

Integrated Impact Assessment (IIA) Report

This form should be completed when a screening form has indicated a full Integrated Impact Assessment is required and found to be relevant to Equality Act 2010, Socio-economic Duty and Well-being of Future Generations (Wales) Act 2015

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

Which service area and directorate are you from?

Service Area:

Directorate: Corporate Services

Q1(a) What are you assessing?

- New and revised policies, practices or procedures
- Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
- Efficiency or saving proposals
- Setting budget allocations for new financial year and strategic financial planning
- New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
- Large Scale Public Events
- Local implementation of National Strategy/Plans/Legislation
- Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Boards which impact on a public bodies functions
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
- Major procurement and commissioning decisions
- Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services
- Other

(b) Please name and fully describe initiative here:

Swansea Council's Corporate Transformation Plan 2023-28. is the next phase in the council's transformation journey. It has been developed under the banner of *Successful and Sustainable Swansea* the council's corporate plan for the next five years.

The council has been transforming since 2015. The *Sustainable Swansea Programme* ran from 2015-20 and the *Achieving Better Together Programme* followed between 2020-22, the latter primarily focused on helping the council respond to and recover from the COVID19 pandemic. The Successful and Sustainable Swansea Transformation Plan is structured under the following six corporate priorities contained the council's corporate plan:

- **Safeguarding people from harm** – so that our citizens are free from harm and exploitation.
- **Improving Education and Skills** – so that everyone in Swansea gains the skills and qualifications they need to succeed in life.
- **Transforming our Economy and Infrastructure** – so that Swansea has a thriving mixed use City Centre and a local economy that will support the prosperity of our citizens.
- **Tackling Poverty and Enabling Communities**– so that every person in Swansea can achieve their potential.
- **Delivering on Nature Recovery and Climate Change** – so that we maintain and enhance nature and biodiversity in Swansea, reduce our carbon footprint and tackle climate change.
- **Transformation and Financial Resilience** – so that we and the services that we provide are sustainable and fit for the future.

(c) **Will this initiative result in any changes needed to the external or internal website?**

Yes **No** **If yes, please provide details below**

The Corporate Transformation Plan will be published on the council’s website.

(d) **It was initially screened for relevance on: 24th October 2022**

(e) **Lead Officer**
Name: Marlyn Dickson
Job title: Strategic Change Programme Manager
Date: 24th October 2022

(e) Approved by Head of Service
Name: Ness Young
Job title: Interim Director Corporate Services
Date: 24th October 2022

Section 1 - Aims

What are the aims of the initiative?

The focus of this corporate transformation plan is the achievement of the council's vision:

In 2028 Swansea is a place that has a thriving mixed use city centre and local economy. It is a place where people can gain the skills and qualifications they need to succeed in life, where everyone can achieve their potential and where communities are resilient and cohesive. Swansea is a place where human rights are respected, and people are safeguarded from harm and exploitation. It is a place where nature and biodiversity are maintained and enhanced, and carbon emissions are falling.

The diagram below shows the programmes that included in the plan. All have been drawn from the council's corporate plan and encompass many of the steps articulated therein.



The plan contains seven service specific¹ and five cross-cutting² programmes, all of which will have a long term impact on service delivery, ways of working and the financial resilience of the council. Even though each of the programmes is free standing, there are important connections and synergies between them and bringing them together into a single plan will help to ensure these are identified, optimised, and managed. The programmes have also been selected as they are expected to have a significant impact on mitigating the following risks which are identified on the council's corporate risk register:





- Safeguarding
- Pupil attainment and achievement
- Impact of poverty
- Cost of living crisis
- Social cohesion
- Local Economy and Infrastructure
- Net Zero 2030 target
- Medium Term Financial Plan delivery
- Workforce recruitment and retention
- Mandatory training
- Cyber, data and digital security

¹ Transforming Adult Services, Child and Family Services Transformation, Transforming Additional Learning Needs, Right Schools Right Places, Regeneration Programme, More Homes Programme, and the Future Waste Strategy

² Future Community Hub Model, Enabling Communities Programme, Net Zero Programme, Digital Transformation Programme and Workforce and OD Transformation Programme

Who has responsibility?

The diagram below illustrates plan roles and responsibilities:

Scrutiny					
Cabinet					
Cabinet / CMT Chair: Leader					
Transformation Delivery Board Chair: Cabinet Member Service Transformation					
Safeguarding people from harm	Improving Education and Skills	Transforming our Economy and Infrastructure	Tackling Poverty and Enabling Communities	Delivering on Nature Recovery and Climate Change	Transformation & Financial Resilience
 <p>Transforming Adult Services</p> <p>Clr Louise Gibbard, Cabinet Member Care Services</p> <p>Davis Howes, Director of Social Services</p> <p>Amy Hawkins, Head of Adult Services</p>	 <p>Transforming Additional Learning Needs</p> <p>Clr Robert Smith, Cabinet Member Education and Lifelong Learning</p> <p>Helen Morgan Rees, Director of Education</p> <p>Kate Phillips, Head of Vulnerable Learners</p>	 <p>Regeneration Programme</p> <p>Clr Robert Francis-Davies, Cabinet Member Investment Regeneration & Tourism</p> <p>Mark Wade, Director of Place</p> <p>Phil Holmes, Head of Planning and City Regeneration</p>	 <p>Future Community Hub Model</p> <p>Clr Elliot King, Cabinet Member Culture and Equalities</p> <p>Mark Wade, Director of Place</p> <p>Tracey McNulty, Head of Cultural Services / Geoff Bacon, Head of Property Services</p>	 <p>Net Zero Programme</p> <p>Clr Andrea Lewis, Joint Deputy Leader (Service Transformation)</p> <p>Mark Wade, Director of Place</p> <p>Geoff Bacon, Head of Property Services</p>	 <p>Digital Transformation Programme</p> <p>Clr Andrea Lewis, Joint Deputy Leader (Service Transformation)</p> <p>Nesee Young, Interim Director of Corporate Services</p> <p>Sarah Lackenby, Head of Digital Services</p>
 <p>Child and Family Services Transformation</p> <p>Clr Louise Gibbard, Cabinet Member Care Services</p> <p>David Howes, Director of Social Services</p> <p>Julie Davies, Head of Child and Family Services</p>	 <p>Right Schools in Right Places</p> <p>Clr Robert Smith, Cabinet Member Education and Lifelong Learning</p> <p>Helen Morgan Rees, Director of Education</p> <p>Kelly Small, Head of Education Resource and Planning for Right Schools Right Places</p>	 <p>More Homes Programme</p> <p>Clr Andrea Lewis, Joint Deputy Leader (Service Transformation)</p> <p>Mark Wade, Director of Place</p> <p>Carol Morgan, Head of Housing and Public Health</p>	 <p>Enabling Communities Programme</p> <p>Clrs Hayley Gwilliam & Cyril Anderson, Cabinet Members for Community & Cllr Alison Pugh, Cabinet Member Well-being</p> <p>David Howes, Director of Social Services</p> <p>Amy Hawkins, Head of Adult Services</p>	 <p>Future Waste Strategy</p> <p>Clrs Hayley Gwilliam & Cyril Anderson, Cabinet Members for Community</p> <p>Mark Wade, Director of Place</p> <p>Chris Howell, Head of Waste Parks and Cleansing</p>	 <p>Workforce and Organisational Development Transformation</p> <p>Clr David Hopkins, Joint Deputy Leader</p> <p>Nesee Young, Interim Director of Corporate Services</p> <p>Rachael Davies, Head of HR&OD</p>
Safeguarding People & Tackling Poverty CDC	Education & Skills CDC	Economy and Infrastructure CDC	Safeguarding People & Tackling Poverty CDC	Climate Change CDC	Organisational Transformation CDC
Scrutiny					

Who are the stakeholders?

- Swansea residents, communities, and visitors
- National, regional, and local businesses and investors
- Strategic partnerships, including the Regional Partnership Board, Public Service Board and Corporate Joint Committee
- Regulators, including Audit Wales, Estyn, Care Inspectorate Wales
- Future Generations Commissioner
- West Glamorgan Regional Partnership Board
- Care Inspectorate Wales
- Regeneration partners – Registered Social Landlords/housing providers, developers, Natural Resources Wales, Swansea University, University of Wales Trinity Saint David, Swansea Business Improvement District, Gower College Swansea, Job Centre.
- Welsh Government
- UK Government
- Climate Signatories Working Group
- Universities and colleges

Section 2 - Information about Service Users (See guidance)

In order to complete this section, you will need to look to data such as Census data, research and performance management information, surveys, future trends, service user data, socio-economic data from recent consultations, engagement and research

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"/>
Future generations (yet to be born)	<input checked="" type="checkbox"/>	Poverty/social exclusion	<input checked="" type="checkbox"/>
Disability.....	<input checked="" type="checkbox"/>	Carers (including young carers)	<input checked="" type="checkbox"/>
Race (including refugees)	<input checked="" type="checkbox"/>	Community cohesion.....	<input checked="" type="checkbox"/>
Asylum seekers.....	<input checked="" type="checkbox"/>	Marriage & civil partnership.....	<input checked="" type="checkbox"/>
Gypsies & Travellers	<input checked="" type="checkbox"/>	Pregnancy and maternity.....	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input checked="" type="checkbox"/>		
Sex.....	<input checked="" type="checkbox"/>		

Please provide details of the information you hold in relation to the groups above:

- The 2021 Census reported that the usually resident population of Swansea was 238,500; approximately 500 or 0.2 per cent less than the 2011 Census total [2021 Census results for Swansea - Swansea](#) .
- The figures show that the estimated population of the City & County of Swansea on Census Day (Sunday 21 March 2021) was 238,500, comprising of 121,000 females (50.7%) and 117,600 males (49.3%). This is approximately 8,100 (3.3%) less than the most recent official annual Mid-Year Estimate figure for Swansea (for mid-2020), and 500 (0.2%) lower than the 2011 Census total. Swansea still has the second largest local authority population in Wales (behind Cardiff) and accounts for 7.7% of its total population.
- Figure 1 below shows the latest three decennial Census population totals for Swansea (2001, 2011 and 2021) with the blue line showing the current series of published mid-year population estimates for 2001 through to 2020. The annual estimates showed a general steady increase in Swansea’s population since 2001, with an average growth of approximately 1,200 people (+0.5%) per annum. However, the 2021 Census figure goes against the established post- 2001 and 2011 trends previously published.

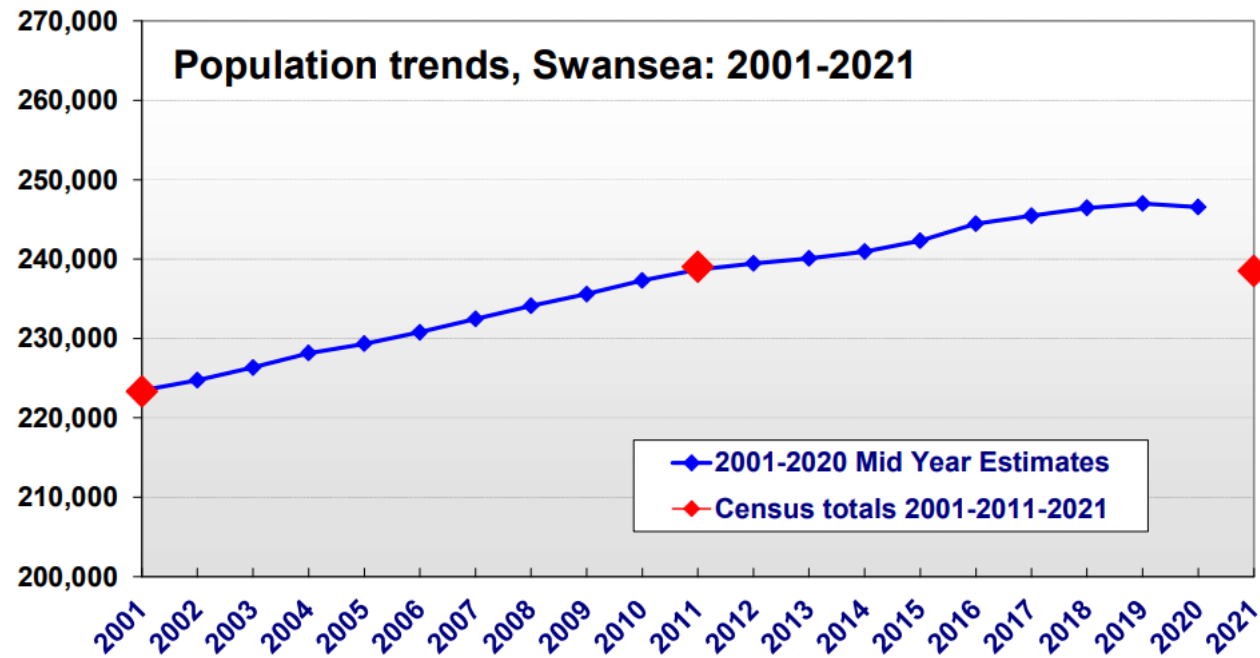


Figure 1: Population Change in Swansea 2001-2021

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- There were an estimated 105,000 households in Swansea in the 2021 Census, 7.8% of the Welsh total, and the second highest figure in Wales (behind Cardiff). This is approximately 4,700 households lower than the previous reported figure for Swansea (the last pre-census Welsh Government estimate for mid-2020) but a 1.5% increase on the 2011 Census figure of 103,500.
- Approximately 34.5% live in semi-detached housing, 25.4% in terraces, 24% in detached housing and 12.6% in purpose built flats or tenements.
- Homes are heated in the following ways with only 0.9% without central heating, and 80.3% relying exclusively on mains gas.

Central heating

	Households	
	Swansea Local Authority	
	count	%
All households	104,959	100.0
No central heating	974	0.9
Mains gas only	84,262	80.3
Tank or bottled gas only	1,066	1.0
Electric only	5,872	5.6
Oil only	1,959	1.9
Wood only	97	0.1
Solid fuel only	331	0.3
Renewable energy only	255	0.2
District or communal heat networks only	576	0.5
Other central heating only	720	0.7
Two or more types of central heating (not including renewable energy)	8,440	8.0
Two or more types of central heating (including renewable energy)	407	0.4

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS064)

- Population density has been calculated using population estimates rounded to the nearest hundred. It gives the estimated number of usual residents per square kilometre. In Swansea there were 632 usual residents per square kilometre in 2021, the fifth highest of the Welsh local authority areas – behind Cardiff (2,572), Newport, Torfaen and Caerphilly – with Powys (26) the least densely populated area in Wales. The 2021 Census figure for Swansea showed a -0.2% change on the 2011 Census (633 usual residents per sq. kilometre), reflecting the small reduction in the population total.
- The initial 2021 Census results by fiveyear age group are illustrated by the population pyramid in Figure 2 below. The pyramid provides an illustration of the established ‘spike’ in the Swansea population in the 20-24 cohort (8.1% of the population total, above the 6.0% figure for Wales as a whole), which reflects in part the large local student population. An initial view of trends can be provided via an analysis of the main reported changes to Swansea’s population over the ten-year period since 2011.

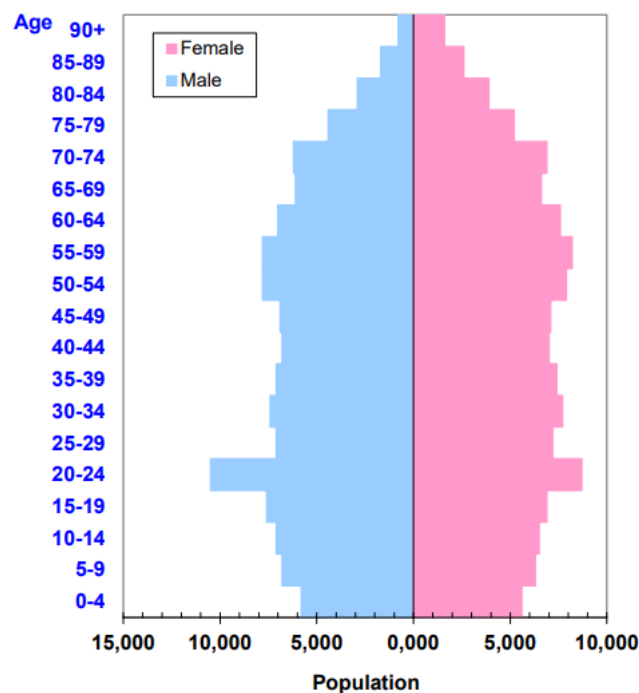


Figure 2:
Swansea population by age and sex, 2021

- Over one in five (22 per cent, 52,600) of Swansea residents were aged under 20, with around 21% (48,900) aged 65 and over.
- The differences by specific age group and sex (between the 2011 and 2021 Census) are summarised below:
 - Aged under-5: a significantly lower figure in 2021, with a difference of around 1,700 or 13%, mostly attributable to a falling number of births in recent years.

