

Appendix A - Analysis of the Evidence for the Well-being Objectives

1. Introduction

1.1 The Well-being of Future Generations (Wales) Act 2015 requires that each year, public bodies must review their well-being objectives. In doing so, public bodies can assess whether their well-being objectives are appropriate or not, to the extent that:

- they will contribute to the achievement of the national well-being goals;
- public bodies consider they are taking all reasonable steps to meet them, and;
- they remain consistent with the sustainable development principle.

1.2 This report is an analysis of the evidence by assessing any changes that have taken place since March. This will help determine whether any changes need to be made to any of the well-being objectives in readiness for 2024/25.

1.3 The analysis does not concern the detail in the Corporate Plan to deliver or measure progress meeting the well-being objectives, such as the steps in the Corporate Plan, the performance indicators and success measures. The detail in the Corporate Plan will be reviewed by April 2024 as part of service planning to see if any updates are required.

1.4 Each well-being objective is underpinned by an evidence pack, including and not restricted to:

- The Future Generations Report.
- Welsh Government Future Trends Report.
- Swansea PSB Assessment of Local Wellbeing.
- Welsh Government National Milestones and Indicators.
- Swansea Council Policy commitments.
- Annual Review of Performance.
- Quarterly and Annual Performance Reporting.
- Corporate Risks.
- Council and Cabinet reports
- Scrutiny reports
- Service Transformation Committee reports

1.5 The analysis has been conducted by identifying the key pieces of evidence for each well-being objective, summarising the evidence in each objective (highlighting where there is additional / new / a change in evidence) and concluding in each case whether the evidence suggests that there should be a change to a well-being objective.

2. Safeguarding People from Harm

2.1 The evidence and key drivers underpinning the Safeguarding People from Harm well-being objective includes the following sources of information:

- Director of Social Service Annual Report 2022/23.

- Annual Report - Corporate Safeguarding 2022/23.
- The West Glamorgan Regional Partnership for Health and Social Care Area Plan.
- Update on Local Area Co-ordination.
- Swansea Council Corporate Improvement Plan.
- Integrated impact assessments alongside policy development.
- Swansea Council Policy Commitments (updated in 2022).
- Update on how Council's Policy Commitments translate to Adult Services.
- Delivering of Corporate Priorities / Council's Policy Commitments in relation to Child and Family Services.
- Swansea Council Performance Monitoring Reports.
- Performance Monitoring – Adult Services.
- Performance Monitoring – Child and Family Services.
- Swansea Council Corporate Risks.
- Residential Care Services (including update on Ty Nant).
- Adolescent Strategy and Action Plan.
- Update from Regional Safeguarding Board.
- Safeguarding Quality Unit Annual Report.
- Update on Contextual Missing Exploited & Trafficked (CMET).
- Update on Progress with Child and Adolescent Mental Health Services (CAMHS).
- Corporate Parenting Board Update.
- Internal Residential Care Provision Model of Delivery.
- West-Glamorgan-Regional-Carers-Strategy.

- 2.2 The evidence shows that there is a need to continue to ensure that there are high quality, accessible, and integrated health and social care services for adults children and families who need our care and support. Through 'coproduction' – we will involve people in everything we do, focusing on 'what matters most' to them as citizens and place them at the centre of their own care and support and by coproducing services to achieve better outcomes. The evidence supports the need to continue to work in partnerships and regionally to improve the safety, the health, and the wellbeing outcomes of our most vulnerable citizens and carry on with transformation programmes to modernise social care services, to achieve a more preventative, sustainable approach and net zero carbon footprint.
- 2.3 Since March 2023, updated evidence and the implementation of the steps to deliver this Safeguarding People from Harm well-being objective has been reported through Council, Cabinet, Governance & Audit Committee, Scrutiny Performance Panel – Adult Services, Scrutiny Performance Panel – Child and Family Services and the Social Care and Tackling Poverty Service Transformation Committee.
- 2.4 Despite the challenges and pressures Child and Family Services and Adult Services have faced on its post pandemic recovery, it has continued to not only deliver a safe and effective service, but also to co-design improvements and service change with key stakeholders. We are continuing to involve people in everything we do, focusing on 'what matters most' to them as

