



**City and County of Swansea**

**Notice of Meeting**

You are invited to attend a Meeting of the

**Recovery & Future Generations Policy Development Committee**

**At: Remotely via Microsoft Teams**

**On: Tuesday, 21 December 2021**

**Time: 2.00 pm**

**Chair: Councillor Mandy Evans**

**Membership:**

Councillors: J A Hale, D W Helliwell, T J Hennegan, M Jones, P B Smith, L J Tyler-Lloyd, L V Walton and T M White

Co-opted Members: Y V Jardine

**Watch Online:** <https://bit.ly/3nJunwT>

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	<b>Agenda</b>	<b>Page No.</b>
<b>1</b>	<b>Apologies for Absence.</b>	
<b>2</b>	<b>Disclosures of Personal &amp; Prejudicial Interests.</b> <a href="http://www.swansea.gov.uk/disclosureofinterests">www.swansea.gov.uk/disclosureofinterests</a>	
<b>3</b>	<b>Minutes.</b> To approve and sign the Minutes of the previous meeting(s) as a correct record.	<b>1 - 2</b>
<b>4</b>	<b>Achieving Better Together - Recovery Plan.</b>	<b>3 - 15</b>
<b>5</b>	<b>Recovery from the European Union (EU) Exit.</b>	<b>16 - 22</b>
<b>6</b>	<b>Feedback from Workshop - Workforce. (Verbal)</b>	
<b>7</b>	<b>Workplan 2021/22.</b>	<b>23</b>

**Next Meeting:** Tuesday, 25 January 2022 at 2.00 pm

A handwritten signature in black ink that reads 'Huw Evans'.

**Huw Evans**  
**Head of Democratic Services**  
**Tuesday, 14 December 2021**

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**Contact: Democratic Services - Tel 901792) 636923**

# Agenda Item 3



City and County of Swansea

## Minutes of the Recovery & Future Generations Policy Development Committee

Remotely via Microsoft Teams

Tuesday, 26 October 2021 at 2.00 pm

**Present:** Councillor V M Evans (Chair) Presided

**Councillor(s)**

D W Helliwell  
L V Walton

**Councillor(s)**

M Jones  
T M White

**Councillor(s)**

L J Tyler-Lloyd

**Co-opted Member(s)**

Y V Jardine

**Officer(s)**

Craig Davies  
Kate Jones  
Joanne Portwood  
Paul Thomas

Associate Lawyer  
Democratic Services Officer  
Strategy and Policy Officer  
Community Integration Partnership Manager

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**15 Disclosures of Personal & Prejudicial Interests.**

In accordance with the Code of Conduct adopted by the City and County of Swansea, no interests were declared.

**16 Minutes.**

**Resolved** that the Minutes of the Recovery & Future Generations Policy Development Committee held on 28 September 2021 be approved and signed as a correct record.

**17 Community Safety.**

Paul Thomas, Community Integration Partnership Manager, presented a report on Community Safety. He provided a verbal address further to the written report provided and highlighted: -

- The Safer Swansea Community Safety Strategy was due for review next year
- Importance of public consultation / engagement
- Clarity of the Safer Swansea Partnership – no allocated budget for the Partnership but 3 posts were funded from a Police & Crime Commissioner Grant
- Strengths and skills of partners and partnership working
- Community safety responsibility

- Alignment with Crime Reduction Plan
- Swansea's well-being assessment
- Well-being of Future Generations (Wales) Act 2015 principles to help shape strategy
- Potential new duty around serious violence to be included in updated strategy
- Stronger Communities – General community safety approach including hot spot cameras to assist with Anti-Social Behaviour, fly tipping and criminal damage
- Street Vulnerability Multi Agency Risk Assessment Conference (MARAC) – Over 110 referrals had been received to date with some good success working with housing providers and substance misuse providers
- Domestic Violence Work stream - secure homes
- Swansea City Football Club community safety poster
- High Street – improvements made, but work ongoing in respect of sex working and county lines, concerns on displacement and ensuring engagement work continues
- Continued engagement on the use of the Community Hub

Questions and Discussions focussed on the following: -

- Continued support for sex workers – changing ways of working
- Monitoring and reporting of Performance Indicators – Statutory aspects and non-statutory aspects
- Reporting and identifying areas of concerns
- Expanding work with the business community – opportunities with ongoing regenerations works
- Management of Community Hub
- Potential ideas for Community Hub – Cookery courses, pop-up youth club, pop-up cinema, area for growing vegetables - ensuring Community Hub is for everyone
- Engagement and partnership working
- Anonymity in reporting incidents
- Visit to the Community Hub next spring

The Committee thanked the officers and their team for their work

**Resolved** that the update be noted.

## **18 Workplan 2021/22.**

The Chair presented the Workplan 2021/22.

