

## 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 [acesstoservices@swansea.gov.uk](mailto:acesstoservices@swansea.gov.uk).**

<b>Where do you work?</b>
Service Area: Service Area: Corporate Services – Strategic Delivery Unit
Directorate: Resources

**(a) This EIA is being completed for a:**

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input checked="" type="checkbox"/>	Proposal <input type="checkbox"/>
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**(b) Please name and describe here:**

**Public Service Board Local Well-being Plan**

Swansea Public Service Board (PSB) is required by the Well-being of Future Generations Act (Wales) 2015 to: *“improve the economic, social, environmental and cultural well-being of its area by contributing to the achievement of the well-being goals”*. In contributing to the achievement of the goals the Public Service Board must assess the state of economic, social environmental and cultural well-being, and set local objectives designed to maximise contribution to achieving the goals.

**Assessment of Local Well-being** - The duty to assess the state of wellbeing is discharged via the Assessment of Local Well-being. The PSB published their first Assessment of Local Wellbeing in May 2017.

**Local Well-being Plan** - The duty to set local well-being objectives and steps to achieve the objectives is discharged through the production of a Local Well-being Plan, to improve the well-being all the individuals and communities in city and county of Swansea. The PSB needs to agree a set of well-being objectives, and the steps to implement them. Swansea PSB started developing the Plan and May 2017, using the evidence gathered from the Assessment and a number of stakeholder workshops a draft plan with 4 draft objectives was prepared. The draft went out to consultation between the 21<sup>st</sup> Nov 2017 and 13<sup>th</sup> Feb 2018. The final plan is due to be published on the 3<sup>rd</sup> May 2018, and a detailed Action Plan developed shortly after wards.

The action plan will also be subject to the EIA process, either as an extension to this report or in its own right.

**(c) It was initially screened for relevance to Equality and Diversity on: 26/02/2018**

**(d) It was found to be relevant to...**

Children/young people (0-18) .....	<input checked="" type="checkbox"/>	Sexual orientation .....	<input checked="" type="checkbox"/>
Older people (50+).....	<input checked="" type="checkbox"/>	Gender reassignment .....	<input checked="" type="checkbox"/>
Any other age group .....	<input checked="" type="checkbox"/>	Welsh language .....	<input checked="" type="checkbox"/>
Disability .....	<input checked="" type="checkbox"/>	Poverty/social exclusion.....	<input checked="" type="checkbox"/>
Race (including refugees).....	<input checked="" type="checkbox"/>	Carers (including young carers).....	<input checked="" type="checkbox"/>

Asylum seekers .....   
Gypsies & Travellers.....   
Religion or (non-)belief .....   
Sex.....

Community cohesion .....   
Marriage & civil partnership .....   
Pregnancy and maternity .....

**(e) Lead Officer**

**Name:** Suzy Richards  
**Job title:** Sustainable Policy Officer  
**Date:** 20<sup>th</sup> March 2018

**(f) Approved by Head of Service**

**Name** Ben Smith  
**Date:** 21 March 2018

## Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

### What are the aims?

The purpose of the Public Service Board (PSB) is to improve the economic, social, environmental, health and wellbeing and cultural well-being of the City and County of Swansea. This is done through the preparation and publication of Local Well-being Plan which sets local objectives and the steps it proposes to take to meet them to improve well-being.

The Local Well-being Plan is due to be published on the 3<sup>h</sup> May 2018.

### Who has responsibility?

Swansea PSB is a partnership of public service agencies who work together to improve local services. The four statutory members of the Board are Abertawe Bro Morgannwg University Health Board, Natural Resources Wales, the Fire and Rescue Service and the Council.

The Board also involves other organisations that have an interest in the wellbeing of the area for example the South Wales Police and Swansea Council for Voluntary Services (SCVS).

### Who are the stakeholders?

Individual member of the public and Swansea Communities, staff, elected Members, PSB statutory and invited participants, Wales Audit Office, Office of the Future Generations Commissioner.