citizens, placing them at the centre of their own care and support and by coproducing services to achieve better outcomes. Although new evidence for 2022/23 show that the numbers of children in need of care and support has increased, the number of children placed on the child protection register has remained consistent and the numbers of children needing to become looked after is on a gradual downward trend, suggesting our range of early help approaches are effective. We are continuing to manage the risks to young people associated with exploitation outside of the family home through our proactive approach to contextual safeguarding and by the development of our CMET (children missing, exploited or trafficked) team helping to mitigate those risks. New evidence outlined in the Annual Report – Corporate Safeguarding 2022/23, shows that we are continuing to promote safeguarding vulnerable people as everyone’s business, across the Council by the roll out of Safe Voices and Safe Workforce activities.

- 2.5 In terms of Adult Services, new evidence suggests that there is a need to improve social care capacity across adult services, including investment in house domiciliary care capacity, extensive work with commissioned providers to try new models, work with third sector colleagues on establishing more micro enterprises, an enhanced bedded reablement offer and investment in different approaches to direct payments both for carers and the cared for. This investment, new models of service delivery and commissioning arrangements are helping to ensure that there are high quality and more accessible, and integrated health and social care services for adults children and families who need our care and support. However, workforce sufficiency across essential registrant posts remains a limiting factor and increasing demand for adult managed care services will need to be dealt with through the remodeling of early help and prevention services to ensure services remain effective and financially sustainable.
- 2.6 The evidence reported supports the rationale for Safeguarding People from harm to remain a corporate priority and well-being objective.

3. Improving Education and Skills

- 3.1 The evidence and key drivers underpinning the Education and Skills well-being objective includes the following sources of information:

- the Future Trends Report.
- Future Generations Commissioners Report 2020/21.
- the Children’s Commissioner – Annual Report 2022.
- Swansea Council Children and Young People’s Rights Scheme 2021.
- Swansea – Assessment of Local Well-being 2022.
- Wales – Well-being of Wales Report (National Indicators).
- Swansea – Corporate Improvement Plan.
- The Welsh Index of Multiple Deprivation 2019.
- The Pupil Level Annual School Census.
- The School Workforce Annual Census (SWAC).
- The Curriculum for Wales 2022.

- Cymraeg 2050 Strategy.
- Additional Learning Needs and Education Tribunal (Wales) Act 2018 (legislation.gov.uk) and ALN Code 2021.
- The Equality Act 2010 (Disabled School Pupils) (Wales) Regulations 2021 (legislation.gov.uk).
- The Estyn inspection framework.
- Estyn inspection data of schools and PRU, inspection of Swansea Council Local Government Education Services in 2022 and thematic reviews.
- Integrated impact assessments alongside policy development.
- Swansea Council Policy Commitments (updated in 2022).
- Swansea Council Performance Monitoring Reports.
- Swansea Council Corporate Risks.
- Swansea Council Education Policies (the Inclusion Strategy, the Welsh Language Skills Strategy, Leadership Support Strategy, the Teaching Support Strategy, the Designing Destinations Strategy, the Equity in Education Strategy and the New and Better Schools Strategy).

3.2 The evidence shows that there is a need to ensure that all children and young people attend school regularly, are included and resilient and have the skills to be able to enter local employment opportunities and to develop to their full potential. The evidence also shows that there is a need to ensure that children and young people's learning, health and well-being is supported, particularly following the impact of the Covid-19 pandemic. There is also a need to ensure that the support for the provision of additional learning needs is stronger and places children and young people at the centre of decision making. The evidence also shows that children and young people should have the opportunity to learn Welsh language skills, speak the language confidently and be aware of the benefits of bilingualism and multilingualism. In order to ensure that all children and young people have the opportunity to develop to their full potential, there is a need to support and maintain effective school leadership and excellent teaching and work towards ensuring that all learners receive their education in environments that are safe and sustainable communities for learning.