- Aged 5-14 years (school-age): a higher figure in 2021, by around 1,000 (4%), in part due to the higher number of births recorded in the late 2000s / early 2010s.
 - 15-24 age group: substantially lower in 2021, by around 2,900 (8%). This goes against previous estimates and trends for this age group, which includes 19 to 22 year-olds studying at Swansea's universities.
 - 25-29: also a lower figure in 2021 compared to 2011, by around 1,400 or 9%.
 - 30-39: 500 (1.7%) higher overall in 2021, with a more significantly higher number of females aged 30-34 in 2021 (+700 or 11% since 2011).
 - 40-49: substantially lower figure in 2021, by 4,400 or 14%. The initial 2021 Census results by five-year age group are illustrated by the population pyramid in Figure 2 opposite. The pyramid provides an illustration of the established 'spike' in the Swansea population in the 20-24 cohort (8.1% of the population total, above the 6.0% figure for Wales as a whole), which reflects in part the large local student population. An initial view of trends can be provided via an analysis of the main reported changes to Swansea's population over the ten-year period since 2011. Figure 2: Swansea population by age and sex, 2021 2021 Census: First Results. Swansea Council - Information, Research & GIS. July 2022 v1.1. 3
 - 50-59: higher in 2021, by 2,700 or 9% overall, especially apparent within the 55-59 group – in part reflecting the 1960's baby boom.
 - People aged 65+: 6,100 or 14% higher in 2021 than 2011, indicative of a generally ageing population, in line with established national trends. This group includes those born in the post-war baby boom period, with the highest reported increase (in terms of five-year cohorts) within the population aged 70-74 (+3,000 or 30%).
 - For the older groups (aged 85 and over), the total has increased in Swansea over the ten-years (2011 to 2021) by around 900 or 16%.
 - There were an estimated 500 (0.4%) fewer males in 2021 than in 2011, and around 100 (0.1%) more females in 2021 than 2011.
- Approximately 88.8% of people identified as heterosexual or straight, 7.8% did not answer while the remainder identified across a range of orientations.

Sexual Orientation

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 and over	197,857	100.0
Straight or Heterosexual	175,739	88.8
Gay or Lesbian	3,145	1.6
Bisexual	2,972	1.5
Pansexual	408	0.2
Asexual	133	0.1
Queer	33	0.0
All other sexual orientations	13	0.0
Not answered	15,414	7.8

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS079)

- Approximately 93% of usual residents over 16 identify with the same identity as at birth, 6.5% did not answer, with the remainder identifying across a range of identities.

Gender Identity

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 and over	197,858	100.0
Gender identity the same as sex registered at birth	184,173	93.1
Gender identity different from sex registered at birth but no specific identity given	320	0.2
Trans woman	146	0.1
Trans man	160	0.1
Non-binary	156	0.1
All other gender identities	82	0.0
Not answered	12,821	6.5

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS070)

- The latest marriage and civil partnership status of census respondees is below.

Legal partnership status

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 and over	197,856	100.0
Never married and never registered a civil partnership	79,035	39.9
Married or in a registered civil partnership	81,426	41.2
Married	81,115	41.0
In a registered civil partnership	311	0.2
Separated, but still legally married or still legally in a civil partnership	4,280	2.2
Divorced or civil partnership dissolved	19,206	9.7
Widowed or surviving civil partnership partner	13,909	7.0

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS002)

- The latest known information regarding ethnicity in Swansea is summarised below.

Ethnicity

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,491	100.0
Asian, Asian British or Asian Welsh	10,451	4.4
Black, Black British, Black Welsh, Caribbean or African	2,797	1.2
Mixed or Multiple ethnic groups	3,808	1.6
White	218,052	91.4
Other ethnic group	3,383	1.4

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS021)

- The latest statistics on national identity in Swansea are:

National identity

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,488	100.0
British only identity	40,666	17.1
English only identity	13,608	5.7
English and British only identity	3,080	1.3
Welsh only identity	137,846	57.8
Welsh and British only identity	22,004	9.2
Any other combination of only UK identities	3,717	1.6
Non-UK identity only	14,017	5.9
UK identity and non-UK identity	3,550	1.5

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS027)

- The latest breakdown of religious belief in Swansea is below.

Religion

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,490	100.0
No religion	112,687	47.3
Christian	98,492	41.3
Buddhist	942	0.4
Hindu	1,010	0.4
Jewish	159	0.1
Muslim	7,694	3.2
Sikh	346	0.1
Other religion	1,175	0.5
Not answered	15,985	6.7

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS030)

- The country of birth of people answering the 2022 census is below.

Country of birth

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,488	100.0
Europe	225,119	94.4
Europe: United Kingdom	216,019	90.6
Europe: Other Europe: EU countries: Member countries in March 2001: Ireland	823	0.3
Europe: Other Europe (Excluding Ireland)	8,277	3.5
Africa	3,121	1.3
Middle East and Asia	8,685	3.6
The Americas and the Caribbean	1,201	0.5
Antarctica and Oceania	362	0.2
Other	0	0.0

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS012)

- 90.6% of Swansea's usual residents identified as been born in the UK with a further 5.1% had lived in the UK for ten years. Only 1.5% had lived in the UK less than 2 years.
- Specific numbers of refugees are not known as statistics are not kept in individuals once leave to remain is granted. Swansea as a City of Sanctuary whose organisations support both refugees and asylum seekers from countries such as Ukraine, Syria and Afghanistan. Our agencies welcome, understand and support individuals based on lived experience and need. Swansea has been an asylum seeker dispersal area since 2001 and features in the top 10 in the UK in terms of numbers of asylum seekers in relation to population size. It is one of 4 dispersal areas in Wales. Swansea is proud of its position of welcoming those fleeing conflict and persecution.
- 94% of households had all adults speak English or Welsh as a main language, with a further 2% having at least one adult with English or Welsh as a main language.
- Educational attainment in Swansea is summarised below.

Highest level of qualification

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over	197,861	100.0
No qualifications	37,304	18.9
Level 1 and entry level qualifications	15,552	7.9
Level 2 qualifications	27,362	13.8
Apprenticeship	11,525	5.8
Level 3 qualifications	36,055	18.2
Level 4 qualifications or above	64,835	32.8
Other qualifications	5,228	2.6

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS067)

- The percentage of over 5 year olds who are students is 22.8%.
- Employment trends are summarised in the table below, with 51% of usual residents over 16 economically active.

Economic activity

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over	197,857	100.0
Economically active (excluding full-time students)	100,892	51.0
In employment	96,019	48.5
Unemployed	4,873	2.5
Economically active and a full-time student	6,483	3.3
In employment	4,594	2.3
Unemployed	1,889	1.0
Economically inactive	90,482	45.7
Retired	47,263	23.9
Student	16,636	8.4
Looking after home or family	8,283	4.2
Long-term sick or disabled	12,529	6.3
Other	5,771	2.9

In order to protect against disclosure of personal information, records have been swapped between different

Source: ONS - 2021 Census (TS066)

- The breakdown of full and part time work is below.

Hours worked

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,614	100.0
Part-time	32,516	32.3
15 hours or less worked	10,054	10.0
16 to 30 hours worked	22,462	22.3
Full-time	68,098	67.7
31 to 48 hours worked	59,498	59.1
49 or more hours worked	8,600	8.5

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS059)

- Work by industry is recorded below with retail, administration , public administration professional, health and education sectors dominant.

Industry

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,617	100.0
A: Agriculture, Forestry and fishing	428	0.4
B: Mining and quarrying	140	0.1
C: Manufacturing	6,001	6.0
D: Electricity, gas, steam and air conditioning supply	443	0.4
E: Water supply; Sewerage, Waste management and Remediation activities	713	0.7
F: Construction	7,533	7.5
G: Wholesale and retail trade; repair of motor vehicles and motorcycles	15,738	15.6
H: Transport and storage	4,110	4.1
I: Accommodation and food service activities	5,597	5.6
J: Information and communication	2,661	2.6
K: Financial and insurance activities	3,622	3.6
L: Real estate activities	1,347	1.3
M: Professional, scientific and technical activities	4,123	4.1
N: Administrative and support service activities	4,069	4.0
O: Public administration and defence; compulsory social security	11,063	11.0
P: Education	10,843	10.8
Q: Human health and social work activities	18,333	18.2
R, S, T, U Other	3,853	3.8

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS060)

- Occupations were reported as below:

Occupation

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,613	100.0
1. Managers, directors and senior officials	9,888	9.8
2. Professional occupations	20,070	19.9
3. Associate professional and technical occupations	11,489	11.4
4. Administrative and secretarial occupations	11,025	11.0
5. Skilled trades occupations	10,407	10.3
6. Caring, leisure and other service occupations	10,956	10.9
7. Sales and customer service occupations	9,527	9.5
8. Process, plant and machine operatives	6,350	6.3
9. Elementary occupations	10,901	10.8

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS063)

- Travel to work patterns were recorded below with 25% working at home and the car being the dominant mode of transport.

Travel to work

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,611	100.0
Work mainly at or from home	25,495	25.3
Underground, metro, light rail, tram	53	0.1
Train	440	0.4
Bus, minibus or coach	2,859	2.8
Taxi	812	0.8
Motorcycle, scooter or moped	334	0.3
Driving a car or van	56,355	56.0
Passenger in a car or van	5,259	5.2
Bicycle	1,101	1.1
On foot	6,984	6.9
Other method of travel to work	919	0.9

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS061)

Census 2021 took place during a period of rapid change. We gave extra guidance to help people on furlough answer the census questions about work. However, we are unable to determine how furloughed people followed the guidance. Take care when using this data for planning purposes. Read more about specific quality considerations in our

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/traveltoworkqualityinformationforcensus2021>

- Approximately 35.4% of usual residents owned their home outright with a further 27.2 with a mortgage, loan or shared ownership. 19.1% lived in social housing an 18.3 privately rented or lived rent free.
- Only 22.6% of households had no car or van, while approximately 42.6% reported 1 car in the household, 25.6% reported 2 and 9.2% reported having 3 or more cars or vans.

Travel to work

	Persons	
	Swansea Local Authority	
	count	%
All usual residents aged 16 years and over in employment the week before the census	100,611	100.0
Work mainly at or from home	25,495	25.3
Underground, metro, light rail, tram	53	0.1
Train	440	0.4
Bus, minibus or coach	2,859	2.8
Taxi	812	0.8
Motorcycle, scooter or moped	334	0.3
Driving a car or van	56,355	56.0
Passenger in a car or van	5,259	5.2
Bicycle	1,101	1.1
On foot	6,984	6.9
Other method of travel to work	919	0.9

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS061)

Census 2021 took place during a period of rapid change. We gave extra guidance to help people on furlough answer the census questions about work. However, we are unable to determine how furloughed people followed the guidance. Take care when using this data for planning purposes. Read more about specific quality considerations in our <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/methodologies/traveltoworkqualityinformationforcensus2021>

- Approximately 47.7% of usual residents identify as in good health.

General health

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,490	100.0
Very good health	113,823	47.7
Good health	73,789	30.9
Fair health	33,363	14.0
Bad health	13,061	5.5
Very bad health	4,454	1.9

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS037)

- Approximately 77.6% of usual residents report they are not disabled under the Equality Act.

Long term health problem or disability

	Persons	
	Swansea Local Authority	
	count	%
All usual residents	238,490	100.0
Disabled under the Equality Act: Day-to-day activities limited a lot	26,536	11.1
Disabled under the Equality Act: Day-to-day activities limited a little	26,948	11.3
Not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited	15,640	6.6
Not disabled under the Equality Act: No long term physical or mental health conditions	169,366	71.0

In order to protect against disclosure of personal information, records have been swapped between different geographic areas and counts perturbed by small amounts. Small counts at the lowest geographies will be most affected.

Source: ONS - 2021 Census (TS038)

Welsh Index of Multiple Deprivation 2019 <https://www.swansea.gov.uk/wimd2019>

Across Wales as a whole, the 2019 Index identifies 'Rhyl West 2' in Denbighshire as the most deprived LSOA. LSOAs in Caerphilly, Rhondda Cynon Taf, Bridgend, Merthyr Tydfil, Wrexham and Newport also feature in the ten most deprived LSOAs in Wales.

In the 2019 Index, Swansea has an above average proportion of its LSOAs featuring in the most deprived 10% in Wales, with 17 (11.5%) of its 148 LSOAs in the 191 (10%) most deprived. The local authority areas in Wales with the highest proportions are Newport (24.2%), Merthyr Tydfil (22.2%), Cardiff (18.2%) and Rhondda Cynon Taf (17.5%). In all, seven of Wales' 22 local authorities have a higher proportion of most-deprived LSOAs than Swansea (note: in 2014, Swansea had the 9th highest proportion on this basis).

- Within Swansea the number of LSOAs in the 10% most deprived LSOAs in Wales is down slightly from 18 in 2014 to 17 in 2019.
- The number and proportion of Swansea LSOAs in the most deprived 20% and the most deprived 50% in Wales has also fallen.
- However, the proportion of Swansea LSOAs in the most deprived 30% in Wales has increased to over 30% (46 of its 148 LSOAs).

In the individual domains, levels of deprivation are most significant in respect of Employment (14.9% of Swansea's LSOAs are in the 10% most deprived in Wales), followed by Income (12.8%), Health (12.2%), Education (11.5%) and Community Safety (10.1%). However, levels in the Access to Services, Physical Environment and Housing domains are below the Welsh average (for the proportion of LSOAs in the 10% most deprived in Wales).

In WIMD 2019, Townhill 2 (ranked 16 in Wales) and Townhill 1 (18 in Wales) are now the most deprived LSOAs in Swansea. In the Overall Index, Swansea's 17 most deprived LSOAs, i.e. those featuring in the most deprived 10% (191 LSOAs) in Wales, are located in the following ward areas: Townhill (5 of 6 LSOAs) Penderry (5 of the 7 LSOAs in the ward) Castle (2 of 10 LSOAs) Morrision (2 of 11 LSOAs) Bonymaen (1 of 4 LSOAs - central/east) Mynyddbach (1 of 6 LSOAs - Clase area). Llansamlet (1 of 8 LSOAs - part Birchgrove) (Total = 17 LSOAs)

In addition, nationally produced statistics are used to inform research, analysis and plans to meet their anticipated economic needs.

- 89.1% of usual residents over 5 reported they provided no unpaid care on the date of the census. Social Care Wales estimate that 12% of the population of Wales are unpaid carers and this figure could increase to 16% by 2037.
- The Assessment of Local Well-being identifies life expectancy in Swansea, as elsewhere, has increased over the long-term, contributing to a generally ageing population. The latest ONS figures on average life expectancy at birth (for 2018-20) now stand at 77.5 years for males in Swansea (Wales 78.3) and 81.8 for females (Wales 82.1). Five years previously, i.e. 2013-15, life expectancy in Swansea was 78.0 years for males (Wales 78.4) and 82.5 years for females (Wales 82.3). In recent years therefore, long-term improvements in life expectancy have slightly reversed.
- The Annual Survey of Hours and Earnings (ASHE) provides information about the levels, distribution and make-up of earnings and hours worked for employees to local authority level. The median weekly full time earnings figure for residents in Swansea stood at

£552.60 (April 2021); which is 3.2% lower than the Wales figure but 9.5% below the UK average. The Annual Earnings data shows that the Swansea median full-time figure (2021) of £28,827 is 0.1% lower than the Wales average, although both Swansea and Wales figures are below the UK average (in Swansea by 7.9%).