Workshops were to be arranged on Co-production, Workforce Strategy and Organisational Culture.

**Resolved** that the Work Plan 2021/22 be noted.

The meeting ended at 3.15 pm

**Chair**

# Agenda Item 4



**Report of the Deputy Chief Executive & Director of Resources**  
**Recovery & Future Generations Policy Development Committee -**  
**21 December 21**

## **Achieving Better Together - Recovery Plan**

<b>Purpose:</b>	This report provides an update on the Recovery and Transformation Plan. Swansea – Achieving Better Together.
<b>Report Authors:</b>	Adam Hill/Marlyn Dickson
<b>Finance Officer:</b>	Ben Smith
<b>Legal Officer:</b>	Sally-Ann Evans
<b>Access to Services Officer:</b>	Rhian Millar
<b>For Information</b>	

### **1. Background**

- 1.1 On 15th October 2020 Cabinet approved the new “From Recovery to Transformation” report detailing the 3 Phases from recovery through to the “Swansea – Achieving Better Together, Transformation Strategy & Programme Framework 2022 – 2026”.
- 1.2 The information below sets out the background and current position with regards to the work programme.

### **2. Background**

- 2.1 The main purpose of the Achieving Better Together Programme is to ensure the council is sustainable, efficient and effective in what and how it delivers its services with the citizen at the heart of all that we do. We want to ensure the right services are available to our communities in the right way and at the right time for them.
- 2.2 As well as identifying the priorities in the short and medium term, the Achieving Better Together framework aims to set the foundations for

establishing the longer term shape of the council, looking ahead to the next 20 years to 2040.

2.3 The strategic aims of Swansea – Achieving Better Together are:

- The core purpose of the Council
- Transforming services to be effective and efficient
- Greater collaboration with other Councils, organisations, community groups and residents, with a focus on regionalisation
- Balancing the budget for current and future years
- Greater and more meaningful engagements with our residents and community
- To meet the aspirations and targets within the Medium Term Financial Plan.

2.4 Further to the update to the Recovery & Future Generations Policy Development Committee in June 2021, other key reporting milestones to date include:



2.5 To further assist the Achieving Better Together Programme, more recently, Swansea Council’s internal audit team carried out an examination of the programme, governance and structure. An Assurance Level of **'High'** was awarded. This indicates that ‘there is a sound system of internal control designed to achieve the programme objectives and the controls are being consistently applied’. There were no recommendations following the examination.

2.6 The programme phases are not linear but overlap so the work undertaken in the prior phase will inform the next phase:

Phase 1 – Short Term	Re-mobilise	Recovering, restarting & adapting a wide range of Council Services
Phase 2 – Medium Term	Refocus (Up to May 2022)	A strategic response to support the city to emerge and grow from the crisis delivering our corporate priorities

Phase 3 – Long Term (work in Phase 1 and 2 will support the actions in Phase 3)	Reshape (After May 2022)	Longer term City and County regeneration and development strategy
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2.7 The work of both the Remobilise and Refocus phase have continued throughout the new pressures of the COVID pandemic and continued impact of COVID. The Councils response has had an impact on progress, however the work-streams have all worked through their agendas to Recover and Refocus the Council.

### 3. Recovery Well Underway

3.1 The council did not only maintain services throughout the pandemic but is well underway on its journey to refocus the Council. Many of the services transitioned to working from home and the many capital and development programmes were maintained through the planning and preparation process to ensure at the first opportunity and when safe to do so, the projects, plans and strategies were re-introduced and building work began, ensuring that Swansea didn't fall behind in its ambitions and programmes to make Swansea better.

3.2 The Achieving Better Together programme is clear in its message that the purpose of the programme is to enable a sustainable, efficient and effective organisation with the citizens of Swansea at the heart. The remobilise phase initiated a plan that done just that, it called on resources from across the organisation to support local residents, communities and businesses through the pandemic as a priority.

This included a range of interventions from:

- Food banks and support for those shielding
- Issuing grants to businesses and direct payments to carers, those self-isolating, or to parents for free school meals.
- A shift to online channels supported more residents completing online forms for service requests.