## 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) ..... | <input checked="" type="checkbox"/> | Sexual orientation .....             | <input type="checkbox"/>            |
| Older people (50+).....            | <input checked="" type="checkbox"/> | Gender reassignment .....            | <input type="checkbox"/>            |
| Any other age group .....          | <input checked="" type="checkbox"/> | Welsh language .....                 | <input checked="" type="checkbox"/> |
| Disability .....                   | <input checked="" type="checkbox"/> | Poverty/social exclusion.....        | <input checked="" type="checkbox"/> |
| Race (including refugees).....     | <input checked="" type="checkbox"/> | Carers (including young carers)..... | <input type="checkbox"/>            |
| Asylum seekers .....               | <input type="checkbox"/>            | Community cohesion .....             | <input checked="" type="checkbox"/> |
| Gypsies & Travellers.....          | <input type="checkbox"/>            | Marriage & civil partnership .....   | <input type="checkbox"/>            |
| Religion or (non-)belief .....     | <input checked="" type="checkbox"/> | Pregnancy and maternity.....         | <input type="checkbox"/>            |
| Sex.....                           | <input type="checkbox"/>            |                                      |                                     |

**Please provide a snapshot of the information you hold in relation to the protected groups above:**

The Objectives set in the plan and steps to meet them will have, to a greater or lesser extent, a direct or indirect impact on all citizens. All information regarding service users has been derived from the Swansea Profile (Dec 2017), Community Area Profiles, Assessment of Local Well-Being, stakeholder engagement, the collective knowledge and expertise of the PSB's statutory and invited participants.

**Relevant information from Swansea Profile:**

The latest official estimate of the City and County of Swansea's population (as at June 2016) is 244,500. Swansea has the second largest local authority population in Wales and accounts for almost 8% of its total population (3,113,200).

The proportion of Swansea's population of working age (i.e. all aged 16-64), at 63.5%, is higher than Wales (61.7%) and the UK (63.1%). However, Swansea has a lower proportion of children (aged 0-15), at 17.2%, than both Wales (17.9%) and the UK (18.9%).

The long-term published mid-year population estimates (ONS) suggest that Swansea's population has steadily grown between 2001 and 2016, reversing the recorded trend of the 1990s. In terms of the key 'life stage' groups, the broad trends are as follows:

- **All people:** an increase of 13,700 (+5.9%), from 230,800 (in 2006) to 244,500.
- **Children** (aged 0-15): small net change (+700 / 1.7%) to 42,000 (in 2016).
- **Working age** (16-64): an increase of 6,800 (+4.6%) to 155,300, below the equivalent overall rate of population increase in Swansea.
- **Older people** (aged 65 and over): an increase of 6,200 (+15.0%) to 47,200; indicative of an increasingly ageing population, in line with wider trends.

The Welsh Government's latest trend-based population projections suggest that Swansea's population will grow by 9.0% (21,600 people) between 2014 and 2039.

The projections suggest that the number of people of pension age (65 and over) will increase by 18,400 (+39.8%) to 64,700 over the 2014-2039 period – an average annual increase of 740 (+1.6%). The main reason for this is long-term improvements in mortality rates (reflected in people living longer) and the ageing on of some population cohorts. However, the projections suggest smaller rates of growth in the working age (16-64) population over the 25-year period, by 3,400 (+2.2%) overall, an average of 140 people or 0.1% per year. Projected change in the 0-15 age group, suggests a very small decrease of 100 (0.3%) over the full 25 years.

**Household composition** - In 2016, single-adult households (37,100 / 34.5% of total) and 2-person 0-children households (31,600 / 29.4%) were the most common household types in Swansea. Between 2006 and 2016, the number of single-person households increased by 5,500 (+17.4%), with other significant change occurring in 2-adult 0-child households (an increase of 2,200 or 7.4%) and 4+adult 0-children households (an increase of 700 or 19.3%); partly reflecting in part an increase in student households. By contrast, the number of 2-adult, 1 (or more) child households in Swansea has fallen by 300 (-1.4%) over the ten-year period.

