

POVERTY STRATEGY– ACTION PLAN and PROGRESS LOG

May 2016

No	Details/Action Ref No.	Action	Lead Officer	Start date and duration	Prevention Budget – funding £	Status - update	Update on actions	Key Messages
1.	Overall Action Plan	Update action plan	Karen Grunhut	Monthly	0	Open - ongoing	The action plan has been updated every 2/3 months	The action plan is updated on a bi-monthly basis, but many of these actions are long term
2.	Single action plan	Incorporate actions from five work streams into one action plan – further actions need to be developed for each main theme	Karen Grunhut	By end July	0	Completed		All the Council's main tackling poverty actions in one plan
3.	Review of Tackling Poverty Strategy	<ol style="list-style-type: none"> 1. Develop proposal for review process 2. Gain agreement for review 3. Public consultation 4. Devise map of deprivation hotspot areas 5. Revised strategy and action plan to Council 	Sarah Crawley, Karen Grunhut	End June September December September February 2016	0	Map of hotspots completed	Integrated Impact Assessment is complete – recommendations received Scrutiny inquiry being established. CAC looking at the strategy and its future development	Recommendations have been made, but it is now part of the tackling poverty scrutiny inquiry.

4.	Develop 'Ask' of Welsh Government	<ol style="list-style-type: none"> 1. Devise the 'ask' re greater flexibility 2. Gain political approval 3. Begin negotiations for proposal with WG 	Chris Sivers/Sarah Crawley	July 2015 September	0 Welsh Government funding £19m per year	Completed	Completed – small flexibilities achieved from WG in April 2016 onwards	Minimal flexibilities are on offer. No real benefit to the Council. Restructure and remodelling of Communities First has been approved and is being delivered.
Empowering Local People								
5.	Develop a Community Action Learning programme for local people	<ol style="list-style-type: none"> 1. Establish task group 2. Review existing learning programmes and identify gaps and opportunities 3. Review UK-wide and international work on this subject 4. Devise specification for the programme 5. Commission the programme 6. Begin delivery of the programme 	Chris Sivers/Polly Gordon	30 May By end June By end of June September April 2016	£20k via Prevention Budget	Completed	Small task group set up Research and review carried out Specification/proposal devised – pilot set up in Townhill, looking to deliver in Penderry	Pilot in Townhill has begun. Testing out an asset based approach to community development in our poorest communities – target areas
6.	Devise action plans to develop social capital across Council Services	Overall Council Action Plan, aligned to Sustainable Swansea transformation programmes – Community Action	Tracey McNulty/Polly Gordon	30 June 2015 – aligned and being developed			Part of the Community Action programme in Sustainable Swansea. Included in the scrutiny review – Building	This is being actively explored in Sustainable Swansea – Community Action strand.

							Sustainable Communities. Referenced in the Prevention Strategy	
7.	Embed community development in ward member roles	<ol style="list-style-type: none"> 1. Cabinet Advisory Committee (CAC) to develop proposal 2. Further training for all Members on community development 3. Individual action plans developed and reported to CAC 	Sarah Crawley/ Sian Denty	30 May June – October July 2015	10k allocated 5k spent	Entering the second phase of training and involvement	CAC and TPU developed a proposal. The initial training has been delivered by Community Development Cymru. CAC is looking at the second phase of the training for Ward Members. Explanation note needs to be written including its fit with the overall strategy.	Explanation note regarding the trainings links to the council's tackling poverty strategy – role of Ward Members in the tackling poverty strategy
8.	Awards for Communities	<ol style="list-style-type: none"> 1. Review of existing Council awards schemes 2. Develop proposal for new award scheme if appropriate 3. Develop proposal for mentoring scheme 4. Commence mentoring 	Sarah Crawley/ Polly Gordon	By end May End June End July November	20K		This is now included within the Community Action Learning programme proposal.	There are a number of existing awards schemes already across Swansea. This proposal is also included in the Community Action Learning programme pilots.

		scheme						
9.	Strategy for use of community buildings	<ol style="list-style-type: none"> 1. Completion of the Area Reviews 2. Develop proposals for greater use of community buildings and/or disposal of assets 	Geoff Bacon		0		Open, and linked to Sustainable Swansea work stream	The Council is working on asset plans for communities including the running of community assets by the Community. The Community Asset Transformation fund and community asset transfer policy contribute to this.
Changing Cultures								
10.	Create a cadre of champions to develop the work	<ol style="list-style-type: none"> 1. Revise the role of the Council's Poverty Forum 2. Identify champions from each service area 3. Deliver training for champions 4. Embed actions within Business Planning process 	Sarah Crawley/ Mary Sherwood	<p>End April</p> <p>End June</p> <p>July</p> <p>August</p>	0	Open	Open – training has been developed and is due to be delivered	There are representatives from each service area on the Poverty Forum Network
11.	Incentives for staff	<ol style="list-style-type: none"> 1. Scope the potential options, including a potential innovation pot 	Khan Prince and Leanne Cutts	<p>August/September</p> <p>November</p> <p>May/June 2016</p>	10k	Completed	Proposal developed, scheme to be agreed Embedded in future Innovation programme work –	A scheme is being finalised within Organisational Development and connected to the Innovation