- The Trussell Trust Network added a new distribution centre in Swansea during 2020, increasing the number from 6 to 7, and a number of independent food banks started up to help with the demand for food. The total number of parcels distributed in Swansea through the network increased by 27% in from 2019/20 to 2020/21, with 11,877 parcels distributed. 4,195 parcels were given to children and 7,682 to adults. Data from 2018 suggests that 10% of households were in fuel poverty in Swansea, a slightly lower proportion than the Welsh average of 12%. Swansea saw one of the lowest increases in child poverty rates in Wales, rising from 28.8% in 2014/15 to 29.8% in 2019/20. However, that is still 3 in 10 children in Swansea living in poverty. The number of pupils eligible for Free School Meals is increasing. Within Swansea, 23.6% of pupils aged 5 to 15 were eligible for school meals in 2020, representing an increase from 19.4% in 2017. (Assessment of Local Well-being).
- In March 2020, there were 16,581 children receiving care and support in Wales (according to the Children Receiving Care and Support Census) with a rate of 263 per 10,000 children aged 0-17 years. In Swansea, the rate was 283 per 10,000 over the same time period, higher than the Wales average. Over the same time period (March 2020), there were 2,311 children Swansea Public Services Board: Assessment of Local Well-being 2022 27 in Wales on the Child Protection Register, with a rate of 37 per 10,000. In Swansea the rate was 54 per 10,000, higher than the Wales average. In March 2020, 7,172 children were looked after in Wales (a 5% increase on the previous year) with a rate of 114 per 10,000 population aged under 18. Swansea's rate was 117 per 10,000 aged under 18 which was also higher than the Wales average over the same time period (Assessment of Local Well-being).
- Breast feeding statistics for 2017 to 19 reported in the Assessment of Local Well-being reported that in Swansea Bay University Health Board 64.6% of babies are breastfed at birth above the national average of 56.7%. This fell to 28.9% ten days later below the national average of 42.9%.
- According to the Pupil Level Annual School Census (PLASC), last undertaken in early 2022, there are over 36,000 learners in Swansea schools. There are 94 schools in the County. The percentage of learners in specific groups from the last PLASC are as follows:

School Census 2022
Summary Data for Pupils of Statutory School Age

Measure	Primary	Secondary	Overall
Boys	52.2%	51.4%	51.8%
Girls	47.8%	48.6%	48.2%
Looked After Children	0.7%	1.1%	0.9%
Free School Meals eligible	24.8%	21.7%	23.4%
Free School Meals eligible and/or transitionally protected	31.6%	28.0%	30.0%
Living in the 30% most deprived areas (WIMD)	38.0%	35.4%	36.8%
Pupils with additional learning needs	23.2%	24.9%	24.0%
Non-White British pupils	17.3%	15.4%	16.5%
Pupils where their first language is not English/Welsh	11.8%	11.1%	11.5%
Pupils with English as an Additional Language (A-D stages)	11.7%	8.0%	10.1%

- A wide range of data is held and analysed by the Education Directorate. This data includes information about learners, school staff, school buildings, learning outcomes and other key information e.g. attendance, exclusions. This data provides important information to aid planning and support for schools, learners and their families. The Education Directorate has close links with Child and Family Services in the Social Services Directorate who also hold data about children and young people.
- The School Workforce Annual Census (SWAC) provides information on teachers and support staff in schools which can be used to support schools' workforce planning to meet the aims of national priorities and this Corporate Plan. Information collected includes staffing numbers, national identity, age, Welsh language levels.
- Service user records are held for all learners using Management Information Systems (MIS) including ESS SIMS, Capita ONE and CACI Impulse. These MIS contain records holding learner data on age, sex, disability, race, if they are an asylum seeker, if they are a Gypsy/Traveller, if they are a Looked After Child and if they receive free school meals (FSM).
- The percentage of FSM claimed by schools provide an indicator of poverty/social exclusion in their catchment area. It is also recognised nationally that generally, attainment levels of learners who are eligible for FSM are lower than non-FSM learners. According to the future trends report for Wales 2021, the percentage of children living in relative income poverty since 2014/15 has increased, with levels highest amongst those living within workless households. Although income poverty is decreasing overall, this trend is not experienced equally across all population groups. Households in Wales with a disabled person in the family are far more likely to be living in relative income poverty. Those from Black, Asian and minority ethnic groups are also at a higher risk of being in relative income poverty.

- Following the publication of the 2021 National Census data, a decline in the percentage of people able to speak Welsh in Swansea (0.2%) was observed overall since the previous Census in 2011. Whilst there was a slight increase in the age group of 16 to 64 (0.6%), the number of children able to speak Welsh aged 3 to 15 declined by 0.6%. Data on the number of learners attending Welsh-medium provision is held and schools undertake assessment on Welsh-language levels. This data is recorded and analysed by both schools and the directorate to aid planning and inform strategy to increase the use of Welsh Language e.g. Welsh in Education Strategic Plan in accordance with the Welsh Government Cymraeg 2050 strategy.

Section 3 – Assessing the Impact (See guidance)

Please consider the possible impact on the different protected characteristics and statutory considerations:

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
Race	<p>Safeguarding People from Harm - the Council safeguards our most vulnerable people, prioritising services and contact during the Covid-19 response and beyond, continuing to ensure that safeguarding is ‘everyone’s business’ across the Council, within schools, with partners and through West Glamorgan Safeguarding Board and partnerships. Through our Transformation & Future Council Objective, the Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The Minority Ethnic Learners team restructured in 2019 to move to a more sustainable model of service delivery that places greater emphasis on schools developing their own provision for minority ethnic learners. A school improvement model is in place that monitors and challenges schools. Links with other third sector and community organisations are also developing. The new Curriculum for Wales has diversity as a cross-cutting theme and recognises home and community languages. There is also a significant focus on anti –racist curriculum development. These areas are being supported by professional learning opportunities for schools some of which are being delivered in partnership with Partneriaeth. The Schools of Sanctuary Award scheme is being delivered in collaboration with the local City of Sanctuary group. The award recognises a commitment to creating a culture of welcome and inclusion for refugees and people seeking asylum. 6 schools are currently accredited with more schools working towards the award. The Early Help Hubs have a consistent and effective commissioning relationship with the Ethnic Youth Support Team (EYST) to provide a targeted lead work provision for children, young people and families from ethnic minorities. The Early Help Hubs have a dedicated and purposeful lead worker provision to support the Gypsy Traveller children, young people and families in Swansea. The development of this support is effectively integrated into a wider network of support for the community by the Gypsy Traveller Education Group.</p> <p>Transforming our Economy & Infrastructure - Cultural networks increasingly aim to improve community cohesion and help communities understand and support each other. Our cultural offer includes a number of bespoke events and</p>	Positive

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
	<p>celebrations such as the celebration of Black History month and awarding Blue Plaques to individuals who have made a significant contribution to anti-racism and the slave trade.</p> <p>Tackling Poverty & Enabling Communities - Poverty can impact people and communities based on race in a number of ways such as: people without fixed addresses may struggle to access local services or support (e.g. homeless people trying to set up bank accounts in order to receive welfare benefits); people who do not speak English or Welsh as a first language may struggle to engage with services (e.g. Ukrainian refugees accessing employability support to find local jobs); people who do not read English or Welsh as a first language may struggle to understand information and advice resources (e.g. Asylum Seekers reading leaflets about council tax); people from other nationalities or cultural backgrounds who struggle to engage with their local community events or groups (e.g. migrants who are not aware of adult community learning courses). This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to this protected characteristic.</p> <p>Delivering on nature recovery and climate change - Global climate change impacts drive increased migration from impacted areas. The mitigation elements of this plan will help reduce global impacts while adaptation elements benefits people seeking sanctuary in Swansea and existing residents of all nationalities and ethnicities. Nature Recovery opens up our environment for everyone to enjoy, historically some communities have not felt.</p> <p>Transformation & Financial Resilience - Our Workforce strategy 2022-26 contains an equality strand which aims to improve the diversity of our work force. Our Workforce Equalities group, Equalities staff network and Diverse Staff group, all work to promote awareness of issues encountered by Black and Minority Ethnic staff. As part of our Strategic Equality Plan, we are working towards improving the data and information about the protected characteristics of our staff. We are developing an approach to how we respond the Welsh Government's Race Equality action plan.</p>	

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
Disability	<p>Safeguarding People from Harm - the Council aims to support our most vulnerable adults to remain safe and independent at home, with access to joined-up Health and Social Care services to improve outcomes for the most vulnerable Swansea citizens, and by rebalancing our service offer to focus on prevention, reablement and recovery. The Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The Equality Act 2010 (Disabled School Pupils) (Wales) Regulations 2021 (legislation.gov.uk) These regulations will come into force in 2022 and sets out the information that the Local Authority (LA) must make available to disabled pupils and their parents/carers in Swansea. Additional Learning Needs and Education Tribunal (Wales) Act 2018 (legislation.gov.uk) The ALNET Act and the ALN Code (2021) sets out a requirement for the LA, schools and Health to work together to provide Additional Learning Provision (ALP) for learners with Additional Learning Needs (ALN). School build projects consider the social model of disability, which recognises that people are disabled by the barriers of society (e.g. physical, environmental, organisational, and attitudinal, communication, etc.) rather than by any physical condition. A revised Accessibility Strategy will provide guidance to ensure settings have suitable provision for learners with Disabilities.</p> <p>Transforming our Economy & Infrastructure - This group are a target category for employability schemes and support will be available to improve their economic wellbeing. Infrastructure improvements and policy development will take account of diverse needs via steps such as such as a review of the disability parking policy.</p> <p>Tackling Poverty & Enabling Communities - People with disabilities have been significantly affected by the Cost of Living crisis. As an example, according to the Bevan Foundation’s national ‘Snapshot of Poverty’ Winter 2023 report, more than half of people with disabilities whose condition limits them a lot (52%) have had to go without heating in their home. Poverty can impact people with a disability in a number of ways such as: finding suitable accommodation that meets their needs especially when facing financial constraints or homelessness; finding meaningful and sustainable employment opportunities; accessing statutory services and support such as transportation or meetings in accessible facilities; lack of sustainable accessibility support and functions for face-to-face services in community settings and for community-led initiatives. This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to this protected characteristic.</p> <p>Delivering on nature recovery and climate change - There are strong links between disability and poverty which mean that climate change impacts people with disabilities or health conditions disproportionately.</p> <p>Transformation & Financial Resilience - As part of our Workforce Strategy 2022-26 we are working towards gaining the next level in our accreditation as a Disability confident employer. Our Workforce Equalities group, Equalities staff network and Diverse Staff group all work to promote awareness of issues encountered by people with disabilities</p>	Positive

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
Carers	<p>Safeguarding People from Harm - the Council recognises the vital contribution of unpaid carers, parent-carers and young carers to supporting vulnerable people; by coproducing new approaches to improve access to a range of support to help achieve their own well-being outcomes. The Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - There is a multi-agency steering group in place, which looks at ways of monitoring, supporting and delivering opportunities for young carers. Swansea has a strong and successful partnership with YMCA Swansea to deliver a very high-quality Young Carers Service. The service has strong support from a strategic Young Carers Partnership group. The Young Carers Partnership and Service has been very successful in becoming one of the pilot areas in Wales to develop a Young Carers ID Card. One of the benefits of developing sufficient capacity of suitable special school provision in Swansea will be to enable parents, carers and families to benefit by reducing the need for out of county provision that can put additional strain on families and carers.</p> <p>Transforming our Economy & Infrastructure - Actions in this corporate plan aim will help create opportunities for this group through employability and support projects.</p> <p>Tackling Poverty & Enabling Communities - Unpaid carers are significantly impacted by poverty in Wales. As an example, according to the Bevan Foundation's national 'Snapshot of Poverty' Winter 2023 report, 37% of unpaid carers had to borrow money which is significantly higher than people who have never been carers (28%). Poverty can impact unpaid carers in a number of ways such as: making decisions that prioritise the health and wellbeing of their looked after individual over themselves as a carer; unable to afford resources and activities that support their own wellbeing even within their own communities; managing finances and addressing debt due to changes in circumstances that result in caring duties such as sudden illness or injury; costs associated with taking on caring duties such as changes to homes to accommodate elderly or frail relatives. Further investigation on this area is required as there is little data on the specific challenges facing unpaid carers in Swansea. We will work with partners such as the Swansea Carers Centre as we refresh the Tackling Poverty Strategy to ensure their voice is included in our action planning for this Corporate objective.</p> <p>Delivering on nature recovery and climate change - People who require care are much more likely to have low incomes than cared for people, as are people who live in a household with someone who is disabled. As a result carers are amongst the vulnerable who are disproportionately impacted by climate change.</p> <p>Transformation & Financial Resilience - We support carers through our Regional Carers strategy which has been co-produced with carers in the local region.</p>	Positive / needs further investigation.

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
Sex	<p>Safeguarding People from Harm - the Council is working preventatively with partners to address social isolation, adverse childhood experiences and domestic violence. The Council will work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The new code and guidance for Relationships and Sexuality Education as part of the new Curriculum for Wales will support respect and dignity.</p> <p>Transforming our Economy & Infrastructure / Delivering on nature recovery and climate change / Transformation & Financial Resilience - General impact as good practice is demonstrated and encouraged.</p> <p>Tackling Poverty & Enabling Communities - Poverty can affect all people in Wales irrespective of their sex or gender identity however some of the impacts of poverty may include: unable to afford childcare services or suitable arrangements for childcare due to poverty; victims of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) may be particularly vulnerable to poverty as a result of their experiences; men are typically less likely to engage with support services and seek help with issues like poverty and social isolation; women in employment being disadvantaged by experiences of the gender pay gap in certain sectors and industries. Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their sex or gender identity. While there is evidence of need and targeted actions that can be taken in line with this Corporate Priority, we will explore the situations that relate directly to impact based on gender.</p>	Positive / Needs further investigation.
Age	<p>Safeguarding People from Harm - the Council works to ensure that Adult and Child & Family Services are robust, resilient and effective in getting right care and support to the right person, at right place and at the right time. Swansea's Child and Family Services has set out a new strategy to support children and young people to live safely at home with their family.</p> <p>Improving Education & Skills - The implementation of the ALNET Act will increase the age range from 3-16 to 0-25.</p> <p>Transforming our Economy & Infrastructure - Younger and older people will be supported into employment and key assets and infrastructure will incorporate 'age friendly' considerations.</p> <p>Tackling Poverty & Enabling Communities - Poverty affects different age groups in different ways such as: children are impacted by a lack of resources supporting their health and development; young People may struggle in education, finding prosperous career opportunities or suitable housing options; working-age adults are impacted by the "poverty premium" and increasing household costs; older adults may struggle with living costs after they retire including the costs of ongoing care. This Corporate objective will adopt an "all-age" approach to tackling poverty while working across sectors to enable communities to become resilient and self-reliant for all ages of local people (reflecting the diverse</p>	Positive

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
	<p>range of impacts on people depending on their age). We will work with Welsh Government on the planned development of a revised Child Poverty Strategy.</p> <p>Delivering on nature recovery and climate change - In Wales, lower income groups may be more at risk of experiencing negative impacts, which in turn, means those with protected characteristics are also more at risk and more likely to benefit from this Objective. Older and Younger people suffer most from the health impacts of the climate and nature crises and will benefit from work to address these issues.</p> <p>Transformation & Financial Resilience - We have a well-developed participation mechanism for children and young people and older people. For example, mechanisms such as the Big Conversation, Pupil Voice and work with children and young people in childcare settings, schools, youth clubs etc provide many opportunities to participate in decision making. Our participation with older people includes an Aging Well Forum and supporting the provision of a wide range social, educational and well-being activities.</p>	
<p>Future generations (yet to be born)</p>	<p>Safeguarding People from Harm - The Children Act 1989 puts a legal obligation on Social Services to take action when any information comes in to say that any child may be in danger of being hurt or neglected, including unborn children who may be placed on the Child Protection Register, where there is a risk of harm. https://www.swansea.gov.uk/childprotection</p> <p>Improving Education & Skills - The schools' estate is assessed and monitored for maintenance and longer-term requirements, to ensure both current and future generations can access education in suitable, safe learning environments. The capacity of teachers and leaders working in education now and in the future has an indirect impact on future generations. By supplying good quality professional learning now, we can support the needs of learners in schools now and in the future. The new 10-year Welsh in Education Strategic Plan focuses on Swansea's contribution to increase the number of Welsh speakers in Wales to 1m by 2050.</p> <p>Transforming our Economy & Infrastructure - Future generations will have a stronger and more sustainable economy.</p> <p>Tackling Poverty & Enabling Communities - Poverty can have a detrimental impact on future generations especially where generational poverty exists and multiple deprivation can affect the development and future prospects of children. Poverty can impact future generations in a number of ways such as: lack of economic growth resulting in fewer high quality jobs available in local areas in the future; impacts of poverty on pregnant women can influence the long term health and wellbeing of children before they are born (e.g. low birth weight); limiting aspirations and ambition in families in generational poverty which may affect future prospects for children to reach their full potential. Further investigation</p>	<p>Positive / needs further investigation.</p>

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
	<p>on this area is required as there is little data on the different challenges for poverty on future generations. We will work with partners such as NHS Wales as we refresh the Tackling Poverty Strategy to ensure their voice is included in our action planning for this Corporate objective.</p> <p>Delivering on nature recovery and climate change - Future generations will live in a more resilient Swansea as a result of this objective and its steps.</p> <p>Transformation & Financial Resilience - Future generations will have a more robust and resilient Council to serve the population.</p>	
Religion & Belief	<p>Safeguarding People from Harm - Swansea is known for being a City of Sanctuary. We have a history of welcoming people of different nationalities, ethnicities and religions as well as those fleeing war and persecution in other countries https://www.swansea.gov.uk/cityofsanctuary</p> <p>Improving Education & Skills - Building the professional capacity of teachers in respect of Religion, Values and Ethics as well as Relationship and Sexuality Education in the new curriculum supports a wider understanding of ethnicity, religious beliefs and customs. In addition, the education profession's capacity to teach the new curriculum will support mutual respect, tolerance and citizenship.</p> <p>Transforming our Economy & Infrastructure - Cultural and leisure networks and assets take account of all beliefs and those who have none.</p> <p>Tackling Poverty & Enabling Communities - Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their religion or belief.</p> <p>Delivering on nature recovery and climate change - Everyone will be engaged and will universally benefit from the Council's Nature Recovery and Climate Change objective.</p> <p>Transformation & Financial Resilience - Our Workforce Equalities group, Equalities staff network and Diverse Staff group all work to promote awareness of different religions and beliefs. Working with our partners, our cultural offer includes a number of bespoke events and celebrations such as Inter Faith week. Our community cohesion work includes the provision of Hate Crime training and support for Victims of Hate Crime.</p>	Positive / further investigation needed.

