Equality Impact Assessment (EIA) Report – 2017/8

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

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

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

(a)   This EIA is being completed for a:

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
☐	☐	☐	☒	☐	☐

(b)   Please name and <u>describe</u> here:
Swansea Council's revised **Tackling Poverty Strategy 2017 – 2020** and **Tackling Poverty Strategy Delivery Plan Performance Framework 2017-2020**

(c)   It was initially screened for relevance to Equality and Diversity on: 27/11/2017

(d)   It was found to be relevant to…

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

(e)   Lead Officer

Name: Anthony Richards

Job title: Tackling Poverty Manager

Date: 06/12/2017

(f)   Approved by Head of Service

Name: Rachel Moxey

Date: 13/12/2017

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

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

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

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

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

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

The Tackling Poverty Strategy Scrutiny Inquiry Panel recommendations included:
- Making a new commitment to tackling poverty
- Focus on 'what works'
- Integrate the strategy into Swansea's Well-being plan
- Ensure that tackling poverty is everyone's business

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

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

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

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

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

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

Our vision for Swansea[1]

The Council aspires to achieve a Swansea in which:

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

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

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

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

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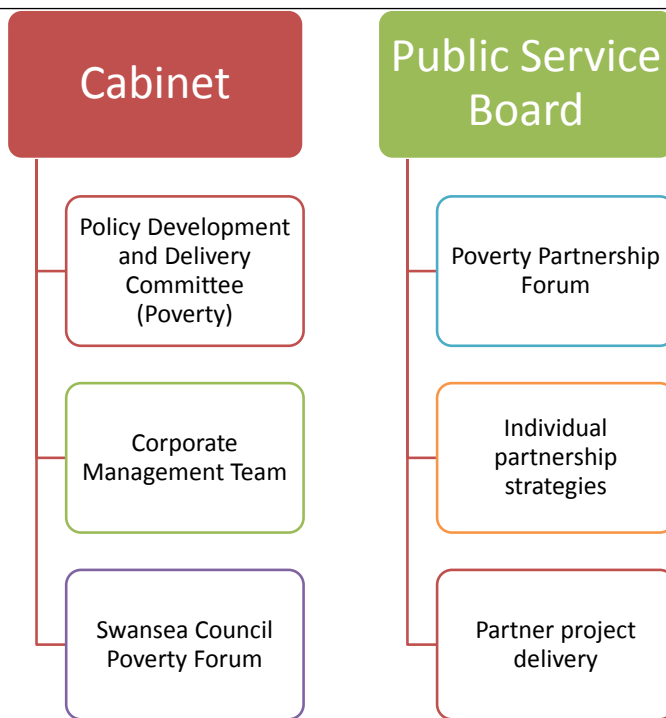
Barriers to Employment such as transport and childcare are removed.

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

Who has responsibility?

- The strategy overall is led by the Poverty & Prevention Service.

- In addressing 'making poverty everyone's business', a Tackling Poverty Delivery Plan has been developed of cross Directorate actions with Key Performance Indicators to support delivery. The Delivery Plan is dynamic.

- Corporate Directors take responsibility for work and actions in their area and manage these through regular performance and financial monitoring meetings and reporting mechanisms.

- Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis. Progress is reported through Corporate Management Team and onto Swansea's Cabinet.

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

Cabinet
- Policy Development and Delivery Committee (Poverty)
- Corporate Management Team
- Swansea Council Poverty Forum

Public Service Board
- Poverty Partnership Forum
- Individual partnership strategies
- Partner project delivery

- The Swansea Council Poverty Forum and Poverty Partnership Forum will support the principle that ***poverty is everyone's business***, promoting the message and developing projects and services to support this principle.

- Actions will be reported to the Council's Cabinet, escalating through the above structure for decision where this is required.

- Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis.

Who are the stakeholders?
Swansea Council departments, elected members, third sector and partner organisations, employers and local businesses, community groups, PSB members, all Swansea residents including children and young people;   'Almost anyone can experience poverty: unexpected events such as bereavement, illness, redundancy or relationship breakdown are sometimes all it takes to push people into circumstances that are then difficult to escape.'
JRF - Prosperity without poverty: A framework for action in Wales pg. 4

Section 2 - Information about Service Users (See guidance):
Please tick which areas you have information on, in terms of service users:

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

Please provide a snapshot of the information you hold in relation to the protected groups above:
    Examples include:
The 📄[Swansea Profile (PDF, 886KB)](#) provides a demographic and socio-economic overview of the City & County of Swansea, including a summary of Swansea's population, information on population characteristics and recent change, together with background information on a range of matters including health and the economy. (updated in December 2016)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Section 3 - Impact on Protected Characteristics (See guidance):
Please consider the possible impact on the different protected characteristics.