3.3 The Council was in a strong position going into the pandemic which enabled desk based staff to make the shift to homeworking easily. In addition, staff from across services got involved in volunteering or supporting vital work to help residents and businesses.

3.4 The Achieving Better Together Programme is contributing towards the achievement of the national well-being goals.

- |   |
|---|
| <ul style="list-style-type: none"> <li>• <i>A prosperous Wales</i> – Supporting and training the Council's workforce to deliver transformed services that provides the most sustainable outcomes for residents.</li> <li>• <i>A Resilient Wales</i> – The Managing the Present and Shaping the Future, Swansea Council – From Recovery to Transformation Strategy underpins our recovery from Covid-19 and aims in order to transform services, deliver better</li> </ul> |
|---|

outcomes for residents and achieve financial sustainability with reduced carbon footprint.

- *A Healthier Wales* – The programme work streams have projects in phase 2 – (Refocus) that aim to: encourage greater community ownership, improved health and wellbeing for staff, provide active lifestyle and healthy living for our citizens e.g. our approach to Housing and the Active Travel Project.
- *A more Equal Wales* – Providing the opportunity for local citizens to influence how policies are written and services are developed through the development of a co-production strategy.
- *A Wales of Cohesive Communities* – The Community Response work-stream has a strong focus on community involvement. Projects include: supporting community volunteering, Local Area Coordinators expansion and working with third Sector and other statutory and non-statutory partners in Swansea and encourage the continuation of community relationships.
- *A Wales of vibrant culture and thriving Welsh language* – Through the coproduction framework we will establish a diverse forum for community volunteers to be involve in the decision-making process and give them an opportunity to express their views and opinions. The programme will improve the communication and engagement with communities, which includes welsh medium provision.
- *A globally responsible Wales* – The Achieving Better Together programme has a focus on the future and delivering social, environmental, cultural, economic and financial sustainability through the work-streams. Any decision making considers future impacts e.g. climate change.

3.5 The Re-mobilise phase set the 2021/22 budget and refreshed the MTFP. This work was undertaken in the Recovery, Reshaping and Budget Strategy Board and has been closely monitored each month from May 2021.

3.6 The current status for the MTFP delivery is positive and on target to be delivered for the financial year 2021/22. The MTFP delivery tracker is reviewed and issues or risk raised at the Recovery, Reshaping & Budget Strategy Board along with an overview of whether the delivery is on track.

#### **4. Refocus Phase to Reshape Phase**

4.1 Phase 2 – Refocus is supporting the council to deliver its ongoing corporate priorities and plans, whilst adapting to address the impacts coming out of the COVID crisis.

4.2 The continued impact of COVID and the Councils response has had an impact on progress, however the work-streams have all worked through their agendas to refocus the Council.

4.3 Work is ongoing in relation to the continued recovery, refocussing and reshaping the Council and is structured around the following work streams;

- Care Services
- Education and Learning
- Future Workforce and Equalities
- Community Support
- Economy and Environment

4.4 The work-streams have shown great examples of working together and in partnerships to achieve outcomes for our organisation, staff and the citizens of Swansea since the start of the refocus plan in March 2021, achievements include (but are not limited to):

#### For Our Staff and Organisation

- Relaunch of the Leadership hub
- Relaunch of the Ideas Hub
- Involvement Workshops
- Programme timetable for MTFP
- Reporting process for Economic Recovery Fund Monitoring
- Renewed Agile Policy
- Ensuring Staff have a safe environment (e.g. office furniture, DSE risk assessment. available for working from home)

#### For Our Citizens

- Local Area Coordination expansion across Swansea
- Volunteering Toolkits and Training Launched
- Safeguarding & Wellbeing - monitoring of vulnerable children with a shared criteria of understanding vulnerability being used between Education and Child and Family Services.
- Both Education and Child and Family have a Single Point of Contact in relation to vulnerable children accessing on site provision.
- Partnership approach to Community Project to provide free refurbished smart phones with free credit via partner organisations to residents; over 162 phones distributed so far this year. More partners engaged to donate mobiles
- Homelessness Strategy - Over 400 positive moves from temporary accommodation into more suitable supported or permanent accommodation
- Covid Economic Recovery Plan Local businesses supported, safeguarding jobs and securing new investment.