**Ethnicity** - 2011 Census estimates (the most recent available) suggest that 14,326 people in Swansea were from a non-white ethnic group, 6.0% of the total population; higher than the equivalent figure for Wales (4.4%) and the third highest percentage of the 22 local authorities in Wales, although lower than the equivalent UK figures.

Amongst children, ONS estimates suggest that the numbers aged 5-15 from non-white ethnic groups increased from around 1,000 in 2001 to 4,500 in 2011 (Census). More

recent Schools' Census data suggests that the proportion of the school population who are not 'White-British' increased from 9.9% in 2011 to 14.6% in 2017.

**Religion** - The 2011 Census is also the latest definitive source of information on religion. Christianity remains the predominant religion in Swansea (55%); although 34% held no religious beliefs and 7% did not answer (the Census question on religion is voluntary). Of the groups listed, 5,415 people (2%) stated their religion as Muslim, making this the most common religion in Swansea after Christianity.

**Welsh language** - The proportion of people aged 3 and over able to speak Welsh in Swansea decreased from 13.4% (28,938) in 2001 to 11.4% in 2011 (26,332 people); a fall of 9.0% despite an overall increase in the population. Changes in Welsh language skills between Censuses vary by age. In Swansea, the proportion of children aged 3-4 who can speak Welsh increased from 10.5% in 2001 to 14.6% in 2011, with a slight increase also in the 5-15 age group, rising from 25.2% in 2001 to 26.0% in 2011.

**Health** - A very broad assessment of the health of Swansea residents is possible via analysis of a number of 2011 Census indicators (based on self-assessment). The general health question indicates general well-being and health-related quality of life. In 2011, 77.9% of Swansea residents assessed their health as good or very good, close to the Wales average (77.8%). However, 23.3% of Swansea residents had their day-to-day activities limited a lot or a little by a long-term health problem or disability, slightly higher than the Wales average (22.7%).

**Deprivation** - The latest information on relative deprivation for local areas in Swansea is available from the Welsh Index of Multiple Deprivation (WIMD) 2014. The Index brings together data for the 1,909 Lower Super Output Areas (LSOAs) in Wales on:

- Income
- Employment
- Health
- Education
- Housing
- Physical environment
- Access to services
- Community safety.

Swansea has an above average share of its LSOAs (18 out of 148, or 12%) featuring in the most deprived 10 per cent in Wales. Eight of Wales' 22 local authorities have a higher proportion of deprived LSOAs. In terms of the overall index the most deprived LSOAs in Swansea (i.e. those featuring in the most deprived 10% in Wales) are found in the following wards:

- Penderry (5 of the 7 LSOAs in the ward - 'Penderry 1' is ranked 21 of 1909 in Wales)
- Townhill (5 of 6 LSOAs)
- Morriston (3 of 11 LSOAs)
- Castle (2 of 10 LSOAs)
- Mynyddbach (1 of 6 LSOAs - Clase area)
- St. Thomas (1 of 4 LSOAs - east of ward)
- Bonymaen (1 of 4 LSOAs - east of ward).

**Carers** - The Western Bay Population Assessment identifies 30,349 Carers in Swansea. This includes children, young people and adults. However many Carers do not identify themselves as such. They are supported by Swansea Carers Centre and Young Carers by the YMCA.

**Community Area Profiles** - The Well-being of Future Generations (Wales) Act 2015 requires each Public Services Board in Wales to prepare an *assessment of local well-being*; an analysis of the economic, social, cultural and environmental well-being of its area. The assessment must also

set out and analyse 'community areas' within the area (the City and County of Swansea); which should be locality areas with a sense of identity but large enough to show differences between them. Six Community Areas in Swansea have been identified to analyse local area differences in well-being. The Community Area Profiles are based on initial statistical profiles of each area (including the characteristics of the population) were developed, in both summary (assessment Annex 2) and longer form.

**The Assessment of Well-being**

In addition the Assessment of Local Well-being expands on the themes above and provides detailed information on the diversity of our population. The evidence compiled in the assessment considered the assets and needs of protected groups. For each of the assessment's 19 primary drivers, the differences in aspects of well-being within Swansea were analysed and highlighted, including the effects on the population groups specified in the WFG Act.

