

APPENDIX D

THEME	Population Outcome	Tackling Poverty Strategy Delivery Plan 2017-2020												Accountability			
		2017				2018				2019				Director	HOS	Cabinet Member	
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4				
		Objectives															
Theme 1. Empowering local people through involvement and participation		Business as usual Continue to deliver community engagement services in line with emerging funding from Welsh Government (see later). Continue to use coproduction in our local area coordination model for recruitment Continue to develop community enterprise activities to deliver services more flexibly.													CS	RM	
		Early actions Commission Policy in Practice to work alongside the Council's Revenue and Benefits Team to identify the cumulative effect of benefit reforms households in Swansea. Consider the commissioning of an involvement and participation study for Swansea.													CS	RM	
		Delivering more Respond to emerging guidance about Welsh Government funded community development programmes, maximising community benefit and opportunity.													CS	RM	
Theme 2. Changing cultures to reflect that tackling poverty is everyone's business		Business as usual Continue to develop and deliver our prevention approach with partners as outlined in the prevention strategy.													CS	RM	
		Initial actions Develop or identify and report appropriate KPI's with Council departments to ensure delivery.													ALL	ALL	
		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													CS	RM	
		Deliver training with members and officers to promote the poverty is everyone's business approach.													CS	ALL	RM
Children have a good start in life		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 the City and County of 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.													CS	JT	
		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.													CS	RM/JT	
		Delivering more Further develop the Teenstart pilot, providing multi-disciplinary and multi-agency team support 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.													CS	RM	
															CS	RM	
	People learn successfully	Business as usual Support pre 16 to improved school attendance, through 'Education other than at school' (EOTAS) reduction. Contribution at post 16 to continued NEET reduction and improved young person and family well being through the NEETS reduction strategy.													CS	NW	
		Early wins Quick review of Council employability provision to maximise skills outcomes. Develop school to school support to share and develop good practise in the use of Pupil Deprivation Grant (PDG). Maximise training and employment opportunities through our Council wide apprentice and trainee strategy for young people, targeting those in greatest need.													CS/MN	RM/PH	
		Delivering more Provide additional support to young people who are at risk of becoming NEET through Cynydd. 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. Work with partners and through the Regional Learning Plan 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.													CS	NW	
		Develop programmes to provide adults with independent, personalised advice and support services to enable low-paid workers to move into better-paid roles.													CS	NW	
													CS	AW/RM			

Theme 3. Targeting resources to maximise access to opportunity and prosperity	Young people and adults have good jobs	<p>Business as usual</p> <p>Deliver Swansea's Beyond Bricks and Mortar principles across all our procurement processes to bring local benefit from service and construction contracts.</p> <p>Use Welsh Government Community Benefit Measurement Toolkit to report community benefit and wider economic impact</p> <p>Continue to deliver Communities for Work, LIFT, South West Wales Workways and work based learning help for local people to develop skills and access job opportunities.</p> <p>Early wins</p> <p>Maximise work experience benefits and employment outcomes to young people who are NEET via the Cam Nesa Project.</p> <p>Actively encourage employment practices that reduce poverty including living wage.</p> <p>Develop an appropriate wage approach re traineeships and apprenticeships</p> <p>Review our welfare to work provision to maximise the use of resources and job outcomes.</p> <p>Encourage local recruitment to entry level positions within the Council through simplified recruitment processes.</p> <p>Use HR processes to maximise and target work experience, traineeships and apprenticeships at disadvantaged individuals, particularly looked after children.</p> <p>Benchmark the number of disadvantaged Swansea residents accessing entry level posts</p> <p>Extend social value principles across our full development process to maximise opportunities.</p> <p>Delivering more</p> <p>Maximise skills and job opportunities from key developments such as City Deal.</p> <p>Maximise our purchasing power and that of partners to deliver targeted recruitment and training and other community benefits.</p> <p>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.</p> <p>Encourage the further delivery of employability skills within schools</p> <p>Work in partnership with Jobcentre Plus and key Welfare to Work Partners to maximise access to skills and job opportunities for Swansea citizens</p> <p>Maximise work readiness and experience opportunities for local people within Council Departments and through PSB partners</p> <p>Work with third sector partners, PSB partners and within the Council to maximise volunteering opportunities for skills development.</p> <p>Examine public transport routes to link people in disadvantaged communities to areas of jobs growth by efficient and affordable public transport.</p>				MN PH MN CS/MN RM/PH CS/MN RM/PH MH SR MH SR CS/MN RM/PH MH SR MH SR MH SR MH SR MN PH MN PH MN PH CS NW CS RM CS RM CS RM MN SD	
	People have a decent standard of living	<p>Business as usual</p> <p>Continue to deliver advice services for council tax and housing benefit entitlements.</p> <p>Continue to support in the resolution of benefit disputes and maximise benefit incomes through our Welfare Rights Service.</p> <p>Continue to provide engagement services through Council Cultural and Community Development Services.</p> <p>Early wins</p> <p>Prioritise the supply of genuinely affordable housing further to meet objectively-assessed need.</p> <p>Align social rents with local incomes and earnings.</p> <p>Develop social finance capacity through for example the credit union to widen credit access and reduce spiralling debt.</p> <p>Support the development of energy efficient affordable mixed tenure housing within Swansea.</p> <p>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.</p> <p>Maximise community engagement activity through Welsh Government's Fusion programme and emerging Empowerment approach linked to Communities for Work and Lift.</p> <p>Delivering more</p> <p>Maximise the installation of insulation measures in Council properties to reduce fuel poverty</p> <p>Work with partners to support innovation in the provision of good-value essential goods and services through social and not for profit enterprise .</p> <p>Further encourage private landlords to improve conditions and affordability in the private rented sector.</p> <p>Prioritise affordability and accessibility in local transport to provide access to employment and training destinations and essential services.</p>				MH RM CS RM MN TM MN LM MN LM CS RM MN LM CS RM MN TM MN PH MH CW MN LM MN SD	
	People are healthy, safe and independent	<p>Business as usual</p> <p>Continue our successful approaches to tackling domestic violence, coordinating activity through the Domestic Abuse Hub.</p> <p>Early wins</p> <p>Consider the commissioning of an involvement and participation study for Swansea.</p> <p>Extend Local Area Coordination approaches to strengthen community relationships and address barriers such as loneliness, isolation and stigma.</p> <p>Further to the above, continue to invest in and support Local Area Coordination (LAC) approaches which have led to better service coordination with, for example, health colleagues.</p> <p>Ambition</p> <p>Work with partners to develop community based assets to further develop connections between community groups, and public service providers to create prosperity and reduce poverty locally.</p>				CS JT/RM CS RM CS AW/RM CS AW/RM CS JT/RM	
	People have good places to live and work	<p>Business as usual</p> <p>Deliver a range of activities across core Council services such as culture, leisure, community centres and libraries to encourage participation.</p> <p>Provide parks and open spaces for recreation and exercise, encouraging more active lives.</p> <p>Early wins</p> <p>Invest in achieving Wales Housing Quality Standard in our council housing to improve the accommodation and well being of our citizens, reducing fuel poverty.</p> <p>Implementation of the adult services optimum model and the recommendations from the adult services commissioning reviews</p> <p>Implementation of the SSWBA and in particular the establishment of an information, advice and assistance service</p> <p>Delivering more</p> <p>Invest in opportunities through proposed developments such as City Deal.</p> <p>Ensure our investment provides a strong legacy of employment and opportunity for future generations in Swansea</p>				MN TM MN TM MN LM CS AW CS AW MN PH MN PH	