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
Sexual Orientation	<p>Safeguarding People from Harm - the Council safeguards our most vulnerable people, prioritising services and contact during the Covid-19 response and beyond, continuing to ensure that safeguarding is ‘everyone’s business’ across the Council, within schools, with partners and through West Glamorgan Safeguarding Board and partnerships. The Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The new code and guidance for Relationships and Sexuality Education as part of the new Curriculum for Wales will support respect and dignity. Professional learning will be offered to support this area of the new curriculum. The new curriculum will support mutual respect, tolerance and citizenship. The LA works closely with YMCA Swansea to support youth group support – Good Vibes LGBT+ youth group. An Equality-tea training pack has been offered to all secondary schools (with plans to revise and extend to primary schools) and youth clubs in Swansea plus other organisations that work with young people in Swansea and Neath Port Talbot.</p> <p>Transforming our Economy & Infrastructure - Cultural assets, events and network activity helps people to understand each other and brings communities together.</p> <p>Tackling Poverty & Enabling Communities - Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their sexual orientation.</p> <p>Delivering on nature recovery and climate change - Everyone will be engaged and will universally benefit from the Council’s Nature Recovery and Climate Change objective.</p> <p>Transformation & Financial Resilience - Our Workforce Equalities group, Equalities staff network and Diverse Staff group all work to promote awareness of different sexual orientations. Our Workforce strategy 2022-26 contains an equality strand which aims to improve the diversity of our work force in relation to attraction and retention. Our cultural offer includes a number of bespoke events and celebrations such as PRIDE and the LGBT history month.</p>	Positive / needs further investigation
Gender Reassignment	<p>Safeguarding People from Harm - the Council safeguards our most vulnerable people, prioritising services and contact during the Covid-19 response and beyond, continuing to ensure that safeguarding is ‘everyone’s business’ across the Council, within schools, with partners and through West Glamorgan Safeguarding Board and partnerships. The Council aims to work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Improving Education & Skills - The LA works closely with partner agencies e.g. YMCA Swansea to support youth group support. Support for schools is provided via external organisations and the following document published by Welsh Gov: https://gov.wales/sites/default/files/publications/2021-01/atish14702doc5.pdf</p>	Positive / needs further investigation.

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
	<p>Transforming our Economy & Infrastructure - Cultural assets, events and network activity helps people to understand each other and brings communities together.</p> <p>Tackling Poverty & Enabling Communities - Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their gender reassignment status</p> <p>Delivering on nature recovery and climate change - Everyone will be engaged and will universally benefit from the Council's Nature Recovery and Climate Change objective.</p> <p>Transformation & Financial Resilience - Our services, events, facilities and assets help people to understand each other and brings communities together.</p>	
Marriage & Civil Partnership	<p>Safeguarding People from Harm - The Council aims to implement a new Workforce Strategy and embed equality, diversity and integrated thinking across the Council. The Council will work towards becoming a Human Rights City and embed equality, diversity into all it does.</p> <p>Transforming our Economy & Infrastructure - Ensuring our leisure and cultural events, facilities and assets are inclusive and welcome everyone.</p> <p>Tackling Poverty & Enabling Communities - Poverty can affect all people in Wales irrespective of their marital or civil partnership status. While there is evidence about the impact of poverty on families – as an example, according to the Bevan Foundation's national 'Snapshot of Poverty' Winter 2023 report, households with children are twice as likely to be in debt – further analysis is needed to identify the specific impacts due to marriage and civil partnership.</p> <p>Delivering on nature recovery and climate change - Everyone will be engaged and will universally benefit from the Council's Nature Recovery and Climate Change objective.</p> <p>Transformation & Financial Resilience - Ensuring our services, events, facilities and assets are inclusive and welcome everyone.</p>	Positive / Neutral
Pregnancy & Maternity	<p>Safeguarding People from Harm -The Council aims to implement a new Workforce Strategy and embed equality, diversity and integrated thinking across the Council. The Council will work towards becoming a Human Rights City and embed equality, diversity into all it does.</p>	Positive / needs further investigation.

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
	<p>Improving Education & Skills - The LA is working in partnership with Swansea Bay University Health Board Midwifery service to develop a pilot to increase knowledge and raise awareness of the importance of healthy conception and pregnancy.</p> <p>Transforming our Economy & Infrastructure - Committing to improve public toilets, investment in parks and play areas.</p> <p>Tackling Poverty & Enabling Communities - Further investigation on this area is required as there is little data on the different challenges for people in poverty based on their pregnancy and maternity status.</p> <p>Delivering on nature recovery and climate change - Delivering on nature recovery and climate change will improve air quality and green spaces which is beneficial in pregnancy and early years.</p> <p>Transformation & Financial Resilience - We have well established policies relating to pregnancy and maternity, in addition to a policy which enables staff to take time off for dependents and any caring responsibilities. Our Workforce Strategy 2022-26 and our Agile policy provides greater flexibility to combine work with childcare commitments.</p>	
Welsh Language	<p>Safeguarding People from Harm - People generally prefer to talk about personal or sensitive matters, like their social care needs, health or safeguarding concerns in the language they are most comfortable with, and in some cases this is Welsh. People in Swansea, by law (Welsh Standards for public services), have the right to communicate, to receive information and to have their service in Welsh: https://staffnet.swansea.gov.uk/welshstandards Swansea promotes an ‘active offer’, and working to progress Mwy Na Geriau / More than Just Words the strategic framework for health and social care in Wales through a Mwy Na Geriau Action Plan 2022-2027.</p> <p>Improving Education & Skills - The Education Directorate has developed a ten-year strategy to increase the number of learners speaking Welsh, in line with Welsh Government’s Cymraeg 2050 strategy. The ALNET legislation requires Welsh-medium provision to be offered where requested. The Welsh language features heavily in the new curriculum. Professional learning to support subject teaching in Welsh in Welsh medium and English medium schools will be supported by Partneriaeth. A collaborative effort between the local and central team of Welsh officers will give good access to professional learning for all progression point expectations in the new curriculum.</p> <p>Transforming our Economy & Infrastructure - Work with partners to build a strong and resilient Creative Network to support the existing, emerging and future fabric of cultural and leisure assets embedded across the City Centre and District and local centres.</p>	Positive

	Potential Impact of wellbeing objectives, underpinning the corporate transformation plan programmes	Positive / Negative/Neutral Impact/Needs further investigation
	<p>Tackling Poverty & Enabling Communities - Poverty is a complex issue that affects all parts of Wales and an effective response to tackling poverty is one that embraces the Welsh Language in its services, information and performance. Enabling communities to become more welcoming, self-resilient, connected and cohesive will impact on the Welsh Language by providing more opportunities for its use. This Corporate Priority will deliver actions and changes that improve services, experiences and outcomes for our population in relation to the Welsh Language.</p> <p>Delivering on nature recovery and climate change - Communications are bilingual and both English and Welsh language communities across Swansea will need to be engaged to deliver on this objective.</p> <p>Transformation & Financial Resilience - Our commitment to the Welsh Language is demonstrated in our Annual Report on the Welsh Language which highlights work undertaken by services across the Council to promote the use of Welsh in daily business use, in addition to meeting our statutory requirements. We corporately support the use of the Welsh Language by providing training opportunities, a Welsh Language champions staff network in addition to events to encourage and celebrate the use of Welsh in the work place.</p>	

<p>Socio Economic Considerations</p>	<p>Safeguarding People from Harm - the Council will improve outcomes for children and young people by promoting rights of children, young people, and improving outcomes of looked after children and care leavers through the Corporate Parenting Strategy to help them achieve a better life. Through a Safer Swansea approach, we acknowledge harm is sometimes more related to place than people, and this also requires a more joined up approach. Harm, exploitation or victimisation may target or impact on the most vulnerable in our communities.</p> <p>Improving Education & Skills - The work of the Education Directorate will aim to support Welsh Government's commitment to tackle child poverty in the following ways: Support learners to achieve through a range of learning routes in order to prepare them for further education or employment; work closely with Partneriaeth to reduce the impact of poverty on achievement and attainment through professional learning; identify opportunities for vocational courses or employability projects to support learners who may have difficulties accessing mainstream education; identify barriers to education for specific groups; provide opportunities for jobs during school build projects.</p> <p>Transforming our Economy & Infrastructure - Improved support to enable people to access training and employment opportunities. Increasing affordable Housing and investment in social housing. Improving the energy efficiency of existing homes reducing the impact of fuel poverty for residents. Roll out of free public wifi.</p> <p>Tackling Poverty & Enabling Communities - The Welsh Index of Multiple Deprivation (WIMD) show the percentage of people living in Swansea in income deprivation in 2019 was 17% (compared to the Wales average of 16%). Of the 10% most deprived LSOAs in Wales, 17 are in Swansea. Poverty is influenced by socio-economic factors such as the variance between urban and rural poverty. These factors can create inequalities and poverty of opportunity which can impact more on certain cohorts of our population such as disabled people. It should be recognised that the nature of tackling poverty and enabling communities includes complexity around 'cause' and 'effect'. As a result, it can be difficult to identify and action the various factors relating to poverty e.g. substance misuse existing as both a trigger and a result of being in poverty. This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to this socio-economic factors</p> <p>Delivering on nature recovery and climate change - The current economic situation highlights the inequalities that continue to exist in our social system and makes the need for fairness in the delivery of decarbonisation in a way that improves people's lives, more important than ever. Whilst adapting lifestyles to meet the cost of living and climate crises brings some opportunity to reduce energy and the consumption of goods and materials. We know that not everybody across the population creates carbon emissions equally or are able to respond to the challenges having less opportunities or resources. Those most vulnerable to the cost-of-living crisis and the impacts of climate will tend to have lower carbon footprints. We will aim to unlock benefits to improve well-being, and to create a more equal and low carbon society for all.</p> <p>Transformation & Financial Resilience - Tackling poverty and enabling communities is a corporate priority and embedded in all that we do. There are numerous internal and external forums which work together to tackle poverty and mitigate the impacts. Our Poverty Truth Commission involves people with direct experience of living in poverty in our decision making process.</p>	<p>Positive</p>
<p>Human Rights</p>	<p>Safeguarding People from Harm - In December 2022, Swansea was declared as Wales's first Human Rights City, reflecting our ambition, and vision of a vibrant, diverse, fair, and safe communities built on the foundations of universal</p>	<p>Positive</p>

	<p>human rights A Human Rights City - Swansea The embedding of human rights as part of the Council’s approach. This can be demonstrated by our commitment to the Dublin Declaration which requires a whole Council approach to involvement, engagement and coproduction. We are continuing to work closely with the Older Person's Commissioner’s Office and CADR at Swansea University to ensure meaningful mechanisms for engagement of citizens 50+ within the "Live Well, Age Well Forum". Similar to work on engagement with Children and Young People, we have reflected upon our learning from engagement during the pandemic and refined the focus of our work on partnerships, rights-based policy and involvement of stakeholders.</p> <p>Improving Education & Skills - In Swansea a Children’s Rights Impact Assessment has been integrated into the legally binding Integrated Impact Assessment, meaning that when services and policies are amended and require an assessment, services making those decisions are required to evidence how they have engaged children and young people, if the decision they are making affects them. The Curriculum for Wales and associated professional standards is underpinned by the United Nations Convention Rights of the Child principles.</p> <p>Transforming our Economy & Infrastructure - The Human Rights City priorities of tackling poverty are addressed via helping people increase their skills and improving economic opportunities while helping people know their rights underpins steps such as the development of a library and community hub in the city centre.</p> <p>Tackling Poverty & Enabling Communities - The Council is concerned about the human rights of each and every citizen, and the need to safeguard and protect the rights of people in need of health and social, care and support. In the process of Swansea becoming the first Human Rights City in Wales, tackling poverty was identified as one of the key issues to be addressed to ensure that all people in Swansea have the basic human rights and freedoms that belong to every person. The vision for the Human Rights City proposes a vibrant, diverse, fair and safe communities built on the foundation of universal human rights. This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to human rights.</p> <p>Delivering on nature recovery and climate change - The Human Rights City helps people know their rights and empowers them to take action on climate change. Links to climate change are set out in the recently produced pocket Guide, “We are working to improve Human Rights through looking after our environment and taking action on the climate emergency”.</p> <p>Transformation & Financial Resilience - The Human Rights City priorities of tackling poverty are addressed via helping people increase their skills and improving economic opportunities while helping people know their rights underpins steps such as the development of a library and community hub in the city centre.</p>	
Intersectionality	<p>Safeguarding People from Harm - The Welsh Government has issued clear guidance for managing safeguarding concerns 43871 Working together to safeguard people: national action plan on preventing and responding to child sexual abuse (gov.wales) This guidance is aimed at safeguarding two main population groups: Adults at risk of harm and children and Young People at risk of harm. Vulnerability or vulnerable person is clearly intersectional, as people can become for many, and complex factors: health, disability, poverty, abuse, or personal circumstances. The latest All Wales Safeguarding Procedures place a duty to report concerns on all public service employees. Safeguarding Wales Prevention</p>	Positive / needs further investi.

	<p>is clearly an important focus within safeguarding, and the corporate priority is clearly focused on working in partnerships, and across all communities, to address the context and causes for safeguarding concerns to arise.</p> <p>Improving Education & Skills - The rights of disabled school pupils under the 2010 Act relating to disability discrimination in schools. Wider equalities work is being undertaken to develop an overall Equalities plan for schools. Peer-on-peer bullying and harassment work will be a key feature of the new Inclusion Strategy. The Vulnerability Assessment Profile (VAP) is a tool that provides data to inform LA and school support for vulnerable learners. Work with schools to focus on all areas of equalities.</p> <p>Transforming our Economy & Infrastructure - Regeneration activities help to deconstruct embedded prejudices which cut across and reinforce past implicit discriminations.</p> <p>Tackling Poverty & Enabling Communities - While we recognise above that poverty can impact on anybody regardless of their protected characteristics, the evidence clearly shows some areas of imbalance and inequality need to be addressed. Understanding the lived experiences of people in poverty from a broad cross-section of the population will help us to understand the interactions between these factors and the 'journey' people undertake in tackling poverty. Further investigation on this area is required as there is little data on the different challenges for people in poverty based on multiple factors and interfaces of factors.</p> <p>Delivering on nature recovery and climate change - The impacts of climate change and nature recovery are inextricably linked to systemic inequalities in society and impact the most vulnerable often due to socio economic and health related factors. A just transition is built into our plans to improve inequalities as we deliver on climate change.</p> <p>Transformation & Financial Resilience - Our Strategic Equality Plan 2022-24 recognises the need to consider intersectionality and the potential multiple disadvantage which people with more than one protected characteristic can experience.</p>	
<p>Community Cohesion</p>	<p>Safeguarding People from Harm - the Council safeguards our most vulnerable people, prioritising services and contact during the Covid-19 response and beyond, continuing to ensure that safeguarding is 'everyone's business' across the Council.</p> <p>Improving Education & Skills - Community facilities are offered in a number of Swansea schools. These are subject to booking and letting arrangements within the council. Welsh Government – Community Focused Schools aims to place the child at the heart of its approach. A key priority within the Education & Skills objective is to support learners in a single setting approach, where appropriate. The Evolve Universal Youth Service offer safe, voluntary engagement opportunities through the five Early Help Hubs. The LA (including specific roles e.g. Community Safety Co-ordinator, Community Engagement and Partnership Officer and Children and Young People's Partnership and Involvement Co-ordinator) work with South Wales Police to plan and promote work to support community cohesion. Each school has a link PCSO/Police Officer.</p> <p>Transforming our Economy & Infrastructure - Development schemes will be designed to incorporate the needs of communities and integrated transport networks, and a more sustainable economy will help bring about improved</p>	<p>Positive</p>

	<p>community cohesion. The diversity of our cultural offer, provides the opportunity for people to learn and celebrate a wide range of cultures.</p> <p>Tackling Poverty & Enabling Communities - Enabling communities is focused on developing the relationships within communities to make them inclusive, connected, safe and strong. The information above recognises not only the diversity but the agility of our local areas across Swansea. Delivering our agenda for enabling communities will improve community cohesion, safety, prosperity and wellbeing. This Corporate objective will deliver actions and changes that improve services, experiences and outcomes for our population in relation to community cohesion.</p> <p>Delivering on nature recovery and climate change - The impacts on vulnerable communities will be reduced as a result of this objective and steps.</p> <p>Transformation & Financial Resilience - Working with our partners, our work on community cohesion and hate crime provides an opportunity to raise awareness, provide training, record incidents/investigate crimes and provide support for victims of hate crime.</p>	
<p>Other (please state)</p>	<p>Safeguarding People from Harm - Contextual Safeguarding - Swansea takes a contextual approach to safeguarding that requires us to look beyond the family to assess neighbourhood and peer group factors in considering risks to children and young people. The lives of hundreds of young people are being made safer, thanks to Swansea's contextual safeguarding pilot led by our Child & Family Services, and involving a whole range of partner organisations and professionals. Swansea Council are working with Bedford University on Contextual Safeguarding Risk to improve our child exploitation work and practice, in the area of risks to children outside of the family (such as criminal or sexual exploitation). The Covid-19 pandemic has not stopped the project from pressing ahead with preventing exploitation and disrupting criminal networks and behaviour within the context in which the harm occurs. Swansea's Contextual Missing Exploitation Trafficking multi-agency forum (CMET) also supports this work. Our PREVENT strategy and interventions programme target support to vulnerable individuals who may be at risk of radicalisation or being drawn into extremism. This is managed through a multi-agency (channel) partnership made up of organisations that have a legislative duty under the Counter Terrorism Act 2015.</p> <p>Improving Education & Skills - The ongoing impact of Covid-19 on learners will continue to be closely monitored and acted upon. There is a strong culture of safeguarding within education services ensuring robust integrated safeguarding procedures. Key personnel, such as a dedicated Education Safeguarding Officer work closely with the Local Authority Designed Officer (LADO) and other services such as the Contextual Missing and Exploited Team (CMET) and the Early Help Hub (EHH) through the Integrated Safeguarding Hub (ISH) to provide support for education services and its learners. Swansea's Info-Nation provision works to ensure that local authority departments and other bodies work in partnership to provide services for young people, which address their needs by bringing together services in a co-located and co-produced open access venue. This includes the Barod Choices service, supporting young people with substance misuse issues; a Sexual Health Drop In Clinic for young people run by Swansea Bay University Health Board; Bays Plus service with Barnardo's and statutory Child and Family Service providing supporting for post 16 LAC, Care Leavers and a single point of entry for Youth Homelessness with Housing; NEETS team for support with 16 to 25 year olds not in education or employment; an open access, face to face, drop in service provides a single point of access to all services for young</p>	<p>Positive</p>

people. The Education Directorate holds a central role at the Youth Justice Management board and are key partners in supporting and addressing potential barriers for those most at risk of offending or reoffending.