		<ul style="list-style-type: none"> 2. Devise reward scheme and culture to embed innovation in this area 3. Review as part of the review of PDR and development plans 		launch			staff wellbeing programme. Need to launch this more formally and raise the profile.	Community
12.	Employee Pledge on volunteering	<ul style="list-style-type: none"> 1. Identify needs and appropriate volunteering opportunities 2. Develop a volunteering scheme for every employee aligned to priorities for support in communities 3. Develop a programme of volunteering to support tackling poverty initiatives 	Deb Yeates/Sarah Crawley	<p>October</p> <p>Jan – May 2016</p> <p>June 2016</p>	0	open	<p>Open – proposal in place</p> <p>Scheme being developed</p> <p>Survey completed</p> <p>Ideas being generated – brokerage by SCVS volunteering bureau</p>	Both policies have been revised and are due to be approved An arrangement has been brokered with SCVS to set up volunteering opportunities.
13.	Change to job descriptions	Ensure template job descriptions for all new posts identify the corporate priority given to this area	Steve Rees/Deb Yeates	End July	0	Completed	Completed – in all new JDs	Any new JD should have the Council's priorities on it.
14.	Develop schools as a	1. Establish Education	Chris Sivers/Li	May 2015	20k	Ongoing	Education Strategy group established	

	community resource	<p>Strategy Group (ESG)</p> <ol style="list-style-type: none"> 2. Develop work programme for ESG, including elements of schools as a community resource 3. Systems review of support to families and children 4. Identify proposals for closer joint working on family support 5. Research and evaluate the role of pastoral workers and family support in schools 	ndsay Harvey	<p>June</p> <p>July 2015</p> <p>Jan - September</p> <p>November implementation</p>			<p>Included in the work programme</p> <p>Systems review of Domestic Abuse completed</p> <p>Further commissioning review of Family Support</p> <p>PDG audit and Family support continuum is assisting with a greater understanding of pastoral support in schools</p>	
15.	Learning for Council leaders	<ol style="list-style-type: none"> 1. Identify potential learning options and good practice providers for potential visits 2. Arrange programme of visits 3. Evaluation of 	Sarah Crawley	<p>End May</p> <p>September November December</p>	0	Initial phase has been completed, but further tackling poverty visits to be generated	Visits are being undertaken by Cabinet and Senior Officers which have included Nottingham, Bristol, and now Kent.	

		visits 4. Incorporate learning into review of strategy						
16.	Relocate workforce	1. Develop a service management plan 2. Devise a change proposal for Cabinet consideration	Steve Rees	August 2015 October	0		Provided within each of the commissioning reviews	This is being looked at within each of the commissioning reviews and is part of the asset management review in property services.
17.	Lead Directors identified for each Target Area	Develop proposal for Executive and Cabinet consideration	Chris Sivers	July 2015	Part of the implementation of restructures and commissioning reviews		Lead staff will be identified across each of the areas through existing commissioning reviews and service area reorganisations.	The present Senior staffing review needs to take place prior to any decisions being made
18.	Lead HoS identified for each area	Develop proposal for Executive and Cabinet consideration	Chris Sivers	July 2015	0		Heads of Service are already designated as Lead officers for their service areas	The present Senior staffing review needs to take place prior to any decisions being made
Targeting Resources								
19	Resource investment	Develop a proposal for redirecting resources to key areas and communities	Mike Hawes/Ben Smith	October 2015	MTFP	Ongoing	These are contained within the Commissioning reviews	This is contained within the MTFP around the implementation of restructures and service delivery plans
20	Establish Public	Develop proposal for	Chris	Sarah Crawley	August/Se	20k	When the LSB	The Public Service

	Service Coordination Board for Target Areas	Executive and Cabinet consideration	Sivers		September 2015		becomes the Public Service Board it will need to deliver against identified needs – which are highest in target areas	Board needs to be established to set this agenda. There are responsibilities within the LG Reform Bill regarding community councils which needs to be taken into account.
21	Introduce Poverty Challenge	Develop proposal for Executive and Cabinet consideration	Chris Sivers/Sarah Crawley	August 2015 – August 2016	20k	Ongoing – proposal complete,	Open – proposal developed Working on finding an independent facilitator to deliver. Needs to be considered in the tackling poverty scrutiny inquiry	This is an option within the tackling poverty scrutiny inquiry
22	Ensure development of an evidence base and performance tracking where this doesn't already exist	<ol style="list-style-type: none"> 1. Review of strategy performance framework 2. Identify areas for action 3. Inclusion of final performance framework in revised strategy 	Sarah Crawley/Anthony Richards and Richard Rowlands	<p>End June</p> <p>August February 2016</p> <p>April 2016 – Sep 2016</p> <p>September 2016</p>	0	Started and partially complete	<p>Integrated impact assessment completed. Recommendations received Part of the tackling poverty scrutiny inquiry</p> <p>Revised strategy drafted</p>	There is an existing performance management framework and a process for updating the Tackling poverty action plan which is shared with the Cabinet Member and Director of People.
23	Revise workplans to reflect target area priority	Develop proposal for greater targeting of need in operational areas and Culture/Tourism	Martin Nicholls/Tracey McNulty	August 2015	Individual HoS budgets – commissioning reviews	Ongoing	The target area policy commitment needs to be taken into account within the commissioning review process.	Work needs to be done around the role of the target area policy commitment within commissioning and service reviews.