4.5 It is always acknowledged that the programme has a requirement to be flexible as there are influences outside of our control that could require a change in approach such as external issues, legislative or guideline



changes. This has been the case following a recent Nature Emergency declaration by Welsh Government, although the Climate Emergency project has had governance in place and has included Biodiversity, Green Infrastructure and Local Development plans from the outset. The steering group has reflected on the nature aspect of their work and a report is due to go to cabinet imminently to demonstrate this commitment. The proposition is to rename the programme to Climate Change and Nature Strategy.

4.6 Phase 3 - Reshape will look beyond 2022, it will be subject to the 2022 elections and priorities of the new council, a new Chief Executive, corporate plan and strategy for the council.

4.7 During the preparation of phase 3 and delivery of phase 2 we are working towards:

- Developing the framework for the future delivery programme – Phase 3 of Achieving Better Together – Reshape.
- Ensuring Strategies and action plans (housing, Schools, economy, social care) are embedded and change is visible and increasing in pace.
- A reviewed and updated corporate plan
- Ensuring the culture of the organisation is aligned to the delivery of the corporate plan
- Ensure all priority service areas have new models of delivery maturing
- Delivering a balanced budget and long term MTFP that is sustainable

4.8 The Achieving Better Together Programme recognises changes in strategic context, brought about by changes in both legislation and priority focus areas, including:

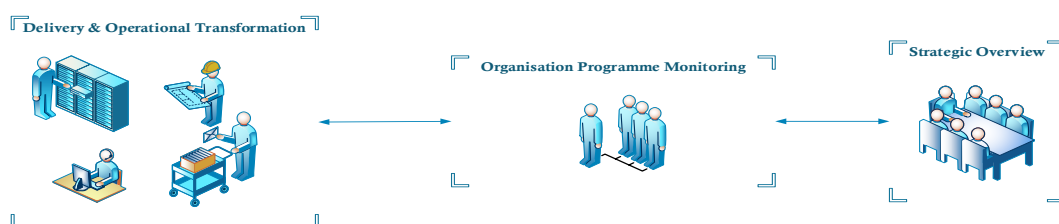
- Wellbeing of Future Generations Act
- Local Government & Elections Wales Act
- Additional Learning Needs Act
- Regionalisation Agenda
- City Deal & City Centre Regeneration (Swansea Central Phase 1)
- Smart City and Digital Strategy
- Responding to Climate Change
- Ten years of Austerity
- Covid-19 Pandemic
- Brexit

The programme intends to meet these new challenges, building upon the successes already achieved as it progresses into phase 3 - Reshape.

4.9 The budget and medium term finance plan will progress through the normal process for approval and help to shape the recovery and focus of the work-streams for 2022/23.

## 5. Governance

5.1 The governance structure has undergone a review since the original October 2020 Cabinet report. This showed that two overarching Bodies, a Strategic Recovery Board and a Reshaping Board, would be set up to report to CMT & Cabinet. The structure has since been revised, with just one body now overseeing the programme - The Recovery, Reshaping & Budget Strategy Board ('The Board').



5.2 To support the success of the recovery and transformation programme a new post was created to manage the programme process with the Deputy Chief Executive overseeing the strategy. The Strategic Change Programme Manager was welcomed into post on June 1<sup>st</sup> 2021.

## 6. Policy Development Committee Support

6.1 Policy Development Committees have provided a support function to the programme and work-streams. The Recovery & Future Generation PDC's support the overarching Achieving Better Together work programme.

6.2 The Recovery & Future Generation PDC's have recently received a session on Co-production, an update on the Consultation and Engagement Strategy and a workshop on the Workforce work-stream. These are all projects within the Workforce & Equality work stream.

6.3 The work-stream leads are working closely with other PDC's on their individual projects, plans and policies. Examples include, but are not limited to:

Work stream	PDC	Agenda Item	Date
Community Support	People PDC	Volunteering Strategy initial workshop	October 2021
Economy & Environment	Economy, Environment&	Swansea Bay City Deal Skills	September 2021

	Infrastructure PDC	and Talent business case	
Community Support	Poverty Reduction PDC	Swansea Council Tackling Poverty Strategy Revision	July 2021
Community Support	Poverty Reduction PDC	Promoting Affordable Credit Draft Policy	June 2021
Economy & Environment	Economy, Environment & Infrastructure PDC	Economic Recovery Plan. High Street Regeneration. Green Fleet Policy	October/November 2021

- 6.4 The Recovery & Future Generation PDC's support and input is critical to helping officers shape policy development & delivery with in depth analysis of issues that arise and taking into consideration future policy development with reference to the Corporate Plan. We have identified areas of the programme that requires this support and input to develop the work plan for 2022.

