p>What are Swansea Councils retail offering plans for 2018 in the City Centre.</p> <p>Response of the Leader</p> <p>The Council are working up the proposals for Phase 2 of Swansea Central that aims to link new leisure and retail opportunities with the existing city centre, following the delivery of Phase 1 that should act as a catalyst to attract new tenants to the city. In doing so we are working with specialist consultants to identify future retailing trends having regard to market conditions and occupier requirements.</p> <p>Plans regarding the events and activities programme for the City Centre 2018-2019 are also being developed with the delivery of key seasonal events being considered. The Council continues to work closely with Swansea BID (Business Improvement District) and the businesses it represents to help support their priorities.</p> <p>It is still our intention to bring big national and international brands to Swansea and even attract names not operating in the UK presently. We also want to ensure that we support local independent traders to be part of the new city developments.</p>
<p>2</p>	<p>Cllrs Wendy Fitzgerald, Graham Thomas & Peter Black</p> <p>Could the Cabinet Member inform Council how many new jobs would have been delivered for Swansea had the City of Culture bid been successful and are the bid documents going to be made available to Councillors.</p> <p>Response of the Cabinet Member for Culture, Tourism & Major Projects:</p> <p>Implementing the bid is estimated to have created around 5,000 jobs in addition to the current projections for 2021 as a result of the City Deal projects, plus 5,000 volunteers circa 40 staff within a new delivery company; 1,780 artist contracts supported by 835 production staff (as assessed by programming contributors); 408 jobs in the creative industries growing to 920 by 2030 (as assessed by independent economists Amion); 1,418 additional jobs in the Tourism industries (as assessed by the providers of STEAM data).</p> <p>The bid documents will be published for Members alongside our strategy for driving the cultural agenda forward and building on the learning, outcomes and partnerships that have been generated as a result of this process. We anticipate this being agreed at the end of January.</p>

3

Cllrs M Langstone & WG Thomas

I know the Cabinet Member is aware of issues with rubbish collection in Mumbles, however the problem of missed collections has continued for a long time and there doesn't appear to be a long term strategy to fix this. I'd be grateful for an update on what action the Council intends to take to address the matter.

Response of the Cabinet Member for Environment Services

As the Councillors are aware large parts of Mumbles has relatively narrow streets where refuse and recycling has to be collected using transit tipper type vehicles which are the smallest vehicles that have a viable payload. Unfortunately, there are times when even these vehicles can't gain access to some streets due to inappropriate parking. This means that the waste management team have to visit some streets several times over several days until they are able to make the collection. Where ongoing issues are experienced the waste management team contact the local PCSO and ask that the PCSO visit the area to use enforcement notices as required. This issue isn't restricted to Mumbles alone or just to areas with narrow streets. In some cases inappropriate parking also affects the main rounds meaning that several small vehicles have to go in to areas and do multiple trips to collect waste that should take a few minutes in a 26 tonne RCV. The support of the local ward Member and PCSO is important to ensure cars are parked appropriately so the Council can continue to provide the most effective and efficient service.

I will ask Waste Officers to contact the Ward Members in Mumbles again to seek their support in dealing with parking issues.

4

Cllrs Gareth Sullivan, Wendy Fitzgerald & Chris Holley

Why has the Television Screen in the Guildhall Chamber appear to have been abandoned and
(a) why is the quality of the Speaker System poor especially when being used by someone in the Public Gallery and
(b) what was the cost of these apparent inefficient systems.

Response of the Cabinet Member for Service Transformation & Business Operations:

The television screens in the Guildhall Council Chamber have not been abandoned and are used as required. These screens were never intended to be used at each meeting, but were simply for use if a large number of members of the public attend a meeting and a presentation is being given.

The issue of the hand held mics was addressed several months ago with the intermittent issue being resolved. Should the questioners be aware of new problems, they are asked to bring them to the attention of Officers.

Unfortunately when members of the public do not use the equipment properly (i.e. not keeping the mic to their mouth) this prevents the microphone picking up sound.

	<p>The original solution was to have members of the public to come forward from the public gallery in order to ask the question from one or two fixed microphone positions; however Councillors wanted to revert back to Officers taking mics to the public gallery. Officers advice remains the same in that fixed mic positions are the better option.</p> <p>With regards to speakers, no new speakers were installed as part of the council chamber works, existing speakers were utilised in the chamber. The only area where new speakers (sound bars) were installed in the lord mayors reception room as an overflow area when then public gallery is full from 'hearings/events' that would generate larger public audiences. The total cost of these speakers as items were £1,100.</p> <p>With regards to microphones, 1 hand held microphone and receiver was provided at a cost of £510.00; and 1 lapel microphone and receiver at £520.00.</p> <p>All other referred microphones and associated equipment installed were on the chamber desks for attendees.</p>
5	<p>Cllrs Chris Holley, Graham Thomas & Mary Jones</p> <p>Will the Cabinet Member/Leader tell Council what provisions are being made for the future management of the 50 metre pool in connection with Swansea University.</p> <p>Response of the Leader/Cabinet Member for Culture, Tourism & Major Projects:</p> <p>The Wales National Pool Swansea (WNPS) board are fully aware of the contractual end date in December 2023 for the agreement that underpins the operation of the pool under the current model.</p> <p>With an end date in the medium term, both funding partners have a shared view that there is a need to strategically review the extent to which financial savings and added strategic and customer value could be delivered through a single management operation of the WNPS facility, as part of an International Sports Village.</p> <p>The WNPS board has endorsed this approach and has appointed one member from the University and one member from CCS to oversee a review which will be concluded by spring 2018.</p>
6	<p>Cllrs Lynda James, Mary Jones & Chris Holley</p> <p>Will the Cabinet Member tell Council what are the costs of setting up Agile working.</p> <p>Response of the Cabinet Member for Service Transformation & Business Operations:</p> <p>Agile working is a broad term for the ability for all staff to work more flexibly. It covers not just the physical environment and provision of technology, but also a more flexible HR policy.</p>

	<p>It is difficult to establish the full cost directly attributable to agile working as a large element relates to existing activities that would be required in any event. However, the specific cost for all the appropriate tools such as mobile phones, laptops, docking stations etc., equates to approximately £1,500 per person. Again it is clear though that a large amount of this cost would normally be expected in terms of telephony, computers, etc.</p> <p>There has been an undertaking of minor capital refurbishment works in the Civic Centre to create open plan space, which has used recycled furniture and has recently been the subject of a National Award for the innovative approach.</p> <p>Ultimately the savings that have been made from the implementation of agile working building on the previous Accommodation Strategy is considerably in excess of the cost with revenue savings and income of circa £1.5M per annum.</p>
	<p>Part B – No Supplementaries</p>
7	<p>Cllrs Lynda James, Mary Jones & Chris Holley</p> <p>With a lot of the proposed development in Swansea going on City Centre Car parks can the Leader tell Council what steps are going to be taken to ensure that there is going to be sufficient space made available for shoppers and businesses.</p> <p>Response of the Leader</p> <p>The developments are planned on a phased basis to ensure maximum provision of car parking is retained in the city centre at all times. Phase 1 of Swansea Central will provide 2 new multi storey car parks, on either side of Oystermouth Road, that builds in potential future demand from Phase 2.</p> <p>The construction phasing will allow us to construct the two new MS car parks before demolishing the existing MS car park so as to ensure sufficient parking capacity remains.</p>