Transforming our Economy & Infrastructure - There are a clear set of steps for transformation of our economy and infrastructure for the coming years as we emerge from the ongoing pandemic and the multiple impacts it has had across our communities and all sectors.

Tackling Poverty & Enabling Communities - This Corporate objective will deliver actions and changes that positively contribute to the following factors or cohorts: Substance Misuse; Homelessness; Prison Leavers; Not in Education, Employment or Training (NEETS).

Delivering on nature recovery and climate change - The health impacts of covid have increased the risk to vulnerable people from poor air quality, rising temperatures etc.

Transformation & Financial Resilience - The Covid-19 pandemic had a significant impact on the Council, the communities it serves and its staff. Our new Transformation Plan will build upon the lessons learnt as we move forward in terms of developing a future Council.

<p>Human Rights Act 1998</p> <ul style="list-style-type: none"> • Article 2 Right to life • Article 3 Freedom from torture and inhuman or degrading treatment • Article 4 Freedom from Slavery and forced labour • Article 5 Right to liberty and security • Article 6 Right to a fair trial • Article 7 No punishment without law • Article 8 Respect for private life, family, home and correspondence • Article 9 Freedom of thought, belief and religion 	<ul style="list-style-type: none"> • Article 10 Freedom of expression • Article 11 Freedom of Assembly and association • Article 12 Right to marry and start a family • Article 13 Right to access effective remedy if rights are violated • Article 14 Protection from discrimination • Protocol 1, Article 1: Right to a peaceful enjoyment of your property • Protocol 1, Article 2: Right to education • Protocol 1, Article 3: Right to participate in free elections • Protocol 13, Article 1: Abolition of the death penalty
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If you have identified any areas which need further investigation, these will need to be added to your action plan

Section 4 - Involvement

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

Safeguarding is seen across Swansea Council as “everyone’s business” - safeguarding our most vulnerable people, by prioritising social care and community support during challenging times.

We are working in partnerships, regionally and locally, to improve health wellbeing outcomes and safety of our most vulnerable citizens. Working in local partnership across the Council, within schools, with third sector partners, and regionally through West Glamorgan Regional Safeguarding Board and in partnership with Swansea Bay University Health Board. Swansea is also engaged in work on a regional strategic approach to support the wellbeing needs of carers and young carers, this needs to translate into a clear approach locally to make a difference in the lives of individuals. We work closely with contractors and suppliers so that they fully embrace our corporate values and awareness of safeguarding issues. We make sure our staff complete mandatory training to build safeguarding awareness.

The Education Directorate works closely with the Participation Team within the Child and Family Service, who deliver a wide range of participation opportunities in schools and the wider community. A range of other mechanisms are in place to listen to learner voice, including specific learner voice events, feedback through schools and LA officers visiting schools, responding to the Pupil Voice Manifesto developed by secondary school learners. On an individual level, person-centred planning puts the voice of the child in the centre and training has been provided to support schools and Education officers who work with children and young people. All individual initiatives have different stakeholder involvement arrangements. These are often set out in legislation e.g. school reorganisation. Key consultative meetings with headteachers and other partners e.g. further education, higher education, regional partners, other LA Directorates/teams are well-established in the Education Directorate annual planning cycle. There are many networks with groups of school staff, other LA staff, parents/carers (e.g. Swansea Bay Parent Carer Forum) that have been developed to discuss priorities and develop workstreams together

Consultation with public, private and voluntary sector partners locally and regionally, including the Regeneration Swansea Partnership, has helped shape ambitions and missions of the REDP which provides the context for the Transforming our Economy & Infrastructure objective. This has included one-to-one consultations throughout the process; discussions at county-level economic partnership boards including Regeneration Swansea, the Regional Learning and Skills Partnership, and the Economic Strategy Group of the Swansea Bay City Deal; and a stakeholder consultation workshop which took place in June 2021.

The proposed definition of the Tackling Poverty & Enabling Communities objective was developed through consultation with internal colleagues via the two oversight network groups, the Swansea Council Poverty Forum and Enabling Communities Network Group. Presentations were made to these representative groups in November and December 2022 and contributions were collated as part of the draft definition of the Corporate objective. Following this process, the Corporate objective was updated into the draft Corporate Plan and is currently undergoing further review and consultation in line with the corporate governance protocols. We recognise that this approach is based on internal input that is driven by the insight within the various departments and teams existing participation and engagement mechanisms. However, the process for engagement and consultation on the Corporate Plan will provide further feedback and engagement from the public and our stakeholders. We will follow this up with the refresh of the Tackling Poverty Strategy and undertaking more involvement activities with individuals, families and communities across Swansea.

We have undertaken extensive consultation work in relation to our approach to Transformation and our new Workforce Strategy 2022-26 and our new Digital Strategy 2022-27. From the inception of our approach to Transformation in 2015 – Sustainable Swansea in 2015 to the current day - we have sought to engage with a wide range of stakeholders including staff, Councillors, Trade Unions, other public sector and Third sector partners and the general public. Engagement tools and techniques have included surveys, workshops, briefings, drop in sessions, social media, the development of “Train the Trainer” style packs for people to host their own engagement events and the establishment of ongoing networks and groups. We have also produced resources to engage with stakeholders using a wide variety of different formats including Easy Read, Plain English/Welsh, Screen Reader resources and translated material into many different minority languages. Our new Workforce Strategy 2022-27 and Digital Strategy 2022-27, have also been subject to extensive consultation arrangements with a wide range of stakeholders. Our Corporate Delivery Committees (formerly PDCs) – Member led committees have played a key role in terms of policy development and informing our approach to Transformation and our Workforce Strategy 2022-27.

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

In spring 2022, the Council undertook a survey as a guide and ‘temperature check’ to help inform the refresh of the Corporate Plan and Well-being Objectives for 2022/23. The survey was widely publicised and, in addition to being aimed at the general public, it was also targeted to specific stakeholders and accompanied by supporting information. Respondents were asked their views about the Council’s existing Well-being Objectives and performance delivering them and whether they were the right objectives to improve well-being in Swansea now and in the future; respondents were also asked about their views on the proposed Well-being Objective: ‘safeguarding our most vulnerable people’.

Overall, the results of the survey show that respondents agreed that the Council’s proposed Well-being Objectives for 2022/23 were the right objectives for Swansea Council to continue to improve well-being in Swansea. Participants were also asked to what extent they agreed or disagreed that these are the right objectives for Swansea Council to continue to improve well-being in Swansea in the future. The largest proportion of respondents agreed that transforming our economy and infrastructure was the right objective for Swansea council in the future (81%), closely followed by agreement with safeguarding people from harm (77%) and improving education and skills (77%). Just under three quarters of participants (73%) thought that tackling poverty was the right objective for Swansea Council in the future and almost two thirds (62%) agreed with delivering on nature recovery and climate change and 54% agreed with transformation and developing the Council for the future. Out of those people who disagreed that these were the right objectives for the Council in the future, the largest proportion disagreed with transformation and future Council (16%).

Specific and detailed involvement on the 2023 to 2028 Plan, which takes forward these objectives as part of a new integrated approach to corporate Plan development, now takes account of policy commitments determined by full Council. It has also been developed alongside the coterminous Medium-Term Financial Plan. Further consultation on the objectives and the steps supporting the objectives is took place between 27 January and 24 February 2023. A consultation on Swansea Council’s Corporate Plan 2023-28 ran from the 27th January to the 24th February 2023. The purpose of the consultation was gather people’s views on the Council’s well-being objectives (priorities), the actions (steps) the Council proposed to deliver each of these priorities and to identify any other suggestions in relation to any additional steps the Council could take to implement these priorities.

The Lead Officers for each of the well-being objectives have also consulted widely on the development of their priorities and the steps. For example, in relation to Education, most school initiatives have individual stakeholder involvement arrangements which are often set out in legislation e.g. school reorganisation. In addition, there are many networks with school staff, other LA staff, parents/carers (e.g. Parent Carer Forum) that are well-established to discuss priorities and develop workstreams together. The Council also runs a large number of consultations on an on-going basis which indirectly and directly inform the development of the Plan for example Climate Change, Active Travel and Green Infrastructure engagement or specific engagement events relating to Swansea's well-being e.g. the World Children's Day event.

During the same time period for the consultation on the Corporate Plan, the Council was also consulting on its Budget proposals for 2023-34, Swansea's Local Well-being Plan and the South West Wales Corporate Joint Committee' Corporate Plan, therefore the approach to consulting on the Corporate Plan was designed to be both proportionate and to build upon previous and ongoing consultations in relation to informing the Council's priorities.

The survey was structured asked respondents to indicate:

- to what extent they agreed or disagreed with the 6 draft objectives (priorities) for Swansea Council, in order to continue to improve well-being in Swansea;
- to what extent they agreed or disagreed with each of the steps to deliver each of the priorities.

Overall, the results of the survey showed a relatively high level of agreement with the 6 objectives, which is in line with the results of previous consultations:

- 88% of respondents agreed that Safeguarding People from Harm should be a priority for Swansea Council.
- 93% agreed that Education and Skills should be a priority for the Council.
- 87% agreed that Transforming our Economy and Infrastructure should be a priority for the Council.
- 90% agreed that Tackling Poverty and Enabling Communities should be a priority for the Council.
- 75% agreed that Delivering on Nature Recovery and Climate Change should be a priority for the Council.
- 75% agreed that Transformation and Financial Resilience should be a priority a priority for the Council.

There was a similar level of agreement with each of the proposed steps to deliver each of the Well-being Objectives.

Within our approach to Corporate Safeguarding, and through a focus on promoting a 'Safe Voice' approach, we are working with the vulnerable person in mind, at the centre of everything we do and fully engaged with decisions that impact their lives and striving to further develop our advocacy offer. Swansea is aiming to ensure individuals have a "safe voice" on safeguarding matters by providing stronger voice, meaningful control over the support they receive and remove any barriers to achieving their wellbeing outcomes.

Swansea Council undertook its first climate change survey in 2021 attracting almost 1000 responses and demonstrating overwhelming public support for action on nature recovery and climate change. This engagement is to be repeated reaching out to an even greater diversity of service users in 2023.

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

- The consultations undertaken in Spring 2022 in January/February 2023 told us that there is popular and widespread public support for the Councils Well-being Objectives and steps in its Corporate Plan.
- Learning from the recent pandemic, recent challenges and by looking forward through the Plan's next steps to ensure that the Well-being Objectives remain the key focus going into 2023 and beyond, as we carry on working in partnerships to improve outcomes.

How have you changed your initiative as a result?

Through the Corporate Management Team there is strong governance in place, and clear oversight of the improvement journey, and compliance against standards in all service areas. The draft Plan and IIA has been informed and amended during the process as a result of ongoing feedback from the stakeholders involved.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.)? (Add to action plan)

Section 5 – Duties (please see guidance)

Please consider how the initiative might address the following issues. How will the initiative impact on the duties set out below? Think about what work you have already done to improve the outcomes.

Public Sector Duty – how will the initiative address the below?	
Foster good relations between different groups	<p>Safeguarding People from Harm - The recent pandemic highlighted good practice in cooperative approaches to tackling complex issues impacting on individuals, services and communities. It also raises a number of questions about human rights and the need to protect the rights of people in health and social care. Many organisations and their employees are involved in safeguarding and protecting vulnerable people, and the Plan (initiative) focuses on improving our public service offers, strengthening our workforce and promoting their wellbeing, and building partnerships that work together through deep engagement to coproduce a better way forward. By working in partnership, promoting accessible services, sound professional practice and safe and the safe and secure sharing of information we can continue to have our eyes and ears open to the experiences of those either using or working in the care sector, and to promote safeguarding as “everyone’s business”.</p> <p>Improving Education & Skills - Wider equalities work is being undertaken to develop an overall Equalities plan for schools. The new curriculum will support mutual respect, tolerance and citizenship.</p> <p>Transforming our Economy & Infrastructure - The chapter will be delivered in the context of the strategic direction for economic regeneration regionally and locally over the next ten years set through the new REDP, which aims to create an economy that is resilient and sustainable; enterprising and ambitious; and balance and inclusive. It is expected that it will have a positive impact on people and communities in Swansea by improving economic performance and creating sustainable employment opportunities. Cultural assets, events and network activity helps people to understand each other and brings communities together.</p> <p>Tackling Poverty & Enabling Communities - We will work in partnership with a wide range of organisations, groups, networks and forums involved in tackling poverty and enabling communities. We will build on the existing relationships through local, regional and national initiatives working this space. We will work with local communities, supported by community leaders and activists, to establish collaborative ways of working that enable communities to become resilient and self-reliant.</p> <p>Delivering on nature recovery and climate change - The nature recovery and climate change objective is underpinned by a commitment to an equitable and just transition. Climate change impacts everybody so all groups have the opportunity to work in a collaborative way towards shared goals bringing communities together.</p> <p>Transformation & Financial Resilience - Our Strategic Equality Plan 2020-24 provides the framework in which the Council meets its public sector duty. We monitor progress on the delivery of steps and the implementation of the plan on an annual basis through our Annual Equality and Diversity report. We also report on the protected characteristics of the</p>

	<p>work force and the Gender pay gap on an annual basis. The aims and objectives of our Strategic Equality plan are incorporated within our Workforce 2022-26 strategy as equalities are a specific strand within this strategy and accompanying action plans. Our Safer Swansea strategy, Community Cohesion Plan and cultural offer are also designed to foster good relations between different groups, eliminate discrimination, harassment and victimisation and advance equality of opportunity.</p>
<p>Elimination of discrimination, harassment and victimisation</p>	<p>Safeguarding People from Harm - In Swansea, our safeguarding practice is focused on the child or person at the centre of the concern, and by working towards a set of agreed safe outcomes. By working collaboratively to identify and prevent abuse and neglect, where possible. To ensure all agencies, services and individuals can give timely and proportionate responses, in all circumstances, when possible, occurrences of abuse or neglect of children and adults at risk are noticed at an early stage- accessing our early intervention and preventative approaches.</p> <p>Improving Education & Skills - EYST are commissioned to provide support work for young people and their families from Black, Minority, Ethnic through the WG Families First Programme. Show Racism the Red Card is commissioned to provide awareness raising sessions in schools. The Education Welfare service provides advice and guidance on issues relating to bullying and any links to non-attendance. Peer-on-Peer bullying and harassment is a key workstream within the new Inclusion Strategy that will be published shortly. LGBT support is provided by the YMCA and Stonewall Cymru through a commissioned contract. The majority of schools have undertaken Prevent training and an online resource is made available.</p> <p>Transforming our Economy & Infrastructure - Protect and promote the health, well-being, safety and consumer interests of people living in or visiting Swansea by working with others to maintain public safety across the range of regulatory services such as pollution, scams and unfair trading, public health and housing issues, etc. Cultural assets, events and network activity help people to understand each other and brings communities together.</p> <p>Tackling Poverty & Enabling Communities - We understand that discrimination, harassment and victimisation can exist across communities and affect people in poverty in different ways. People in poverty are often in more vulnerable positions and subject to stigma relating to their circumstances, such as children becoming victims of bullying at school when they can't afford school meals or sanitary products. We will deliver services and initiatives that target elimination of these situations, such as Free School Meals and Period Dignity grants. We will engage with people with lived experience of poverty – working through the Swansea Poverty Truth Commission and our wider poverty networks and forums – to explore their experiences of discrimination, harassment and victimisation to understand and explore actions to address these issues.</p> <p>Delivering on nature recovery and climate change - Net Zero Swansea actions and efforts to stimulate nature recovery and improve the quality and accessibility of environmental assets aims to promote inclusivity and equality.</p> <p>Transformation & Financial Resilience - Our Strategic Equality Plan 2020-24 provides the framework in which the Council meets its public sector duty. We monitor progress on the delivery of steps and the implementation of the plan on</p>