<i>WORKPLAN 2022</i>		
<i>Council Objective</i>	<i>Theme</i>	<i>Strategy/Policy</i>
<b>Transformation and future council development -</b> Working together to build a Council that is Sustainable, Efficient & Effective in what and how it delivers its services with the citizen at the heart of all that we do.	Ensure we have the right Leadership and Management in place to support the new ways of working and organisation culture	Workforce Strategy Theme 1 – Strand 1&2
	Create a workforce fit for the future	Theme 2 – Strand 3/4/5
	Ensure we are an Employer of Choice now and in the future	Workforce Strategy Theme 3 – Strand 6&7
	Supporting Our Workforce and providing a clear roadmap for health and wellbeing that is accessible and fit for purpose	Workforce Strategy Theme 4 – Strand 8
	Develop an approach to developing or growing by using resources in a way that allows for them to renew or continue to exist for others.	Sustainable Development Policy

	Give local people and partners an opportunity both to design services as an equal partner with the council and to play roles in delivering the services that they have designed.	Corporate Centre Co-production Strategy
	Support Swansea to become a Human Rights City	Human Rights City Project
	Supporting wider conversations / engagement with wider groups	Communication, Engagement & Participation Strategy/s

## 7. Conclusions

- 7.1 This paper demonstrates that the recovery and refocus phase is well underway and that the working groups are in place and working through the actions associated with their agendas.
- 7.2 The reporting mechanisms and governance boards are in place and working well.
- 7.3 Due to the uncertainty with COVID implications, the Council has to be vigilant and prepared to revert to response mode if required. However, work is continuing to building the foundations and scope the work of that will be required of the work-streams for the reshaping phase post May 22, as well as undertaking recovery and refocus work.

## 8. Integrated Assessment Implications

- 8.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
  - Deliver better outcomes for those people who experience socio-economic disadvantage
  - Consider opportunities for people to use the Welsh language

- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

8.2 Our Equality Integrated Impact Assessment process ensures that we have paid due regard to the above.

8.3 There are no equality and engagement implications associated with this report.

## **9. Legal Implications**

9.1 There are no legal implications associated with this report.

## **10. Financial Implications**

10.1 There are no financial implications.

**Background papers:** 'None'

### **Appendices:**

Appendix A – Integrated Impact Assessment

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

**Which service area and directorate are you from?**

Service Area: Comms & Marketing

Directorate: Corporate Centre

**Q1 (a) What are you screening for relevance?**

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

**(b) Please name and fully describe initiative here:**

An update report to **Recovery & Future Generations Policy Development Committee** With an update on the Achieving Better together – Recover Plans Each project will have different impact and implications associated. Individual project IIA's will cover the impact from each. All questions on this IIA are answered based on the Impact of this report detailing the programme update.

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

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

# Integrated Impact Assessment Screening Form

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

While the programme has a high level engagement plan throughout the different phases each workstream within the Achieving Better Together Programme have their individual engagement/consultation/co-productive plans in place. This ensures relevant stakeholder information and views in relation to individual projects are taken on board.

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

Yes the Achieving Better Together programme takes account the WBFGA ways of working and wellbeing goals as do the projects that sit within. This is evidenced in the report.

a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together?

Yes  No

b) Does the initiative consider maximising contribution to each of the seven national well-being goals?

Yes  No

c) Does the initiative apply each of the five ways of working?

Yes  No

d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs?

Yes  No

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

High risk

Medium risk

Low risk

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

Yes

No

**If yes, please provide details below**

Again, each project will have interdependencies identified. This IIA is for the report that outlines implications and impact for the Council coming out of Covid.

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**Q7 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?**

*(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and*

# Integrated Impact Assessment Screening Form

whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

The overarching report will not have any impact. It is for information – no decisions are required.

## Outcome of Screening

**Q8 Please describe the outcome of your screening below:**

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

This IIA is for the cross directorate Cabinet report highlighting the Impact and Implications recovering from Covid has brought to the Council. Each project will have different impact and implications associated, these will be highlighted in the IIA's for the relevant projects.