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

In the development and roll-out of the Plan and the production of future Local Well-being Assessments we need to widen our understanding of service users to include the breadth listed in Section 2. The consultation on the draft assessment in early 2017 identified a range of recommendations for further consideration by the PSB Research Group as part of the on-going development and review of the assessment. These are set out in Annex 6 ('Areas for development, 2017-18'), available at [www.swansea.gov.uk/psbassessment](http://www.swansea.gov.uk/psbassessment)

**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)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

The purpose of the Local Well-Being Plan is to improve the economic, social, environmental, health and wellbeing and cultural well-being of *all* people living within the City and County of Swansea. Meeting the Equality duty has been discharged through the vision, aims, structure and content of this plan with reference to *explicitly* meeting the needs of some groups with protected characteristics e.g. children and young people by identifying

specific challenges such as - children to have the best start in life - and *implicitly* meeting the needs of groups with protected characteristic by the identification of steps such as ensuring that 'the needs of vulnerable community members' are collectively understood. The 4 well-being objectives in the draft local well-being plan collectively support and are also supported by the Council's equality objectives. The Equality Objectives were cross-referenced against other evidence when determining our well-being objectives.

The objective – *Children to have the best start in life to be the best they can be* – is based on the PSB Assessment of Local Well-being which demonstrates that if children have the best start in life they are likely to be healthier, more likely to be better learners and less likely to experience deprivation as adults. Evidence shows that positive early year's experiences can lead to a greater likelihood of having a good job and a better standard of living, being more equipped to look after the environment and contribute to safe and prosperous communities.

In order to children to have the best start in life, the plan seeks to ensure that;

- Parents are well prepared for birth and early childhood
- All children develop to their full potential
- Children are safe from harm
- Support services are high quality and well integrated

This objective seeks to ensure that parents are well prepared for birth and early childhood by being supported to develop their skills, knowledge and confidence, supported to lead a healthy lifestyle and access the local and natural environment, access to good employment, live in good quality housing and enjoy healthy family relationships. This objective also seeks to ensure that all children develop to their full potential, by supporting children to develop good positive attachments with parents/carers, to identify and support additional needs at an early stage, to support children to have good levels of general health and well-being and to enable children to develop speech and language successfully.

The objective – *People live well and age well* – is based on the PSB Assessment of Local Well-being which demonstrates that in order for people to live and age well (i.e. are safe, healthy and independent) they need access to good quality jobs, have a sufficient and/or a minimum income, access to good quality housing and the ability to make decisions which enable them to reach their potential and flourish. In order to ensure that people are able to live well and age well, the plan seeks to ensure that;

- People have the best possible level of health and wellbeing
- People are as independent as possible and enjoy a good quality of life
- People are valued, listened to and are able to have a voice, choice and control
- People feel safe in their home and community

This objective seeks to ensure that people have the best possible level of health and well-being, by ensuring that key health and wellbeing messages are identified, targeted and promoted, that every citizen has access to health and wellbeing opportunities and environments that encourage health and wellbeing are created, sustained and protected. This objective also seeks to ensure that people are as independent as possible and enjoy a good quality of life by supporting people to access information, advice and assistance, ensuring Health and Social Care services work closely together, people are supported to learn, work and live well and to enable individuals and communities to be more connected to social networks.

The objective – *Working with nature* – is based on the PSB Assessment of Local Well-being which demonstrates that a thriving natural environment can provide many benefits to society, contributing to economic prosperity throughout the local area and having a positive effect on physical and mental health by providing a wide variety of opportunities for exercise, enjoyment and leisure, as well as meeting our basic needs of food, water and clean air. In order to ensure that people’s well-being is improved by working with nature, our plan seeks to ensure that;

- The natural environment is managed to support health and wellbeing
- Biodiversity is maintained and enhanced
- Our carbon footprint is reduced
- Knowledge and understanding of our natural environment is improved

The objective – *Building stronger communities* - is based on the PSB Assessment of Local Well-being which demonstrates that strong, resilient and inclusive communities i.e. places where people feel safe, diversity is valued and celebrated and where there is equal access to services and resources, has a significant impact upon health and well-being. In order to ensure that we can build stronger communities which are resilient and have a sense of pride and belonging, our plan seeks to ensure that;

- People feel and are safe and confident
- Households achieve at least the Minimum Income Standard
- Communities and individuals are connected

The Plan’s cross cutting action ‘*Sharing for Swansea*’ includes a step to develop Swansea as a Human Rights City.