3.3 Since March 2023, updated evidence and the implementation of the steps to deliver this Improving Education and Skills well-being objective has been reported through Council, Cabinet, Scrutiny Performance Panel, Governance and Audit Committee, Partneriaeth and the Education and Skills Service Transformation Committee.

3.4 New evidence shows that the Inclusion Strategy will address this longer term challenges of this objective by embedding universal provision for additional needs, specialist places for additional needs and a whole school approach to emotional health and psychological wellbeing. The strategy will promote attendance, inclusion, learner participation in decision making and reduction in peer-on-peer bullying and harassment in schools. The Equity in Education Strategy will also seek to ensure that children and young people's health and well-being is supported by delivering a strategy to embed trauma informed practice across all schools, actions to reduce the impact of poverty on

learners, support for vulnerable learners and to meet our responsibilities as corporate parents. By delivering our Leadership Support Strategy and Teaching Support Strategy we will ensure that leaders and practitioners are supported to maintain delivery of excellent education in all learning settings in order to ensure that learners develop to their full potential and have the skills and knowledge to enter employment. Our school buildings programme will deliver this objective by ensuring that all learners to receive their education in environments that are safe and sustainable communities for learning. The implementation of the Council's Welsh in Education Strategic Plan and Welsh Language Skills Strategy will help to address this well-being objective by ensuring that all schools are supported to develop learners skills and all learners have the opportunity to speak the language confidently and realise the benefits of bilingualism and multilingualism.

The evidence reported supports the rationale for Improving Education and Skills to remain a corporate priority and well-being objective.

4. Transforming our Economy & Infrastructure

4.1 The evidence and key drivers underpinning the Transforming our Economy and Infrastructure well-being objective includes the following sources of information:

- the Future Trends Report.
- Future Generations Commissioners Report 2020/21.
- Swansea – Assessment of Local Well-being 2022.
- Wales – Well-being of Wales Report (National Indicators).
- Swansea's Economic Recovery Action Plan.
- Regional Economic Development Plan.
- Local Economic Delivery Plan.
- Lower Swansea Valley Programme (Levelling Up Funds).
- Swansea Council Community Benefits Policy.
- Swansea Bay City Deal Programme.
- Active Travel Programme.
- Sustainable Transport Strategy.
- Swansea Destination Management Plan.
- Swansea Bay Strategy.
- Tourism Destination Management Plan.
- Swansea Council Corporate Improvement Plan.
- The Welsh Index of Multiple Deprivation 2019.
- Integrated impact assessments alongside policy development.
- Swansea Council Policy Commitments (updated in 2022).
- Swansea Council Performance Monitoring Reports.
- Swansea Council Corporate Risks.

4.2 The evidence shows that there is a need to increase economic performance and create wealth and employment opportunities to improve the well-being of Swansea's citizens. There remains an imperative to lever all investment and funding opportunities in realising this objective including UK Government City

Deal, Levelling up and Shared Prosperity Fund, Welsh Government Transforming Towns, Economy and Creative Wales and other major funds. The evidence shows that there is a need to support our local economies to achieve resilience in the face of future global, national, and regional challenges, in particular the city centre and our small independent businesses. In order to transform our economy, there is a need to support individuals, businesses and communities through our employment and business support, regeneration activities, cultural assets, transport connectivity, planning and other practical measures. The evidence also shows that there is a need to take advantage of untapped growth potential to generate sustainable energy, deliver on net zero commitments, protect the environment and boost the economy.