Oracle Fusion FPR5
Capital Maintenance FPR7
Vaccination Service & Track & Trace implications
Social Care pressures
Blended Learning and Education challenges
Financial Challenges Workforce Challenges

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

Full IIA to be completed

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

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

<b>Screening completed by:</b>
<b>Name: Marlyn Dickson</b>
<b>Job title: Strategic Change Manager</b>
<b>Date: 15 November 2021</b>
<b>Approval by Head of Service:</b>
<b>Name: Adam Hill</b>
<b>Position: Deputy Chief Executive</b>
<b>Date: 18 November 2021</b>

Please return the completed form to [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)



# Agenda Item 5



## Report of the Head of Communications & Marketing

### Recovery & Future Generations Policy Development Committee – 21 December 2021

## Recovery from European Union (EU) Exit

<b>Purpose:</b>	The report presents the preparations undertaken by the Council for EU Exit, the main risks identified at that time and the current post-EU Exit situation.
<b>Report Author:</b>	Richard Rowlands
<b>Finance Officer:</b>	Paul Roach
<b>Legal Officer:</b>	Debbie Smith
<b>Access to Services Officer:</b>	Rhian Millar
<b>For Information</b>	

### 1. Background

- 1.1 Following a referendum, the UK left the European Union (EU) at the end of 31 January 2020. This began a transition period that ended on 31 December 2020 during which the UK and EU negotiated their future relationship.
- 1.2 A trade agreement between the UK and EU was ratified and given Royal Assent on 31<sup>st</sup> December 2020. There was a customs transitional arrangement in place until 1 July 2021. The UK government postponed import checks from the EU to the UK until the end of 2021 in order to avoid supply issues during the ongoing Covid crisis. This was followed by another delay of import controls, in the context of truck driver shortages as a result of the pandemic, which are scheduled to be phased in during 2022. The economic impact of EU exit remains uncertain and continues to be obscured by the ongoing disruption caused by the Covid-19 pandemic.
- 1.3 Other than economic matters, the main issue at a national level is the impact on the border between Northern Ireland and the Republic of Ireland. This is the only UK-EU border following Brexit; the EU and UK

agreed a hard border should be avoided as it might compromise the Good Friday Agreement that ended the Northern Ireland conflict. EU and UK negotiations on the NI Protocol continue at the time of writing this report.

- 1.4 The impact from EU Exit on local authorities in Wales has been difficult to disaggregate from the effects of disruption from the Covid-19 pandemic. This paper briefly describes the preparations undertaken by the Council for EU Exit, the main risks identified at that time and the current post-EU Exit situation.

## **2. Preparations for EU Exit**

- 2.1 The Council established a Brexit Steering Group in 2019 with membership from across the Council to oversee preparations for EU Exit. The Group was co-chaired by the Leader and Deputy Chief Executive.
- 2.2 Preparations were primarily focussed on the possibility of a 'No Deal' Brexit. This included: efforts to identify staff who were EU nationals and to make them and EU nationals in the community aware of the EU Settlement Scheme (EUSS) and supporting them to apply; communicating and sharing information on Brexit (including the EUSS) to staff, the public and to local businesses; seeking assurance on the resilience of supply chains; checking the use, location and storage of data and personal information; reviewing and testing business continuity plans; checking emergency planning and resilience arrangements; reviewing the resilience of local food banks; keeping proposals for EU replacement funds under review, and; maintaining oversight of community cohesion.
- 2.3 A risk of a 'No Deal' Brexit was added to the Corporate Risk Register, which was reviewed at both the cross-Council Brexit Steering Group and at Corporate Management Team. In addition, the Council was represented on the WLGA Brexit Co-ordinators Group, which shared information on how Council's across Wales were preparing for Brexit. The WLGA also commissioned Grant Thornton to provide guidance and recommendations to local authorities in Wales on their Brexit preparedness.
- 2.4 A Scrutiny Working Group on Brexit met on 23<sup>rd</sup> September 2019 to review the Council's preparedness for Brexit, including the possibility of a 'No Deal' Brexit. The Working Group found the briefing very informative and were reassured that the Authority has done what it could to prepare for Brexit.

## **3. Post-EU Exit and Recovery**

- 3.1 Both the Council and WLGA maintained their respective steering groups following the exit from the EU in order to monitor, gather and

share intelligence on the period following the end of EU transition and to be prepared to mitigate emerging risks or take advantage of new opportunities.