## **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?**

The Consultation on the draft Local Well-being Plan ran from the 21<sup>st</sup> Nov 2017 to the 13<sup>th</sup> Feb 2017.

The PSB applied to National Principals of Public Engagement in Wales to the development of the Plan. A wide range of stakeholders were consulted, including children and young people, older people, disabled people, equality forums and other vulnerable groups within Swansea communities.

Members of Swansea PSB agreed to consult on the Plan both within their own organisations and with their existing groups and forums. Tools for consultation included on-line questionnaires, focus groups, one-line participatory community action (Vocal Eyes), briefing sessions, policy sessions, posters and the use of social media to raise awareness about the Draft Local Well Being Plan and the consultation process.

In addition, Swansea Council facilitated a training session for partnership members and community group leaders to carry out their own consultation and supported partners to do this through the development of partnership resources for the consultation such as a generic presentation on the plan, examples of consultation methods, focus group questions and exercises, an 'easy read' version of the plan and a version for children and young people.

Statutory Members of the Partnership consulted in the following ways;

**Mid and West Wales Fire Service:**

- emailed Swansea Stakeholders asking if they could consider the Draft Well-being Plan and respond to the consultation. Stakeholders list included; Local Schools and Colleges, Police Stations, Local Businesses, AM's and MP's, Fire Authority Members, Town and Community Councils, Third Sector organisations, Equality and Diversity contacts, Fire Stations, Heads of Departments and Heads of Response, Trade Unions, Libraries, Health Boards and Hospitals, Communities First, Public Service Boards, Chaplains and Dignitaries. They have also asked their Third Sector Partner Officer, Volunteer Co-ordinator Officer and our Equality and Diversity Officer to email their contacts and stakeholders directly.
- placed the Draft Well-being Plan on their external website
- Social media - re-tweet and post information on the Service's Social Media pages, placed information on the @Connect and @Work (internal communications) websites. In addition.
- Internal consultation - via Heads of Response and Heads of Departments, Community Safety team promoted the consultation at community events, visits in the community and other engagement with members of the public.

**ABMU:**

- regional presentation to; Stakeholder Reference Group, Disability Reference Group, ABMU Youth Forum, ABMU Community Health Council, a Third Sector Network, a Partnership Forum, Swansea Carers Centre, the HHAUGAP Steering group and the 5 Cluster Networks.
- Draft Plan was shared electronically with all members of the groups and forums prior to the meeting and stakeholders were encouraged to use the PSB's on-line questionnaire

or email Swansea PSB directly if wanted to make any comments on Swansea's Draft Well-Being Plan.

### **Natural Resources Wales (NRW):**

NRW commissioned Vocal Eyes (an online participatory forum) to engage stakeholders across Swansea in a conversation about the plan. The aim of this work was to enable a wide range of people to express their thoughts on the plan and also to collect their ideas about how wellbeing in Swansea could be enhanced.

The conversation involved both direct engagement with groups and individuals as well as the use of the VocalEyes digital platform and was used by both NRW's staff and external stakeholders.