- 4.3 Since March 2023, updated evidence and the implementation of the steps to deliver this Transforming our Economy and Infrastructure well-being objective has been reported through Council, Cabinet, Scrutiny Programme Committee, Governance and Audit Committee, Scrutiny Performance Panel – Development and Regeneration and the Economy and Infrastructure Service Transformation Committee.
- 4.4 New evidence shows that the Local Economic Delivery Plan will help drive forward investment, economic activity, reduce the ongoing productivity gap, increase employment and support the development of new businesses. The plan will also support a change in the current business sectoral mix towards higher skilled, higher paid employment. Our new Smart City Infrastructure Agreements, will help to address the longer-term challenges of this well-being objective in relation to developing arrangements on a digital and connected future and new models of working. Swansea's Destination Management Plan, the Swansea Bay Strategy and the Tourism Destination Management Plan will address the longer-term challenges of this well-being objective by building on the visitor, tourism and hospitality economy, capitalising on our assets and strengthening our local economy through increasing employment opportunities and having a positive impact on places.

The evidence reported supports the rationale for Improving Transforming our Economy and Infrastructure to remain a corporate priority and well-being objective.

5. Tackling Poverty and Enabling Communities

- 5.1 The evidence and key drivers underpinning the Tackling Poverty and Enabling Communities well-being objective includes the following sources of information:
- the Future Trends Report.
 - Future Generations Commissioners Report 2020/21.
 - Swansea – Assessment of Local Well-being 2022.
 - Wales – Well-being of Wales Report (National Indicators).
 - Swansea Council Tackling Poverty.
 - A Snapshot of Poverty in Summer and Winter 2023 (Bevan Foundation).

- Time for Change – Poverty in Wales (Wales Audit Office).
- “Together we can” – community resilience and self reliance (Wales Audit Office).
- Child Poverty Strategy for Wales 2023 (Welsh Government).
- Swansea Council Corporate Improvement Plan.
- The Welsh Index of Multiple Deprivation 2019.
- Integrated impact assessments alongside policy development.
- Swansea Council Policy Commitments (updated in 2022).
- Swansea Council Performance Monitoring Reports.
- Swansea Council Corporate Risks.

5.2 The evidence shows that there is a need to address the Cost-of-Living crisis and ongoing economic challenges will continue to impact on individuals, families and communities across Swansea. Levels of poverty remain persistently high – with almost a quarter of people in Wales living in poverty – and impacts on life expectancy, health outcomes and adverse effects on the poorest areas. People’s experiences of poverty covering a range of common issues including access to essential resources such as housing, fuel, energy, clothing, footwear, food, and water, as well as support with finances, exclusion from services, and emotional and relationship issues. There are often extra costs that people on low incomes must pay for essentials – such as transport, fuel and food – due to the poverty premium, compounded by the ongoing Cost of Living crisis. The evidence shows that the Council has an important role to play in helping people to alleviate poverty, improving their personal prosperity through better skills and jobs, and addressing some of the key issues influencing poverty such as homelessness. The evidence also show that it is important to embed the lived experience of people in poverty across our services to ensure that we understand and meet those needs and that we create communities that are safe and resilient where people’s rights and needs are respected and they can prosper.

5.3 Since March 2023, updated evidence and the implementation of the steps to deliver this Tackling Poverty and Enabling Communities well-being objective has been reported through Council, Scrutiny Programme Committee, Governance and Audit Committee, Scrutiny Performance Panel – Adult Services and the Social Care and Tackling Poverty Service Transformation Committee.