	<p>an annual basis through our Annual Equality and Diversity report. We also report on the protected characteristics of the work force and the Gender pay gap on an annual basis. The aims and objectives of our Strategic Equality plan are incorporated within our Workforce 2022-26 strategy as equalities are a specific strand within this strategy and accompanying action plans. Our Safer Swansea strategy, Community Cohesion Plan and cultural offer are also designed to foster good relations between different groups, eliminate discrimination, harassment and victimisation and advance equality of opportunity.</p>
<p>Advance equality of opportunity between different groups</p>	<p>Safeguarding People from Harm - Our safeguarding work is underpinned by the principle of co-production that adults and children who use care and support, as well as their families and carers, work together to create support that works for them and helps to achieve the outcomes they have identified. Our approach is values driven and built on evidence-based practice frameworks, such as Signs of Safety and Collaborative Communication, which are strengths-based; meaning that people, families, groups or communities who use a service are best placed to help design, improve or shape it. We will do this directly in our work where appropriate, but we will also make sure we follow this approach in all our safeguarding activities.</p> <p>Improving Education & Skills - Many workstreams within Education’s work aim to provide equity for learners. There are many workstreams to provide additional support services for vulnerable learners so they may also access opportunities.</p> <p>Transforming our Economy & Infrastructure - Employability support will help different groups to access economic opportunities.</p> <p>Tackling Poverty & Enabling Communities - We recognise that ‘poverty of opportunity’ is an important factor in tackling poverty and enabling communities, as where opportunity is constrained (by factors such as lack of investment in meaningful jobs or lack of community resources to support early intervention initiatives) this limits the choices for people to reduce poverty and improve their personal prosperity. This looks different in different communities (in terms of both geographical areas and shared characteristics) so we will develop approaches and ways of working to improve equality of opportunity and address the barriers that stop some people from accessing these opportunities.</p> <p>Delivering on nature recovery and climate change - Improvements to the natural environment and action on climate change aims to bring communities together and increase the cohesiveness of communities.</p> <p>Transformation & Financial Resilience - Our Strategic Equality Plan 2020-24 provides the framework in which the Council meets its public sector duty. We monitor progress on the delivery of steps and the implementation of the plan on an annual basis through our Annual Equality and Diversity report. We also report on the protected characteristics of the work force and the Gender pay gap on an annual basis. The aims and objectives of our Strategic Equality plan are incorporated within our Workforce 2022-26 strategy as equalities are a specific strand within this strategy and accompanying action plans. Our Safer Swansea strategy, Community Cohesion Plan and cultural offer are also</p>

	designed to foster good relations between different groups, eliminate discrimination, harassment and victimisation and advance equality of opportunity.
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Socio-economic Duty - Describe any issues identified as a result of the initiative for those people experiencing and living in poverty	
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a) Communities of place	<p>Safeguarding People from Harm - Safeguarding as ‘everyone’s business’ promotes community and contextual safeguarding of our most vulnerable people. Our approach in Swansea acknowledges that everybody in the wider community is responsible for safeguarding vulnerable individuals and requires raising awareness of safeguarding issues and knowing what to look for in order to identify signs that harm is occurring. By working together as a community, we will be able to make the places we live and spend time in safer. Harm does not only occur to children, young people in the home or in school. With so much time spent in the community, with potentially less supervision, children and young people are at risk in a variety of ways including violence, knife crime, county lines, sexual harassment or assault, and grooming.</p> <p>Improving Education & Skills - The duty will not apply to schools. School Governing Bodies are created by section 19 of the Education Act 2002 and are statutory corporations. They therefore have a distinct legal identity from Local Authorities. The LA recognises that in Swansea, the effects of poverty on pupils can be profound and in schools with challenging contexts, teachers and leaders are often required to develop specific ways of working to mitigate against the risks of disaffection and disengagement of pupils. Effective use of the Pupil Development Grant is key. The LA will work with schools to support reduction of the impact of poverty for learners in Education.</p> <p>Transforming our Economy & Infrastructure - Regeneration and revitalisation of the city centre, district and local centres will have a positive impact on local communities and the people who live, shop, work and visit these areas. Transport and other infrastructure will help connect people and increase access to amenities.</p> <p>Tackling Poverty & Enabling Communities - This Corporate Priority is focused directly on addressing the issues related to poverty in the geographical communities across Swansea. The Council’s statutory duty remains to safeguard the most vulnerable people in our communities and to ensure care and support is available to people in need.</p> <p>Delivering on nature recovery and climate change - A just transition and nature recovery aim to reduce inequalities as the most vulnerable communities are often situated in socially disadvantaged areas of poor air quality, flooding or limited access to nature.</p> <p>Transformation & Financial Resilience - The Transformation and Financial Resilience of the Council will have a positive impact on local people in terms of the services they receive and Council’s owned facilities and assets.</p>
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<p>b) Communities of interest</p>	<p>Safeguarding People from Harm - Swansea's approach to contextual safeguarding, as the first local authority in Wales, and to corporate safeguarding takes into account a wider range of potential abuse across a wide spectrum of behaviours. Our approach recognises the different relationships that children and young people have outside of their family and that these relationships may act as protective factors but may also present a risk to harm. Without the influence and existence of the contextual safeguarding framework, we would have limited prospects to understand the extra-familial experiences of children and young people and or have the opportunity to prevent future harm through understanding the context of young people's lives. Similarly with adults, we have to work closely in partnerships to understand the nature of vulnerability and how best to prevent harm abuse or neglect.</p> <p>Improving Education & Skills - The duty will not apply to schools. School Governing Bodies are created by section 19 of the Education Act 2002 and are statutory corporations. They therefore have a distinct legal identity from Local Authorities. The LA recognises that in Swansea, the effects of poverty on pupils can be profound and in schools with challenging contexts, teachers and leaders are often required to develop specific ways of working to mitigate against the risks of disaffection and disengagement of pupils. Effective use of the Pupil Development Grant is key. The LA will work with schools to support reduction of the impact of poverty for learners in Education.</p> <p>Tackling Poverty & Enabling Communities - This Corporate objective is focused directly on addressing the issues related to poverty in the communities of shared characteristics and interests across Swansea. We recognise that further co-production activity is needed with insight from specific groups representing protected characteristics and we plan to incorporate these activities into the refresh of the Tackling Poverty Strategy as well as ongoing participation and engagement with these communities through various Council-led community enablement services and initiatives.</p> <p>Transforming our Economy & Infrastructure - Barriers to employment have been identified and will be addressed through employability support & creation of job opportunities as well as integrated transport improvements. A cultural network will connect those with cultural communities of interest.</p> <p>Delivering on nature recovery and climate change - Improvements to active travel infrastructure enables wider access to low no cost transport options. Local greenspace and wildlife site volunteering opportunities improve mental health and create connections in communities.</p> <p>Transformation & Financial Resilience - The Transformation and Financial Resilience of the Council will have a positive impact on local people in terms of the services they receive and Council's owned facilities and assets</p>
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How does your proposal ensure that you are working in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011)? (beyond providing services bilingually)

<p>a) To ensure the Welsh language is</p>	<p>Safeguarding People from Harm - More than just words is Welsh Government's strategic framework for promoting the Welsh language standards in health and social care first published in 2016, and updated in 2022. Swansea Council has recently updated its action plan to implement change in the keys policy areas: Welsh language planning and</p>
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<p>not treated less favourably than the English language</p>	<p>policies including data; supporting and developing the Welsh Language skills of the current and future workforce; sharing best practice and an enabling approach.</p> <p>Improving Education & Skills - The LA will promote and deliver a service dedicated to promoting equal access to children’s right to be able to speak transactional Welsh by the time they are 16 years old. All publicly published material is bilingual in accordance with the Welsh Language Standards.</p> <p>Transforming our Economy & Infrastructure - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council’s corporate commitment to fulfilling these. People will also have equal opportunity to converse about projects in Welsh through the Council’s established communications channels.</p> <p>Tackling Poverty & Enabling Communities - Swansea Council Social Services is delivered in line with the Welsh Language standards, and working towards the objectives set by the Mwy Na Geiriau framework for Health and Social Care, in particularly promoting the active offer, continuously improving the quality of our services and through a Workforce development strategy.</p> <p>Delivering on nature recovery and climate change - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council’s corporate commitment to fulfilling these. Projects are promoted in Welsh through the Council’s established communications channels.</p> <p>Transformation & Financial Resilience - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council’s corporate commitment to fulfilling these. People will also have equal opportunity to converse about the project in Welsh through the Council’s established communications channels.</p>
<p>b) That every opportunity is taken to promote the Welsh language</p>	<p>Safeguarding People from Harm - Swansea Council promotes an ‘Active Offer’ which means providing a service in Welsh without someone having to ask for it. This should take the responsibility off the service user to ask for a service through the medium of Welsh.</p> <p>Improving Education & Skills - Welsh heritage and linguistic identity is a strong feature of curriculum reform.</p> <p>Transforming our Economy & Infrastructure - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council’s corporate commitment to fulfilling these. People will also have equal opportunity to converse about projects in Welsh through the Council’s established communications channels. All cultural, leisure and creative events and networks celebrate via both the English and Welsh languages.</p>

	<p>Tackling Poverty & Enabling Communities - Swansea Council Social Services is delivered in line with the Welsh Language standards, and working towards the objectives set by the Mwy Na Geiriau framework for Health and Social Care, in particularly promoting the active offer, continuously improving the quality of our services and through a Workforce development strategy.</p> <p>Delivering on nature recovery and climate change - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. Projects are promoted in Welsh through the Council's established communications channels.</p> <p>Transformation & Financial Resilience - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. People will also have equal opportunity to converse about the project in Welsh through the Council's established communications channels.</p>
<p>c) Increase opportunities to use and learn the language in the community</p>	<p>Safeguarding People from Harm - We recognise that users of social care services may feel more comfortable discussing personal and emotional matters in their first language. Making an 'Active Offer' will help to ensure a quality service that meets the user's needs.</p> <p>Improving Education & Skills - Support for the use of Welsh outside the classroom will be an integral part of strategic planning.</p> <p>Transforming our Economy & Infrastructure - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. People will also have equal opportunity to converse about projects in Welsh through the Council's established communications channels. All cultural, leisure and creative events and networks celebrate via both the English and Welsh languages.</p> <p>Tackling Poverty & Enabling Communities - Swansea Council Social Services is delivered in line with the Welsh Language standards, and working towards the objectives set by the Mwy Na Geiriau framework for Health and Social Care, in particularly promoting the active offer, continuously improving the quality of our services and through a Workforce development strategy.</p> <p>Delivering on nature recovery and climate change - Information provision, training and events encourage Welsh language medium participation. Welsh is spoken and encouraged by volunteers.</p>

Transformation & Financial Resilience - All materials that appear in the public domain that are associated with this work will be undertaken in accordance with the current Welsh Standards and as per the Council's corporate commitment to fulfilling these. People will also have equal opportunity to converse about the project in Welsh through the Council's established communications channels.

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

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)?

Swansea Council has coproduced a Children and Young People's Rights Scheme. Also, on the findings of a public consultation on the Children's Rights scheme, in terms of priorities for children and young people were incorporated into a report approved by Council in November 2021. [Update on Children and Young People's Rights Scheme 2021](#). Children and young people will benefit from a balanced and inclusive economy. Children and young people will experience future increasing impacts of climate change and loss of biodiversity and are often passionate about the topic with natural environment concerns regularly being prioritised at Pupil Voice engagement events run by the participation team for school age children. The Corporate Plan seeks to tackle climate change and help nature recover so will have a direct positive impact. This will have an even greater impact where children have health conditions exacerbated by air quality, do not currently have access to biodiverse community green spaces or struggle with mental health issues. The actions outlined the transformation objective of the corporate plan aim to have a positive effect; they will create a transformed and financial sustainable Council which children and young people will benefit from.

Poverty has a significant impact on children and young people. In the Future Generations Commissioners Report, it was highlighted that Wales was the only UK nation to see child poverty grow since it was last measured in 2017/18. In the Bevan Foundation report, it was highlighted that the number of people in households with one or two children who are having to cut back on food for children has nearly doubled. Wider evidence shows that some children are at an even greater disadvantage such as those born into generational poverty, those living in the most deprived areas and disabled children. The impacts of poverty – such as impacts on childhood development, identity, education, food, clothing and so on – directly impact on the rights of the child. Further investigation on this area is required as there is recognition that more work needs to be done in relation to children in poverty across Wales. In the Audit Wales Report 'Time for Change – Poverty in Wales', one of the key recommendations is for Welsh Government to refresh the national Child Poverty Strategy with appropriate targets and performance measures that, once implemented, will align with regional and local action to improve the lives of children and young people. We will be working with Welsh Government and other stakeholders to contribute to this work and ensure the targets, standards and indicators are incorporated into our local strategies, policies and plans.

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:

Swansea's Corporate Parenting Board is a group of councillors who have a lead role in promoting the role of corporate parenting within and outside the local authority and additional formal responsibilities relating to corporate parenting

<https://staffnet.swansea.gov.uk/corporateparenting>.

Plans are aligned with our Climate Change & Nature Strategy and action plans to ensure the environment is protected for future generations, that sustainable communities are promoted and that we promote and enhance a diverse and sustainable local economy, all of which create economic conditions that support economic wellbeing for families and future economic opportunities for young people to access. Schools are fully engaged in climate change and nature recovery activities in alignment with this objective, for example via activities at a waterfront museum Children's Rights Day event where their views fed into the development of the Corporate Plan. Programmes such as Eco Schools and Energy Sparks in schools enable children to help make decisions at a school level, and Eco Committees are established in most schools and provide a way for children's views to be heard and influence decision making.

The Corporate Plan supports a good quality education for all children and young people in Swansea that is child-centred, inclusive, participative and promotes: Article 3 - All organisations concerned with children should work towards what is best for each child; Article 12 - Respect for the views of the child; Article 18 - Both parents share responsibility for bringing up their children. We should help parents by providing services to support them; Article 28 - Children have a right to an education. Discipline in schools should respect children's human dignity; Article 29 - Education should develop each child's personality and talents to the full; Article 30 - Children have a right to learn and use the language and customs of their families.

This Corporate Plan will deliver actions and changes that positively contribute to the lives of children and young people including taking their needs, rights and best interests into consideration. The 'voice of the child' should be heard when we are co-producing our services, approaches and actions that impact on their lives. Working with communities to enable them to be as strong, resilient, connected and prosperous as they can should involve children and young people to ensure their needs are met and their rights are upheld.

Plans are aligned with our new approach to transformation and protecting future generations, which promote a sustainable and financially resilient Council and promote and enhance a diverse local Council, which create conditions that support wellbeing for families and future opportunities for young people to access.

Section 6 - Sustainable Development

The Well-being of Future Generations Act (Wales) 2015 places a well-being duty on Swansea Council to carry out sustainable development. This is in line with the Council’s Sustainable Development Policy and our Corporate Plan’s Well-being Objectives. We must work in a way that improves the economic, social, environmental and cultural well-being of Wales, by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals.

The sustainable development principle means we must act in a manner, which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs. We do this by applying the five ways of working.