### **Swansea Council:**

The Council ran a wide variety of consultation events and activities to consult with both staff and the public. By using a varied range of consultation methods / medias the Council aimed to as wide and diverse a section of the population as possible. Engagement methods included:

- Face to face staff events
- Face to face public events
- Internet - internal (via Chief Executive's Blog and bulletins) and external website.
- Social Media - Twitter and Facebook
- Swansea Leader (Local Authority's newspaper)
- Information sessions for staff (main sites and some satellite sites) including 'speedy drop-in question and answer session' and more in-depth 'policy sessions' and presentations for senior management and departmental management teams and support to cascade to staff team
- Consultation sessions with Local Authority Ward Members
- Consultation session with Community and Town Councillors
- On-line survey
- Engaged children and young people in primary and secondary schools through established consultation mechanisms such as 'The Big Conversation' and 'Pupil Voice'.
- Forums / Stakeholder groups including: Ageing Well steering Group and network and through its equalities work and Swansea Lesbian, Gay, Bisexual and Transgender Forum.

### **Invited participants of Swansea Public Service's Board:**

Swansea Council for Voluntary Service and South Wales Police have also made a significant contribution to the consultation process of the Draft Well-Being Plan, but

promoting and distributions the draft Plan and survey to their forums and members.

Swansea Council for Voluntary service have also played a key role in ensuring that the Plan is accessible, by producing the plan and consultation materials in different formats and/or providing advice.

The Partnership (through the Local Authority) discharged its statutory duties in relation to consulting with the stakeholders identified in the guidance. The Local Authority publicised the Draft Local Well Being Plan and consultation process with the following groups and individuals;

- The Future Generations Commissioner;
- The Children's Commissioner, the Welsh Language Commissioner, the Equalities Commissioner;
- the Board's invited participants (The City and County of Swansea, Abertawe Bro Morgannwg University Health Board , Mid and West Wales Fire and Rescue Service, Natural Resources Wales, Welsh Government, The Chief Constable of South Wales Police, The South Wales Police and Crime Commissioner, Probation Service Representative, Swansea Council of Voluntary Services, DVLA , Gower College, the University of Wales Trinity St David Swansea, Swansea University, Arts Council of Wales and Public Health Wales);
- the Regional Business Forum, Swansea Economic Regeneration Partnership, Swansea CYP Executive Board, Swansea Environmental Forum, the Healthy City/ Health Social Care and Well Being Partnership the Safer Swansea Partnership and Swansea Learning Partnership;
- the Local Authority's Overview and Scrutiny Committee;
- Swansea BIDs (City Centre), Swansea Bay Futures, South Wales Chamber of Commerce, Swansea Bay Business Club, Wales CBI, Federation of Small Businesses (Wales);
- Trade Unions: Unison, Unite and GMB;
- the general public,
- Voluntary and community groups and special interest/issue forums and networks (though members of the PSB partnership and their existing mechanisms for consulting with hard to reach groups).

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

Of the 1000's of comments collected around 500 key themes and actions were identified. These broadly confirmed that the Objectives were the right ones for Swansea.

The consultation also resulted in the development of a cross cutting theme 'Sharing for Swansea' which was developed in response to concerns over how we would deliver the objectives.

The consultation process also gave us a lot of specific evidence about actions and activities which will inform the development of the Action Plan.

### **How have you changed your initiative as a result?**

The key themes and actions were reviewed and considered by the Planning and Research Groups and were categorised as:

1. Immediate action for the plan,
2. Escalation to the PSB for consideration for future Plans,
3. Inform the development of the Action Plan and
4. No action required – as either already in the Plan or outside the scope of the plan etc.

The consultation resulted in the development of a cross cutting theme ‘Sharing for Swansea’ which was developed in response to concerns over how we would deliver the objectives.

In addition, the consultation resulted in a lot of specific information and evidence about actions and activities which will inform the development of the Action Plan.

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

The Action Plan development will be actively informed by the consultation feedback specifically those comments relating to ideas for action.

**Section 5 – Other impacts:**

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

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

**Please explain any possible impact on each of the above.**

Swansea’s Local Well-Being Plan will have a positive impact upon fostering good relationships between different groups. For example, the objective – people live and well and age well – contains an explicit commitment to work towards ensuring people are as independent as possible and enjoy a good quality of life by ensuring that communities and individuals are supported to be more connected. In addition, the objective – stronger communities – also contains a specific commitment to develop action which strengthen connections between communities and individuals by working to reduce barriers to involvement in community life, giving people a voice over decisions which affect them, celebrating and building upon the success of community action and sharing / celebrating language, heritage and culture.