New evidence from the Bevan Foundation shows that more than one in eight households (14 per cent) either sometimes, often or always do not have enough for all the basics and large numbers of people are going without essentials, without heating in their home and eating smaller meals or skipping meals in their entirety. The Council’s refreshed Tackling Poverty strategy addresses this objective by taking a holistic person-centred approach to poverty and the development of pathways of support out of poverty. The Council’s new Tackling Poverty strategy also builds on the recommendations of the Wales Audit Office “Time for Change” recognising a strengths base approach where the strengths of individuals, communities and networks can be capitalised upon to help tackle poverty e.g. building on community assets and creating opportunities for work experience and volunteering. The Welsh

Government's new Child Poverty strategy will help address the longer-term challenges of poverty in terms of access to essential resources, preventing need from escalating and improving well-being and long-term outcomes. The numbers in temporary accommodation have continued to grow as a result of a higher number of presentations, coupled with a lack of move-on accommodation. We are now (Quarter 3) at the highest level of households occupying Bed and Breakfast (B&B) accommodation ever. To mitigate this, we are progressing with an alternative to B&B, which will create an additional 60+ units of temporary accommodation but there are concerns about being able to continue to sustain these high numbers in temporary accommodation.

The evidence reported supports the rationale for the Tackling Poverty and Enabling Communities to remain a corporate priority and well-being objective.

6. Delivering on Nature Recovery and Climate Change

6.1 The evidence and key drivers underpinning the Delivering on Nature Recovery and Climate Change well-being objective includes the following sources of information:

- the Future Trends Report.
- Future Generations Commissioners Report 2020/21.
- Swansea – Assessment of Local Well-being 2022.
- Wales – Well-being of Wales Report (National Indicators).
- Local Nature Recovery Action Plan for Swansea.
- Climate Change Update.
- Delivering on Nature Recovery and Climate Change - Updates on Net Zero 2050.
- Nature Conservation – follow up to Scrutiny Inquiry 2019.
- Environmental Tourism Briefing.
- Planning Enforcement: Nature and Biodiversity.
- Air Quality Management.
- Water Quality, Management and Pollution Control.
- Update on progress of Blue Eden.
- Swansea Council Corporate Improvement Plan.
- Integrated impact assessments alongside policy development.
- Swansea Council Policy Commitments (updated in 2022).
- Swansea Council Performance Monitoring Reports.
- Swansea Council Corporate Risks.

6.2 The evidence shows that our natural environment and biodiversity is under threat and in decline due to unsustainable human activities. Habitats and species are being lost at an alarming and unsustainable rate. We need to raise awareness of the impacts of biodiversity loss and climate change at the local level and provide information, advice, and practical support and incentives to encourage others to take action and collaborate to deliver positive solutions to these challenges. Tackling climate change, is one of the greatest challenges facing us and we need to reduce our carbon footprint and to mitigate for and adapt to the likely risks and impacts. Our unique variety of habitats and species and wonderful range of parks, greenspaces, nature

reserves, beaches and landscapes needs to be maintained, enhanced and sustainably managed for the benefit of everyone now and into the future.

- 6.3 Since March 2023, updated evidence and the implementation of the steps to deliver this Delivering on Nature Recovery and Climate Change well-being objective has been reported through Council, Cabinet, Governance & Audit Committee, Scrutiny Performance Panel – Climate Change and Nature and the Climate Change and Nature Recovery Service Transformation Committee.
- 6.4 New evidence shows that the implementation of the Local Nature Recovery action plan will help to address the longer-term challenges of this well-being objective by taking actions to protect and sustain many of our species and habitats. The implementation of actions to manage air quality, water quality, soils, biodiversity and pollution control will also help address the long-term challenges of sustainably managing and enhancing the quality of our natural resources, increasing our economic resilience. New evidence relating to the implementation of actions taken by the Council to respond to the climate emergency and the nature emergency will help address this long term challenge by reducing global warming and our carbon footprint, to maintain healthy resilient ecosystems that will continue to provide long-term quality of life. Progress with the project formerly known as Blue Eden and the completion of collaboration agreement and proposed land transactions to facilitate the development, will also help with the long term challenges of this well-being objective by exploring and support projects such as on and off shore renewables. There are limited financial and human resources to deliver and push towards the Net Zero 2030 ambition. In the main we are relying on external funding and without large investment – particularly on our buildings and fleet; the emissions figure will no doubt begin to plateau. We will look at opportunities to secure funding, but this is challenging given the pressures in the Councils Medium Term Financial Plan.