PLEASE OVERWRITE OR DELETE GUIDANCE/SUGGESTIONS IN RED

6a) The Sustainable Development Principle’s Ways of Working

The Five Ways of Working	Examples or summary of how applied
<p>Long term - The importance of balancing short-term needs while safeguarding the ability to also meet long-term needs</p>	<p>The Welsh Government has published ‘A Healthier Wales’: A Healthier Wales (gov.wales) This plan sets out a long-term future vision of a ‘whole system approach to health and social care’, which is focussed on health and wellbeing, and on preventing illness. Swansea Council’s corporate priority on safeguarding our most vulnerable people takes a long term, strategic view of the changes needed to implement this vision by incorporating our transformation and modernisation programmes locally and regionally. We will have a greater emphasis on preventing crisis, on supporting people to manage own care, support and wellbeing, and on enabling people to live independently at home for as long as they can, supported by new technologies, flexible services, strengths-based social work practice and by integrated health and social care services which are delivered closer to home within supportive communities.</p> <p>Partneriaeth Sgiliau Abertawe (Swansea Skills Partnership) has been established to look at the longer-term employment opportunities arising from the Swansea Bay City Deal and other longer-term skills required. This will help inform the skills required for learners to be able to fulfil these roles. The Welsh in Education Strategic Plan published by Swansea in 2022 is a ten-year strategy to increase the provision and use of the Welsh Language. The schools’ estate is regularly audited to ensure learning environments are safe for current and future learners. The 21st Century Schools and Sustainable Communities for Learning Programmes by Welsh Government provides opportunities to improve and create learning environments fit for the future.</p> <p>We will continue to strike a balance between the short-term needs of people in poverty (such as the need for housing and essential resources like food and clothes) with helping people to improve their personal prosperity and long-term aspirations for the future. We adopt a person-centred, strengths-based to our services to ensure that we consider the short and long term needs of the individual, family or community with whom we are working. We will develop a data framework that aligns national, regional and local data sets to develop demand forecasts and future trend analysis relating to tackling poverty and enabling communities. The refresh of the Tackling Poverty Strategy will enable us to co-produce a vision for the next 4-5 years and plan the right actions to achieve</p>

	<p>this vision in partnership with our local supporters, stakeholders and networks. We recognise the national picture of poverty in Wales and the wider societal contributing factors that will impact on this area. We also recognise the role of communities in making long-term changes to become more welcoming, self-resilient, connected and cohesive.</p> <p>The Corporate Plan is a five year plan, which will be reviewed annually to take into account any shifting trends or increasing demands and changing needs. There are positive long term effects from the implementation of the economic actions outlined within the Plan. The transition to Net Zero and journey towards Nature Recovery is a generational shift with clear long term outcomes. The 2050/2030 timeframe although long term runs alongside immediate, short term action recognising the urgency of the climate and nature emergency responses necessary.</p>
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<p>Long term - The importance of balancing short-term needs while safeguarding the ability to also meet long-term needs</p>	<p>The transformation objective focuses on a generational vision for Swansea and helps us put steps in place now to help us work towards a more sustainable future in an increasingly fast moving and unpredictable world. Many of the steps require action in the current year to lay the foundations for effective and efficient working in future years. For example, our operational estate rationalisation plans will contribute to the Net Zero Swansea over the longer term as well as ensuring financial resilience in the long term. We are focused on meeting the long term needs of our diverse population by identifying and taking action to address long term challenges now.</p>
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<p>Prevention - Acting to prevent problems occurring or getting worse</p>	<p>Swansea’s approach to safeguarding our most vulnerable people places a strong emphasis on wellbeing, prevention and early intervention through multi agency partnership working, and delivered with clear regional governance and local scrutiny.</p> <p>Early intervention is key to preventing problems occurring or getting worse. For example, the Cynnydd project support learners who are at risk of becoming NEET. Funding for this project has been secured to continue in 2023 and new opportunities are in development to support learners with a range of needs. The Inclusion and Equity in education strategies will identify preventative actions in addition to swift intervention where problems occur. In line with ALNET Act 2018, early identification of need is important to support learners access education. A review is taking place to ensure that there is suitable specialist provision for learners with ALN and provision of early support. Good quality teaching is a key factor in successful education. If we ensure that Swansea teachers and leaders are given professional and career development that is aligned to national renew and reform policies and strategies, we can sustain a strong workforce to meet the diverse and emerging needs of children across all Swansea schools.</p> <p>Interventions to help people access employment opportunities and increase their economic wellbeing will help break the poverty trap which will also benefit future generations. Interventions will address the root causes of not being able to gain employment. Supporting the business community and new start-ups will help create an</p>
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	<p>ongoing supply of jobs for people. Establishing South West Wales as a UK leader in renewable energy and the development of a net zero economy will help prevent climate change getting worse, and also create employment opportunities.</p> <p>The development of a Net Zero economy and reduction in emissions will help prevent climate change but also enable Swansea to benefit from the green economy and transition to new technologies. Tree planting now will provide sequestration, water retention and heat absorption services in future years. Investing in solar farms today, improves energy security for tomorrow. While the creation of active travel infrastructure not only reduces emissions but improves the future health of the population by encouraging movement.</p> <p>We will use early interventions, strategic partnerships and community-led initiatives to take a preventative approach to not only poverty but the wider impacts of poverty to ensure that escalating needs are addressed before service interventions are required. We aim to resolve issues through preventative action instead of relying on crisis support, reducing demand on important services by identifying and addressing the core issues of poverty early and effectively. Where there are issues around intersectionality or barriers to preventing problems escalating, we will work with our partners to take a collaborative approach to addressing these issues. We recognise that tackling poverty is about more than just access to financial security and that issues such as wellbeing, confidence, skills and factors that impact on individual circumstances (such as relationship breakdowns, substance misuse, and so on) need to be addressed through this collaborative approach.</p> <p>The transformation objective helps the Council prepare for and manage current and future external risk, preparing for future digital challenges and being able to flex and respond to cyber challenges. Areas of focus such as workforce development aim to identify and preclude future issues and demand by investing in robust operational models, organisational structures and staff training.</p>
<p>Integration -Considering impacts upon each of the well-being goals, well-being objectives, local well-being objectives, or on the objectives of other public bodies</p>	<p>Swansea Council takes a whole system approach to health and social care, and to ensure that service offers are fair, transparent and equitable. Services and support will deliver the same high-quality care and support, and achieve more equal health and wellbeing outcomes for citizens throughout their lives.</p> <p>The initiative supports Swansea’s well-being objectives for education and skills in that corporately we want Swansea to be one of the best places in the world for children and young people (CYP) to grow up. We want children to achieve and be resilient so that they go onto further education, employment or training. We want to promote local and global citizenship and learners that are engaged. We want to meet the needs of vulnerable learners and we want CYP to have good Welsh language skills. The objectives above are aligned to curriculum and teaching standards professional learning that will be delivered for Swansea schools.</p> <p>The Corporate Plan is developed in line with the Regional Economic Delivery Plan (REDP) and the Well-being of Future Generations Act has been considered throughout the preparation of both the REDP and Corporate Plan. Annex B of the Regional Economic Delivery Plan sets out the contributions to the wellbeing goals. Both the REDP and Corporate plan work has also been used to inform the Economic Chapter of the PSB’s Well-being</p>

	<p>Assessment and Local Well-being Plan development and vice versa. The impact on the private and third sector will be positive and both sectors work closely with the Council through the Regeneration Swansea partnership.</p> <p>We will develop a framework for linking our national, regional and local outcomes that demonstrates the contributions of our services and transformation programmes to public body strategies, policies and objectives. This will incorporate wider Corporate Plan objectives, Swansea Local Wellbeing Plan objectives, West Glamorgan Regional Partnership Board Population Needs Assessment (PNA), and the National Outcomes Framework as well as other national, regional and local plans, strategies and policies. Considering the impacts of these wider plans, strategies and policies, we understand the prominence that tackling poverty and enabling communities has in these areas. Poverty is a key contributing factor in the wider context, with the Cost of Living crisis referenced frequently as a key challenge to achieve these various objectives and goals. Communities are recognised as playing a key role in addressing this challenge and the roles of private and third sector organisations is vital to enable communities to make an effective contribution to local wellbeing. We have established relationships and connections through our various poverty and community related groups, forums and networks; this will help us to plan and take action to deliver the Corporate poverty objective.</p> <p>The Net Zero elements of the objective have been developed in line with Welsh Government Net Zero Wales guidance around emissions reporting and uses the framework common to the whole public sector to structure and report on action. The Objective and steps were developed using information collated in the Assessment of Local Well-being and are in alignment with Local Well-being Objectives and steps in the Local Well-being Plan. The Swansea Climate Charter Signatories Group activity will integrate actions further particularly with third sector and private sector partners.</p> <p>We continue to align key approaches and policies with those of our partners exploiting synergies wherever possible for example by taking a one Swansea approach to making Swansea a Human Rights City. The local expression of national and regional plans are embedded into the objective. Our performance management and governance aims are characterised by the alignment of key plans and strategies such as the Corporate Plan, Medium Term Financial Strategy and Transformation Plan.</p>
<p>Collaboration - Acting together with other services or external organisation towards our well-being objectives</p>	<p>The Safeguarding People and Tackling Poverty Corporate Development Committee has been reconstituted to support the delivery on Council’s corporate priorities and policy commitments. This Committee has put together a work programme to support our work with the most vulnerable people and by coproducing policy with other organisations, such as Swansea Council for Voluntary Services. The Corporate Safeguarding Steering Group is an effective corporate safeguarding culture requires strong, visible, leadership presence, ensuring that senior officer and their workforce receives positive, professional and consistent backing in carrying out Council activities. This has been evident during this most difficult, challenging period, and though the vast range of actions taken in keeping people safe and well. All named safeguarding officers are working effectively together under the direction of a Corporate Safeguarding group, which meets quarterly, and is jointly chaired by the Director of Social Services and the Cabinet Member for Care Services.</p>

	<p>There are well established working relationships with other Directorates and teams across the LA. These include Social Services Directorate for a number of services to support children and young people. The Education Directorate also works with other teams, e.g. External Funding to identify opportunities for learners e.g. Cynnydd, employability opportunities. The Swansea Parent Carer Forum has been involved particularly with the ALN Transformation programme to support the LA's preparedness for the new legislation. Their input has been highly valued to ensure the views of parents and carers are understood when developing services. More recently, they have been involved in the development of a new attendance policy which will be published in 2023. The LA will continue to work with the Parent Carer Forum and wider parent and carer representatives. There are key consultative partnership groups that have been developed to work together to plan and deliver key objectives. These include Partneriaeth Sgiliau Abertawe / Swansea Skills Partnership, Partneriaeth Addysg Gymraeg Abertawe / Swansea Welsh in Education Partnership and the School Improvement Partnership. These partnerships have a wide range of representation including schools, further education, higher education, and LA officers. The Education Directorate has worked with Swansea Councils Corporate Delivery Committee for Education & Skills to discuss the development of key strategies and obtain the feedback of Members to strengthen planning.</p> <p>The REDP and action in this corporate plan will be delivered in partnership with private/public and third sectors. Close working relationship exist through the Regeneration Swansea partnership which drives forward the sustainable regeneration of Swansea.</p> <p>We will work with partners and stakeholders on a 'whole systems approach' to tackling poverty and enabling communities including communities themselves to reflect the diversity of our population and the opportunities available from collaboration and service integration. Our two key oversight groups – the Swansea Council Poverty Forum and Enabling Communities Network Group – bring together the leads from the relevant Council departments, teams, services and functions that will contribute to achieving this Corporate Priority. The existing external groups, networks and forums identified provide connections to other sectors and organisations who will be partners and stakeholders in these actions but we will continue to build relationships and connections across various boundaries. We have already put in place collaborative working practices and shared resources such as in helping to establish the Swansea Poverty Truth Commission</p>
<p>Collaboration - Acting together with other services or external organisation towards our well-being objectives</p>	<p>Action in this corporate plan will be delivered in partnership with private/public and third sectors. Close working relationships exist with partners via the Swansea Climate Charter Signatories Group and Swansea Public Services Board partners. Net Zero Swansea 2050 is a collaborative rather than Council led target which will help build the wide support necessary for success.</p> <p>We will continue to work to improve internal collaboration by best leveraging technology as well via our workforce strategy and commitment to training but foster improved external collaboration with partners in</p>

	<p>Swansea across the public, private and third sectors via Swansea Public Services Board. We work closely with our regional partners to progress our wellbeing objectives, specifically in relation to the strategic development planning, regional transport planning, promoting the economic well-being and delivering a regional energy strategy (through the Corporate Joint Committee), health and social care (through the West Glamorgan partnership) and education improvement (through Partneriaeth).</p>
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Involvement - Involving people with an interest in achieving the well-being goals (everybody), and ensuring that those people reflect the diversity of the area served

Swansea Council believes that everyone, adult or child, should be given a voice, an opportunity, their right to be heard as an individual and a citizen, to shape the decisions that affect them, to have control over their day to day lives and to be firmly at the centre of their own wellbeing journey. Some examples of involvement include:

We have a strong Co-production Network in Swansea, hosted by Swansea CVS, and together, a coproduction strategy aims to give people clarity and resources to build their knowledge and practice in this area. This includes the development of a training programme for staff to better understand and implement co-productive practice. <https://twitter.com/swanseacopros>

Swansea Parent Carer forum are helping the whole system learn from individual stories. The Forum listens and feed the voice of parent carers into decision making. Then to feed back to parent carers. The group sits on working groups with the Local Authority, Health Board and West Glamorgan Regional Partnership. They also arrange training for other parent carers.

<https://swanseapcf.org/>

The Local Area Coordination team, Swansea, now has coverage across the whole City and County. The team has been involved in research from both Swansea and Hull universities, conducting evaluations into our approach to applying Local Area Coordination principles within our local communities. Researchers have reflected on meeting people from across Swansea, who willingly share their stories, their journeys, and the challenges they have faced and community activities they have been involved in.

storiesfromlac

The Directorate has a Stakeholder and School Support Team that provides advice and guidance across the Directorate on ensuring that stakeholder engagement mechanisms are used at the earliest opportunity. The close structure of the Education Directorate Senior Leadership Team ensures that staff who have specialist knowledge of key areas have sight of plans and development of work at an early stage to ensure that the right areas are involved.

The interests of individuals and business are represented through key groups and organisations such as the Federation of Small Businesses, SCVS through membership of the Regeneration Swansea partnership. Regular communication channels with key stakeholder groups such as business are also in place eg regular newsletters, and additional involvement is undertaken as required on initiatives eg drop in sessions, visits to businesses, surveys.

	<p>Collectively supporting the wider Swansea 2050 Net Zero ambition, means working alongside citizens, schools, businesses, community groups and environmental partners. A diversity of people will need to be engaged in new ways to ensure the huge level of involvement and buy in to succeed. This also means reaching out to people not currently involved in taking action on nature recovery and climate change.</p>
<p>Involvement - Involving people with an interest in achieving the well-being goals (everybody), and ensuring that those people reflect the diversity of the area served</p>	<p>We will embed the principles of human rights and co-production across our tackling poverty and enabling communities programmes and initiatives, mapping the experiences and capturing the voices of people with lived experience of poverty. In line with the recommendations of the ‘Time for Change – Poverty in Wales’ we recognise the importance of lived experience and will explore the development of experience mapping to improve our understanding of what people in poverty experience and how our services can be targeted to meet their needs. Given the diversity and various socio-economic challenges facing the various communities (both of place and of common interest), we will ensure our actions are targeted at local and hyper local level to build on the strengths and capabilities of the local communities. We also want to get more people with lived experience of poverty engaged in our services and programmes including volunteering and as part of our decision-making processes and structures.</p> <p>The steps help us progress on our involvement journey and extend our capability across the spectrum of involvement from consultation through to the development of coproduction capability and capacity through pilot projects and sharing best practice. We recognise that the complexity of challenges such as substance misuse, strategic planning and meeting the needs of the older population cannot be met by the council alone and will increasingly require whole system responses including the involvement of our citizens.</p>

6b) Contribution to Swansea Council's Well-being Objectives

Our Corporate Plan's Well-being objectives	Are directly supported by this initiative	Are not directly impacted by this initiative	May be in conflict or adversely impacted by this initiative
Safeguarding People from harm	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improving Education and Skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tackling Poverty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transforming our economy and infrastructure	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintaining and enhancing Swansea's natural resources and biodiversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transformation and Future Council development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6c) Thinking about your answers above, does the initiative support our Corporate Plan's Well-being Objectives when considered together?

Please consider the positives and negatives as a whole. This is an opportunity to analyse the global impact of the proposal where some objectives will be advanced whilst others may be impacted. Where there is a residual negative impact for one or more objectives please show that we have considered mitigation to ensure that negative impacts are lessened. Please detail any conflicts gaps and mitigation measures.

The council's Corporate Transformation Plan will have a positive effect on all the council's wellbeing objectives and the steps which they contain. The most negative impact is financial. For example, considerable investment is required, and Welsh and UK government support is needed to fully take advantage of the opportunities of net zero and to increase future sustainability. The cross cutting programmes within the plan will have a positive effect across the council and the delivery of the service specific programmes.