Swansea’s Local Well-Being Plan will seek to ensure that all people are treated fairly. The objective – Children having the Best Start in Life – expresses the PSB’s intention to ensure that all children develop to their full potential and that children with additional needs are identified and supported at the very earliest stage possible. In terms of – building Stronger Communities, the Local Well Being Plan outlines the intention to collectively understand the needs of vulnerable members of the community and to remove the barriers to the involvement in community life.

Swansea PSB will through its well-being objectives seeks to reduce or eradicate unfairness and discrimination. For example, the objective – building stronger communities – includes a commitment to supporting communities and individuals by promoting and building upon success in community actions and shared concerns and sharing language, culture and heritage between and within communities. In addition, in terms of building stronger communities – by enabling all people to feel safe and confident, our plan outlines a commitment to build trust between people and organisations.

Swansea’s Local Well Being Plan contains a commitment to reduce social exclusion and poverty by explicitly addressing the barriers created by poverty and social exclusion.

The objective – building stronger communities – aims to enable people to achieve at least the minimum household standards for the UK, for their particular household type, based on what members of the public think people need to achieve a socially acceptable living standard. This will be achieved by encouraging employers to pay the living wage, supporting the development of high quality and well paid jobs, supporting people to develop the skills and qualifications they require across their life time, providing access to good quality financial support and ensuring that the cost of goods and services are equalised so that people are not subject to the poverty premium where people on low incomes pay more for equivalent goods and services.

The Plan also recognises the fact that poverty is not just about income, that there are different aspects of poverty and outcomes like health, education employment skills and opportunity all contribute to achieving better life outcomes. The aims of the other 3 objectives all contribute to tackling poverty along-side those of the Stronger Communities objective.

Social exclusion is addressed in the objective - Stronger Communities – by recognising the need to address barriers to involvement in community life, to build trust between communities and organisations and to ensure communities and individuals are connected and their voices heard. The objective – people live well and age well also aims to ensure individuals and communities are supported to be more connected a human rights base approach is promoted.

### **What work have you already done to improve any of the above?**

The PSB, and its forerunner the LSB, explored these issues in the Assessment of Local wellbeing and previously in the Single Integrated Plan and Needs Assessment processes via Outcome D – People Have a Good Standard of Living and Outcome E – People are healthy, Safe and independent. The Stronger Communities Objective builds on the work already done through these Outcomes and that of PSB Partner organisations.

### **Is the initiative likely to impact on Community Cohesion? Please provide details.**

The Council is delivering the Community Cohesion National Delivery Plan. This Plan has a specific action to deliver against the Wellbeing of Future Generations Act which requires the Council to provide a 'critical friend' role to the PSB in delivering the Plan to support the goal of cohesive communities.

The Council is working in partnership with a number of equalities and inclusion organisations funded by the Welsh Government to support the delivery of the local cohesive communities priorities a part of the Community Cohesion National Delivery Plan and the Strategic Local Framework on Migrant Integration including actions on:

- human trafficking / antislavery,
- hate crime awareness,
- gypsies and travellers,
- asylum seekers and refugee training,
- far-right extremists awareness workshops and training.

The partnership delivering the Plan includes members of the PSB partnership.

The delivery of the plan is overseen by the Community Cohesion Leadership Group, which in turn links into the Safer Swansea Partnership who is a PSB partnership member.

In addition to the linking with the above, all of the objectives in the Local Well-being Plan contribute to building cohesive communities, in particular the Stronger Communities objective, which focusing on building connections between communities and individuals by collectively adopting the principles of an Intercultural City approach to promoting the diversity of cultures and languages within Swansea with an long term aim of having this approach fully embedded to enhance tolerance.

This objective seeks to ensure that people feel and are safe and confident by building trust between people and organisations, understanding rights and responsibilities, ensuring that advice and support is available and provided in a non-judgemental way, working to ensure that homes and neighbourhoods are healthy places to be, and the needs of vulnerable community members are collectively understood. This objective also seeks to support connections between individuals and communities, by reducing barriers to involvement in community life, enabling people and communities to have a voice in decisions that affect them and to celebrate, promote and build upon success in community action and shared concerns.