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

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

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

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

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

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

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

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

People have good places to live and work

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

Section 4 - Engagement:

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

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

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

Engagement methods included:

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

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

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

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

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

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

How have you changed your initiative as a result?

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

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

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

Section 5 – Other impacts:

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

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

Please explain any possible impact on each of the above.
Foster good relations between different groups
Positive Impact

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

Advance equality of opportunity between different groups
Positive Impact

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

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

Elimination of discrimination, harassment and victimisation
Positive Impact

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- As part of the public consultation, workshop sessions were run with the aim of engaging children and young people with issues around poverty and with the tackling poverty consultation by way of the Pupil Voice Forum and The Big Conversation mechanism.

- The children and young people who attended submitted their feedback on the Tackling Poverty and Prevention strategies by way of the Easy Read version; this version was commissioned as a response to feedback during the consultation process and combined both strategies in one clear, concise, accessible document.

- The children and young people who took part were also invited individually by way of the survey to express if they would like to be kept updated on how the plan is being delivered.

- It is intended that a session be arranged to feedback to the children and young people involved in the workshop sessions as to how their comments have influenced the development of the strategies.

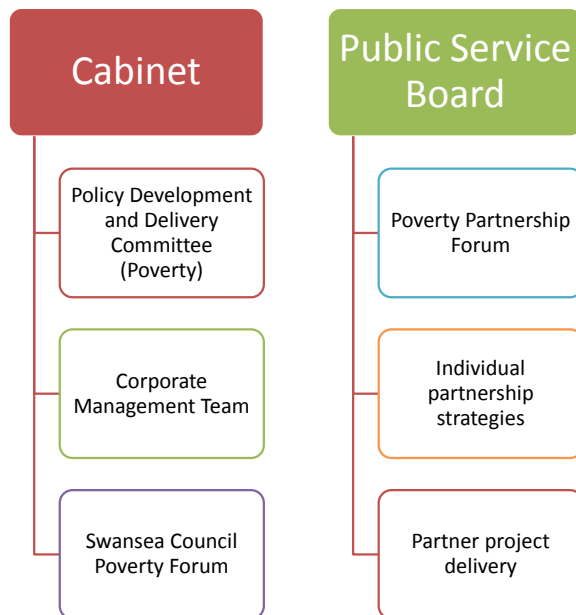**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

Section 7 - Monitoring arrangements:
Please explain the monitoring arrangements for this initiative:

Who has responsibility?

- The strategy overall is led by the Poverty & Prevention Service.

- In addressing 'making poverty everyone's business', a Tackling Poverty Delivery Plan has been developed of cross Directorate actions with Key Performance Indicators to support delivery. The Delivery Plan is dynamic.

- Corporate Directors take responsibility for work and actions in their area and manage these through regular performance and financial monitoring meetings and reporting mechanisms.

- Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis. Progress is reported through Corporate Management Team and onto Swansea's Cabinet

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

Cabinet

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- Corporate Management Team
- Swansea Council Poverty Forum

Public Service Board

- Poverty Partnership Forum
- Individual partnership strategies
- Partner project delivery

- The Swansea Council Poverty Forum and Poverty Partnership Forum will support the principle that *poverty is everyone's business*, promoting the message and developing projects and services to support this principle.

- Actions will be reported to the Council's Cabinet, escalating through the above structure for decision where this is required.

- Progress of key performance indicators will be reported via the Council's dashboard system on a quarterly basis.

Actions:

Section 8 – Outcomes:

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

Outcome 1: Continue the initiative – no concern ☒
Outcome 2: Adjust the initiative – low level of concern ☐
Outcome 3:Justify the initiative – moderate level of concern ☐
Outcome 4: Stop and refer the initiative – high level of concern. ☐

For outcome 3, please provide the justification below:
For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 9 - Publication arrangements:
On completion, please follow this 3-step procedure:

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

EIA Action Plan:

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

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

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