3.2 The impact from EU Exit on local authorities across Wales has been difficult to determine to date because of the obscuring effects of the Covid-19 pandemic; although there has been a more noticeable effect on Council's with large ports, such as Pembrokeshire and Anglesey, as they prepare for border checks. The following were identified during Brexit preparations as key risks associated with EU Exit:

- EU Replacement funding.
- EUSS.
- Ports.
- Supply Chains and disruption.

### **3.3 *EU Replacement Funding***

3.3.1 The UK Government has established a Shared Prosperity Fund (SPF) to replace EU funding. Wales will get nearly a quarter of the £220m Community Renewal Fund (CRF) to help prepare for the introduction of the SPF. More than 160 projects totalling £46m led by Welsh councils will receive packages between £1.9m and £6,600 and every council in Wales except Flintshire is receiving funds.

3.3.2 Swansea successfully bid for CRF funding totalling £2,668,321 for nine projects, including support for developing the Blue Eden project, the successor to Dragon Energy Island and funds for projects in areas ranging from education and training opportunities for vulnerable groups to green community transport and regeneration schemes. The full list is set out below:

- Community-led Sustainable Transport Solutions – Investing in Communities and Place: £128,821
- Cowork Local (Swansea): £331,891
- Dragon Energy Island – Swansea Bay Tidal Lagoon: £202,650
- Enterprise Swansea: £199,734
- Pathways to Work Swansea: £764,444
- Penderi Green Regeneration: £223,029
- People with Disabilities Employability and Enterprise Project (Swansea Project): £139,855
- Swansea Business Support and Green Recovery: £583,766
- Time to Learn and Work: £94,131

3.3.3 Debate on the level of funding available through the SPF and the UK Government's 'Levelling Up' funding programme and its parity with EU funding, which continues up until December 2023, is likely to continue but there is concern in Wales that CRF funding will not achieve the levels provided under EU Structural Funds.

### 3.4 ***EUSS (EU Settlement Scheme)***

3.4.1 The EU Settlement Scheme (EUSS) was established to allow EU, EEA and Swiss citizens who were resident in the UK before the end of the transition period, 31<sup>st</sup> December 2020, and their family members to continue to live and work in the UK lawfully in the post-Brexit era. For those eligible, an application should have been made before the end of the grace period, 30<sup>th</sup> June 2021.

3.4.2 A large amount of support was offered to eligible citizens to enable them to apply for settled status. Welsh Government funded a number of organisations to assist people to apply through the EUSS, such as Citizens Advice Cymru and Newfields Law. In addition, local authorities in Wales provided support through EUSS co-ordination of advice and guidance, access to IT through the 'We are Digital' scheme, scanning documents for application and providing awareness material. The Home Office also provided a lot of support by providing materials translated into different languages, having staff available to answer questions at local venues and holding national workshops / events for eligible citizens and professionals working with eligible citizens.

3.4.3 Working on a regional basis, the Council undertook a radio campaign with Carmarthenshire and Neath Port Talbot Councils to raise awareness and encourage eligible citizens to apply for settled status through the EUSS by 30 June 2021. The Council also hosted and promoted Home Office Workshops, contacted local employers and held community events to promote the EUSS and help eligible citizens to apply. The cross-Council Brexit Steering Group worked to identify and support staff to apply for settled status through the EUSS scheme.

3.4.4 As at the last quarter to the end of June 2021, approximately 99,100 EU citizens in Wales had applied for settled status. Of those applications 90,580 applications had been concluded, 51,880 have been granted settled status and 34,620 granted pre-settled status. The below table shows the number of concluded applications in the three local authority areas in the Western Bay region, by settled / pre-settled status and other outcome types.

<b>Local authority</b>	<b>Total</b>	<b>Settled</b>	<b>Pre-settled</b>	<b>Other outcomes</b>
Swansea	8,390	4,450	3,580	360
Bridgend	2,370	1,630	660	80
NPT	1,550	890	590	70

3.4.5 Although applications go above and beyond the numbers initially anticipated for Wales, there are still individuals who need to apply and require support. There are increasing numbers of adjoining family members applying and parents realising they need to apply for their children.

3.4.6 Welsh Government has recently announced it will continue to fund Newfields Law, Citizens Advice and Settled until March 2022 to support individuals needing to apply for settled status. Welsh Government are also providing additional funding to Newfields Law to provide support for appeals.

### **3.5 Ports**

3.5.1 The re-introduction of border checks on goods to and from the EU could have significant implications for the ports of Holyhead and Fishguard / Pembroke Dock. Anglesey and Pembrokeshire councils have been working with UK and Welsh Governments to identify and put in place the necessary arrangements.