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

Evidence in the Assessment of Local Well-being demonstrates that the overall number of people who can speak Welsh is reducing, but the number of young people under 16 years who can speak Welsh is increasing.

The Stronger Communities objective, in addressing language, heritage and cultures reflects the well-being goal of 'a thriving welsh language' and the commitment to Cymraeg 2050: Welsh Language Strategy and the Welsh Language Measure.

The Step **Individuals and communities are connected and feel a sense of belonging** includes an action to *'further embed our Intercultural City approach to promote Welsh language whilst also recognising and celebrating the other cultures, languages and communities in Swansea'*.

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

Continue to ensure the delivery of the plan aligns with the Welsh Language Measure.

## **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.**

Yes.

**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:**

During the development of the Local Well Being Plan we ensured that the Plan took into consideration children's specific well-being needs.

The Local Well-being Plan makes commitment to realising peoples human rights, so for children this means treating them as equals within the population, making sure children have every opportunity to thrive and have good well-being, that the PSB are making decisions within children's best interests and that children, young people and their families are included in the development and delivery of the Plan.

We consulted with children through the 'Big Conversation' consultation event in February on the draft Plan, they felt that the plan is within their best interests.

**Specific Actions in the Plan:**

The Plan's Objective 1: '*Children have the best start in life to be the best they can be*', supports children's rights from conception, and Objective 2: '*Live well age well*' addresses people's rights through the life courses, the plan therefore supports a children rights to a human rights approach. The Plan's cross cutting action '*Sharing for Swansea*' includes a step to develop Swansea as a Human rights City , the short term action of which is about building across the Partnership on existing work around children's rights.

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

Need to ensure that children's specific well-being needs continue to be considered in the development and production of Action Plans, and that children's rights are recognised and visible across the process.

**Section 7 - Monitoring arrangements:**

**Please explain the monitoring arrangements for this initiative:**

**Monitoring arrangements:**

The Local Well-being Plan and resulting Action Plans will be monitored by the multiagency PBS Board Core group.

An Annual Report will report on progress and impact on the diversity of our population. Regular monitoring takes place through the year view the PSB meetings.

PSB Scrutiny Panel will also challenge and assess progress to ensure the well-being of all groups is being addressed, including hard to reach, seldom heard from and people with protected characteristics.

External review from Welsh Government and the Commissioner for Future Generations as per the Act.

**Actions:** No

## **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	<input checked="" type="checkbox"/>
Outcome 2: Adjust the initiative – low level of concern	<input type="checkbox"/>
Outcome 3: Justify the initiative – moderate level of concern	<input type="checkbox"/>
Outcome 4: Stop and refer the initiative – high level of concern.	<input type="checkbox"/>

**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](mailto: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
Continue to ensure the delivery of the plan aligns with the Welsh Language measure.	PSB Co-ordinator	On-going reviewed as part of the Annual Reporting process	Future Assessments of Local Well-being and the Local Well-being Plan will reflect progress in the promotion and adoption of the welsh language.	
Need to ensure that children's specific well-being needs continue to be considered in the development and production of Action Plans, and that children's rights are recognised and visible across the process.	Objective leads	Reviewed as part of the Annual Report of the Plan	The consideration of children's rights is visible in the Action Plans.	
In the development and roll-out of the Plan and the production of future Assessment of Local Well-being we need to widen our understanding of Service users to include the breadth listed in Section 2.	Research Group	As part of the annual review of the Assessment of Local Well-being	Annual Review of the Assessment and Annual Review of the Plan	

<p>The Action Plan development will be actively informed by the consultation feedback specifically those comments relating to ideas for action.</p>	<p>Objective Leads</p>	<p>The Action Plan will be published within 6 months</p>	<p>The Action Plan will be influenced by contributions made via consultation feedback</p>	
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**\* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).**