6d) How is contribution to the National Well-being Goals maximised? Where can you add value? Consider the full goal description not just the title. Consider relevant [Journey Checkers](#). Complete the table below

Well-being Goal (click to view definition)	Primary Goals - tick if key	Any significant positive and/or negative impacts/contributions considered/mitigated
<p>A Prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</p>	<input checked="" type="checkbox"/>	<p>The local and regional health and social care market contributes significantly to the local and regional economy, with a skilled, professionalised workforce needed to meet growing demand.</p> <p>There is a wide range of initiatives used by schools and the LA that aim to educate about the importance of climate change and reducing carbon footprint. The Schools Climate Change Forum was launched in 2022. The Directorate adheres to corporate procurement rules. Opportunities are provided to the local economy through school build/refurbishment projects. Opportunities for reducing carbon are identified and deployed in school building projects and enhancements e.g. solar panels. Partneriaeth Sgiliau Abertawe identifies opportunities for learners to have the appropriate skills for the local economy</p> <p>A significant and major positive effect on supporting the local economy; use of low carbon technologies and renewables; developing a skilled population, fit for future technological change; work to achieve a circular economy. The Plan contributes to increasing productivity and economic growth, to support the creation and safeguarding of more, better paid jobs, opportunities for business starts and growth, and further links between the knowledge base and industry.</p> <p>This Corporate objective to tackle poverty and enable communities will contribute to this Well-being Goal by: directly tackling poverty and the impacts of poverty including addressing the 'poverty premium'; supporting people to exit poverty safely and sustainably; increasing personal prosperity helping more people to develop skills and find suitable, sustainable employment opportunities; improving access to relevant information, advice and guidance such as financial inclusion and welfare rights; enabling communities to be more self-reliant and develop initiatives that improve the local economy; building or making more effective use of community assets including resources, skills and facilities; improving services and processes to contribute to improving individuals, families and communities wellbeing and prosperity; addressing the broader implications of poverty and barriers to prosperity such as digital exclusion. We recognise that there are constraints and external factors relating to the global and national economic situation, including the current Cost of Living crisis, that will impact on the above contributions</p>

		<p>The focus on innovative technologies around renewables, hydrogen and electric vehicles supports the local economy and will contribute to sustainable economic growth. The shift to low carbon technologies and renewables will help develop a skilled population, fit for future. Using resources more efficiently to achieve a circular economy ensures we safeguard our natural assets and resources.</p>
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<p>A Prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</p>	<input checked="" type="checkbox"/>	<p>All Transformation steps have been designed in the context of a low carbon economy. This means that innovative approaches have been employed and create opportunities both for the Council e.g. via commercial opportunities, development of the economy via a focus on local supply chains, workforce training and development etc.</p>
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<p>A Resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<input checked="" type="checkbox"/>	<p>Supporting adults with a range of disabilities and needs to become more independent by promoting access to well-being, learning and work experience opportunities, including support to manage coastal, wildlife and environmental habitats.</p> <p>Positive impact on learning about the natural environment and climate change through providing professional development for educators working on a curriculum focussed on ethical, informed citizenship. A focus on reviewing sufficient, specialist provision in Swansea will aim to provide placements for learners locally, where possible. This will reduce the potential need for learners to be transported further distances and lower carbon emissions.</p> <p>The plan makes a direct contribution through placing an increased emphasis on economic sustainability through focus on the need to decarbonise the economy; renewable energy, and</p>
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		<p>resilience to future technology change through emphasis on responding to and harnessing digitalisation.</p> <p>The Corporate objective to tackle poverty and enable communities will make some contribution to this Well-being Goal by: improving community resilience and self-reliance through enabling communities initiatives; supporting communities planning to use green spaces and infrastructure to achieve well-being outcomes; taking action to improve community cohesion, safety and the feelings and behaviours associated with welcoming, connected communities; enabling communities to become more adaptable and responsive to change by developing relevant skills and experience. We recognise that there will be opportunities to contribute further to this Well-being Goal in the approaches we take to delivering this Corporate objective. For example, as we work with communities to implement change and new initiatives, we will provide advice and guidance (or access to further support where appropriate) around biodiversity, climate change and so on. We will work collaboratively with the relevant Council departments and external organisations as and when required.</p> <p>The plan makes a direct contribution through placing an increased emphasis on economic sustainability through focus on the need to decarbonise the economy; renewable energy, and build resilience by valuing nature and the ecosystem services. Work to improve the ecosystem resilience of Council owned Sites of Special Scientific Interest (SSSI), Local Nature Reserves (LNR), Sites of Importance for Nature Conservation (SINCs) and greenspaces help increase biodiversity.</p> <p>We are reducing carbon emissions from our operational estate, developing our local supply chains, improving regional transport planning to facilitate more active travel and use of public transport.</p>
<p>A Healthier Wales A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>☒</p>	<p>By working together health and social care services have responded to challenges posed by the pandemic to safeguard people from harm, improving their physical, emotional and mental health and well-being, and by supporting people to maintain independence and quality of life throughout their life course.</p> <p>The multi-agency Emotional Health and Wellbeing group co-ordinates and promotes support for children and young people’s health and psychological wellbeing. The ‘Creating an Active and Healthy Swansea’ strategy, reviewed in 2021, identifies aims to increase healthy lifestyles of children and young people through the medium of sport, physical literacy and recreational physical activity. The LA’s Sport and Health team, alongside other partners develop activities in schools and the wider community, as well as capacity building within local clubs, community</p>

		<p>groups and facilities to maximise participation and to help build stronger, healthier and more cohesive communities.</p> <p>A positive effect as greater prosperity (especially where more equally distributed) leads to better health outcomes.</p> <p>The Corporate objective to tackle poverty and enable communities will contribute to this Well-being Goal by: supporting people in poverty and at risk of poverty to maintain and improve their physical and mental health; adopting a preventative approach with early interventions to avoid escalating needs and preventable service interventions; enabling communities to take action to improve the wellbeing of its people; involving local people and people with lived experience in the co-design and co-delivery of services and programmes; embedding the principles and ways of working that prioritise wellbeing and build on people's strengths to live healthy, independent lives. We recognise the link between poverty and wellbeing, as evidenced in the examples above, which can have detrimental impacts on people of all ages in terms of their physical and mental health. Tackling poverty and enabling communities to be more welcoming, self-reliant, connected and cohesive will have broader impacts on the health and wellbeing of the population.</p> <p>Tree and wildflower planting encourage improved mental health and physical activity. Active travel routes enable exercise and enjoyment of nature.</p> <p>The shift to agile working and adoption of new ways of working will assess and ensure mental and physical health is prioritised.</p>
<p>A More Equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances.</p>	<p>☒</p>	<p>Ensuring equal access to health and social care through information, advice and assistance and building on strengths of families and assets within communities to plan their own care and support, and to reach their full potential, increasingly by preventing the need for statutory services.</p> <p>Personal support, advice, guidance, advocacy and school-based counselling services are offered to learners who have a range of factors that may affect them. These could include anxiety, neuro-developmental difficulties, Additional Learning Needs (ALN), Adverse Childhood Experiences (ACEs), sensory processing difficulties, etc. Training on person-centred practice has been given to staff in Education, Social Services, Swansea Bay Local Health Board, Gower College and all schools to ensure learner voice is heard and parents to be involved in decision making and planning for their child.</p>

		<p>The work under the plan recognises the need to build an ‘inclusive growth’ model, via efforts to support skills outcomes, resilience to automation, or mechanisms to support greater wealth retention within the community. Opportunities for the employment & training opportunities for the long-term unemployed and economically inactive will be created through community benefit clauses in contracts, and support will be available to enable them to access these opportunities; this will create a significant positive effect.</p> <p>The Corporate objective to tackle poverty and enable communities will contribute to this Well-being Goal by: providing employability support programmes and schemes to help people find decent jobs and fair work; delivering programmes of adult community learning and improve skills to help people achieve their potential; embedding principles of co-production and encourage more people to become involved in decision-making and the development of services; addressing the barriers of inequality and work with communities to understand and implement positive changes; identifying targeted action to support communities and cohorts of people at greater risk or with specific needs; adopting a person-centred, strengths-based approach to service delivery when tackling poverty and enabling communities.</p> <p>Community action and local volunteering opportunities to enhance nature, greenspaces and wildlife sites are open to all and can help build skills, confidence and lead to life improving opportunities.</p> <p>Demand for Council services are increasing from the most vulnerable, our transformation and financial resilience measures will enable us to ensure services are focused on meeting need.</p>
<p>A Wales of Cohesive Communities Attractive, viable, safe and well-connected communities.</p>	<p>☒</p>	<p>Through supportive and mutually responsible communities working together to safeguard our most people, with Council employees, elected Members and people in our communities feeling confident about identifying and reporting their safeguarding concerns in respect of children and adults.</p> <p>A focus on reviewing sufficient, specialist provision in Swansea will aim to provide placements for learners locally, where possible. This will help support learners to maintain contact with their peers outside of their education.</p> <p>Better economic inclusion outcomes will help improve cohesion, where linked with programmes and mechanisms that focus on local community involvement and engagement.</p> <p>The Corporate objective to tackle poverty and enable communities will contribute to this Well-being Goal by: building relationships with community leaders and activities to enable growth</p>

		<p>and development within communities; connecting people and communities through supporting community-led initiatives and activities to develop and prosper; providing support and working with our partners to keep communities safe for everyone; addressing the barriers to cohesive communities and work with all parties to understand and implement positive changes; working with anchor organisations in local areas – including the most deprived areas of Swansea – to build connections and contributions; taking action to understand and measure the feelings and behaviours associated with welcoming, connected communities.</p> <p>Neighbourhood greening improvements improve the attractiveness and improve quality of life in communities.</p> <p>Equality diversity and Human rights will be embedded even more deeply in all we do resulting in more cohesive, rights aware and respecting community.</p>
<p>A Wales of Vibrant Culture & Thriving Welsh Language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, sports and recreation.</p>	<p>☒</p>	<p>Working with partners through the Ageing Well Strategy to deliver the active offer and apply our learning to improving social care, and through intergeneration working, including through the medium of Welsh.</p> <p>The 10-year WESP has a clear aim to increase the use of the Welsh language for both learners and school staff. The curriculum supports engagement with Welsh and local culture. The Welsh in Education Team support schools with training and resources to improve and increase the use of Welsh in schools. A latecomer’s provision pilot to support learners moving into Welsh-medium education has taken place and is under review.</p> <p>Measures to support the growth of the creative economy (including associated with the Welsh language) should directly support, and could be an important part of the SW Wales investment proposition. More broadly the Plan seeks to support the economic vibrancy of the region, including principally Welsh-speaking communities.</p> <p>The Corporate objective to tackle poverty and enable communities will make some contribution to this Well-being Goal by: encouraging our communities to embrace and promote the Welsh language, culture and heritage in its community-led initiatives; ensuring outputs of our services and programmes comply with Welsh Language legislation, guidance, and standards; recognising the cultural factors in tackling poverty and enabling communities to embrace them in our plans and actions; identifying opportunities for using our local language, culture and heritage to improve personal prosperity for individuals, families and communities. We recognise that working closely with communities provides an opportunity to have those communities define and deliver the changes and improvements that matter to them. Where we can</p>

		<p>encourage and empower the promotion and protection of the Welsh language, culture and heritage as part of tackling poverty, we will monitor and measure the impact that this making</p> <p>Appreciation of our green and blue landscapes is a part of Welsh culture and heritage. Encouraging the celebration of our local natural environment via the medium of both English and Welsh is a by-product of environmental improvement work in communities.</p> <p>Organisational development and our organisational working model takes account of the need to promote the Welsh language to overcome a reduction in the number of Welsh speakers. Our workforce strategy ensures we recruit Welsh speakers and help staff gain and improve Welsh language skills and the confidence to use them with service users.</p>
<p>A Globally Responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>☒</p>	<p>The Council's safeguarding arrangements are informed by the Council's commitment to the United Nations Convention on the Rights of the Child (UNCRC) and human rights of all citizens.</p> <p>Capital Work will adhere to the Council's sustainable procurement standards and commitment to ethical employment in supply chains. Positive impact in developing educators to: support pupils' sustainable behaviour and making connections; ensure pupils know how we use the earth's resources efficiently and contribute to global well-being.</p> <p>Achieving over time a decarbonised growth model will contribute to this, the Plan also highlights openness to new ideas (and investment) from elsewhere.</p> <p>The Corporate objective to tackle poverty and enable communities will make some contribution to this Well-being Goal by: empowering community-led initiatives to look close-to-home for economic advantages and benefits; embedding sustainable behaviours and actions across our services and programmes as a key principle of implementation; enabling communities to be the driving force for transformation in their local areas for the benefit of future generations; addressing wider factors of financial inclusion, debt management and investment in the most deprived small areas; exploring integrated community hubs and other initiatives that bring services and support closer to people's doorsteps. We recognise the long-term ambitions for developing local economies and opportunities for sustainable growth within communities that can have positive impacts on national and global scales. We believe that the path away from poverty can lead to prosperity – at individual, family and community levels – so we see tackling poverty and enabling communities as an important step towards achieving this wellbeing goal.</p> <p>Reductions in carbon emissions, improved biodiversity and action to maintain and improve air water and soil quality make a positive contribution to a globally responsible Wales.</p>

		The focus on ethical procurement and low carbon emissions will have a positive impact on global well-being.
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Section 7 - Cumulative Impact/Mitigation

What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the IIA and any other key decisions affecting similar groups/ service users made by the organisation?

Overall, the IIA demonstrates that the Corporate Transformation Plan will have a positive impact on people and communities, transforming services and ways of working to deliver the council's vision for 2028 with twelve key transformation programmes.

Swansea Council continues to promote a "Safeguarding is everyone's business" approach; safeguarding our most vulnerable people by prioritising high quality preventative, well-being and social services, by continuing to ensure that safeguarding is 'everyone's business' across the Council, within schools, with partners and through West Glamorgan Safeguarding Board and partnerships.

The Council leads on a corporate wide approach to safeguarding vulnerable people to ensure there are clear lines of responsibility and accountability in all service areas of the Council. By working in partnership, we are implementing the new statutory requirements and the 'duty to report' placed on all officers, elected members, volunteers and partners to raise concerns and help tackle the wider range of safeguarding issues now present in our communities. Swansea Council emphasises the rights of adults and children by using 'what matters most' to them as citizens, by placing them at the centre of their own care and support and by coproducing services to achieve better outcomes The Council is committed to ensuring citizens have access to high quality and resilient statutory social services, and to ensure that Adult and Child and Family Services are robust, resilient and effective in getting right care and support to the right person, at right place and at the right time.

The Council are Improving outcomes for children and young people - by promoting rights of, and opportunities for children and young people, and toward better life chances for looked after children and care leavers. We are implementing a new 'Supporting children and young people to be safe with family' strategy, taking action to reduce the number of children and young people who need to be looked after by Swansea Council, where safe alternatives can be identified. The Child and Family Services Improvement programme continues to develop our social work practice and the high-quality range of services to support children, young people, and families.

Good progress has been made with meeting the Education and Skills objective. There is a robust internal challenge and quality assurance process within Education and corporately within the Council with a clearly defined process for identifying risks and under performance. Although Estyn suspended its usual round of inspections during the pandemic, as part of a national thematic review, Estyn examined the Council's (Education) response to pandemic and was assured that a range of effective measures had been put in place to support learners, parents and carers and schools. Parents and carers also expressed high levels of satisfaction with support offered by schools during the pandemic.

We are transforming how we manage care and support vulnerable adults. We are working regionally, with health board partners and local providers to support our most vulnerable adults to remain safe and independent at home, with access to joined-up Health and Social Care services to improve outcomes for the most vulnerable Swansea citizens, and by rebalancing our service offer to focus on prevention, reablement and recovery.

The steps in the Economy & Infrastructure objective will be delivered in the context of the strategic direction for economic regeneration regionally and locally over the next ten years set through the new REDP, which aims to create an economy that is resilient and sustainable; enterprising and ambitious; and balance and inclusive. It is expected that it will have a positive impact on people and communities in Swansea by improving economic performance and creating sustainable employment opportunities. In line with the Equality Act 2010 and Public Sector Equality Duty, due regard will be given to the impact on protected groups in the development and delivery of all the steps to achieve the wellbeing objective. All actions will be screened and full IIAs will be undertaken if appropriate in the future as the steps progress.

The Tackling Poverty & Enabling Communities objective will have a cumulatively positive impact on the individuals, families and communities of Swansea especially those who are in poverty or at risk of entering poverty. While the detailed strategies, plans and actions that collectively contribute to achieving this Corporate objective, we will target relevant communities or groups based on their circumstances (such as homeless people, disabled people, families with children, victims of domestic abuse, and so on), there are broader positive impacts to tackling poverty and enabling communities. Understanding this cumulative impact will require us to explore a shared vision for the future with our partners, stakeholders and in particular with people with lived experience of poverty. This starts with the refresh of the Tackling Poverty Strategy but will continue with ongoing programmes of participation and engagement with service users and their carers, supporters or representatives.

The Delivering on nature recovery and climate change objective recognises that the cost of transition to Net Zero tends to fall hardest on those least able to afford to respond e.g. upgrading equipment etc. However, the objective is expected that it will have a positive impact on people and communities in Swansea by improving our environment, investing in structure which is fit for the future and mitigating and adapting to climate change, in line with the Equality Act 2010, Well-being of Future Generations Act and Environment and Public Sector Equality Duty.

Due regard will be given to the impact on protected groups in the development and delivery of all the steps to achieve the wellbeing objective. All actions will be screened and full IIAs will be undertaken if appropriate in the future as the steps progress at the appropriate decision-making level.

Any mitigation needed:

It is important that you record the mitigating actions you will take in developing your final initiative.

Record here what measures or changes you will introduce to the initiative in the final draft, which could:

- reduce or remove any unlawful or negative impact/ disadvantage
- improve equality of opportunity/introduce positive change
- support the Well-being of Future Generations Act (Wales) 2015
- reduce inequalities of outcome resulting from socio-economic disadvantage

Unlawful or Negative Impact Identified	Mitigation / Positive Actions Taken in the initiative (add to action plan)
None	

Section 8 - Monitoring arrangements: The IIA process is an ongoing one that does not end when the initiative is agreed and implemented. Please outline the monitoring arrangements and/or any additional data collection that will help you monitor any equality impacts, risks, sustainability of your initiative once implemented:

<p>Monitoring arrangements:</p> <p>The IIA demonstrates that the Corporate Transformation Plan will have a positive impact on people and communities and no concerns were identified. Each programme within the plan has formal governance arrangements in place with Cabinet Member oversight. Every programme has a Director level sponsor with the relevant Head of Service being responsible for the programme’s operational delivery.</p> <p>The Transformation Delivery Board has been established. The Board’s main remit is to ensure delivery of the overall plan and it will fulfil this role by scrutinising quarterly performance reports from each of the individual programme board. Individual programme boards will meet more frequently, as required.</p> <p>The Transformation Delivery Board will also be responsible for identifying and managing obstacles to progress and any interdependencies between the programmes.</p> <p>Cabinet / CMT will review progress against the plan quarterly and will agree any additions to it over time, including those that may be initiated as part of future budget rounds. A formal progress report will be provided to Cabinet annually.</p>
<p>Actions (add to action plan):</p>

Section 9 – Outcomes:

Having completed sections 1-8, 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 10 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this IIA 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 IIA from your Head of Service. The IIA will be published on the Council's website - this is a legal requirement.