The evidence reported supports the rationale for Delivering on Nature Recovery and Climate Change to remain a corporate priority and well-being objective.

7. Transformation and Financial Resilience

- 7.1 The evidence and key drivers underpinning the Transformation and Financial Resilience well-being objective includes the following sources of information:
- the Future Trends Report.
 - Future Generations Commissioners Report 2020/21.
 - Swansea – Assessment of Local Well-being 2022.
 - Wales – Well-being of Wales Report (National Indicators).
 - Medium Term Financial Plan 2024-6.
 - Medium Term Financial Planning 2024/25 – 2026/27.
 - Budget Paper for 2024/25 (*pending*).
 - Revenue Budget Report 2024/25 (*pending*).
 - Successful and Sustainable Swansea Corporate Transformation Plan.
 - Follow up Report - Scrutiny Inquiry into Procurement.

- Digital Strategy 2023-28 and Transformation Programme.
- Workforce and OD Transformation Programme.
- The Governance and Assurance Arrangements of Swansea Council's Strategic Partnerships.
- Consultation and Engagement Strategy 2023 – 2028.
- Human Rights City Action Plan.
- Swansea Council Corporate Improvement Plan.
- Integrated impact assessments alongside policy development.
- Swansea Council Policy Commitments (updated in 2022).
- Swansea Council Performance Monitoring Reports.
- Swansea Council Corporate Risks.

7.2 The evidence shows that the Council is facing unprecedented cuts to funding in real terms, alongside an increasing demand for council services and increasingly complex needs. Demographic changes are driving an increase in demand for Council services and also impacting on the local labour market and the composition of the council workforce. Complex challenges such as substance misuse, strategic planning and meeting the needs of older people increasingly require a whole systems approach and working in greater collaboration with other partners and our local communities. In order to meet our statutory obligations to and to deliver services effectively and efficiently, we need to transform how we operate, ensuring we are protected from major external risks such as cyber security and improve how we consult and engage with our population.

7.3 Since March 2023, updated evidence and the implementation of the steps to deliver this Transformation and Financial Resilience well-being objective has been reported through Council, Cabinet, Governance & Audit Committee, Scrutiny Inquiry Panel - Procurement and the Corporate Services & Financial Resilience Service Transformation Committee.

7.4 New evidence outlined in the Successful and Sustainable Swansea Corporate Transformation Plan will help address the long term challenges of this objective by ensuring that council's transformation approach will ensure that our services will become more efficient and sustainable. The delivery of our Digital Strategy and Digital Transformation Strategy will aim to improve our customer service ensuring our citizens can access council advice, guidance, information, and services, how and when they need them. It will also provide the opportunity to capitalise on technological advancements in terms of accessing key services such as education, health and social care. The delivery of our Workforce Strategy and our Workforce and OD Transformation programme will help meet this well-being objective by ensuring that we respond to the changing nature of the local labour market and the council's workforce is motivated, committed innovative, supported, skilled and customer focused. The Council's refreshed Consultation and Engagement Strategy and Co-production strategy and tool kit will aim to deliver this well-being objective by improving our consultation and engagement with our population and commitment to involve local people in the design and delivery of local services when it is appropriate to do so.

The evidence reported supports the rationale for Transformation and Financial Resilience to remain a corporate priority and well-being objective.

8. Conclusion

- 8.1 Overall the evidence suggests that all six well-being objectives should remain unchanged and corporate priorities for 2024/25. All the new evidence generated since March 2023, supports the wider evidence base and the rationale for prioritisation. Nevertheless, there may be a need to review as part of service planning some of the specific steps for delivery in line with emerging evidence, to ensure resources and services are appropriately and effectively focused to deliver our well-being objectives.