3.5.2 Swansea Port however does not deal with people, food or live animals and so is not subject to additional checks or controls. There is a small risk that there could be some diversion to Swansea Port in the event of major disruption to Fishguard / Pembroke Dock but this is unlikely and is being kept under review.

### **3.6 Supply Chains and disruption**

3.6.1 A significant amount of preparations in the Council for EU-Exit went into reviewing and ensuring that supply chains were resilient, including in the event of a 'No Deal' Brexit. This work included contacting suppliers to check their resilience, reviewing current stock levels, identifying alternative supplies / suppliers and reviewing / testing business continuity plans.

3.6.2 There have been some related issues across the UK and Wales post-EU Exit; but a significant element of this appears to be the result of the impact from Covid-19. All authorities in Wales are experiencing increasing contractual costs for various projects, delays in supplies and difficulties in recruiting staff across a range of services and technical roles. Some Authorities are having particular difficulties in recruiting HGV / PCV drivers and care workers for social care settings.

3.6.3 Broadly, the UK's current supply chain issues stem from global shortages of materials, staff shortages and transport delays occurring at the same time as sharp spikes in demand and increased commodity prices and fuel costs. No particular sector is at severe risk but there are areas of concern, which could be exacerbated by a confluence of events such as severe weather, Covid and/or influenza spikes, etc. Although Covid appears to be the main cause of these difficulties, it is difficult to ascertain from this picture what effect, if any, Brexit might be having on these issues within the UK.

3.6.4 Swansea Council has reviewed the situation and is satisfied that, whilst these matters are being contained, they will be kept under review and

closely monitored. The Council continues to engage with WLGA and has incorporated risks into the Corporate Risk Register to mitigate the effects of Covid-19, including on social care and on the supply of construction materials; these are reviewed at least on a monthly basis at Performance & Financial Monitoring meetings and at Corporate Management Team.

#### **4. Recovery**

- 4.1 The Council's transformation and recovery plan *Achieving Better Together* sets out how the Council intends to recover from the Covid-19 pandemic and transform itself to be fit for the future. The Council has also developed an Economic Recovery Strategy agreed by the Regeneration Swansea Partnership. The action plan, that was prepared in partnership with key stakeholders, and that is supported by deployment of the Council's economic recovery fund, includes a range of initiatives to stimulate economic activity and resilience within Swansea's local economy.
- 4.2 The Council has also been leading the production of the Regional Economic Delivery Plan in collaboration with other authorities in the region. This work is now advanced and will report to Council in January for adoption of the strategy and its accompanying action plan. The plan identifies transformational project investment in the region that will attract funds from the UK government's Shared Prosperity Funding programme that is envisaged in future years.

#### **5. Integrated Assessment Implications**

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

Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.

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

5.1.3 This briefing is 'for information' and so is not relevant for an IIA.

## **6. Legal Implications**

6.1 There are no legal implications.

## **7. Financial Implications**

7.1 There are no financial implications.

**Background papers:** None

**Appendices:** None.

## Report of the Chair

### Recovery & Future Generations Policy Development Committee – 21 December 2021

### Workplan for 2021/22

Meeting Date	Agenda items and Format
29 June 2021	<ul style="list-style-type: none"> <li>• Swansea Council Employability Provision</li> <li>• Community Hub</li> <li>• Recovery Plan</li> <li>• Workplan 2021/22</li> </ul>
27 July 2021	Cancelled
28 September 2021	<ul style="list-style-type: none"> <li>• Co-production</li> <li>• Consultation and Engagement Strategy</li> </ul>
26 October 2021	<ul style="list-style-type: none"> <li>• Community Safety</li> </ul>
30 November 2021	Cancelled
21 December 2021	<ul style="list-style-type: none"> <li>• Recovery Plan</li> <li>• Recovery from the Exit from the European Union</li> <li>• Feedback from Workshop – Workforce</li> </ul>
25 January 2022	<ul style="list-style-type: none"> <li>• Sustainable Development Policy / Well-being &amp; Future Generations Policy</li> </ul>
22 February 2022	
29 March 2022	

#### Workshops:

30 November 21	<b>Workshop on Workforce Strategy</b>

#### Topics to be scheduled:

- Resilience Fund
- Workshop on Co-production
- Workshop on Organisational Culture