

Public

*Neath Port Talbot County Borough Council  
Cyngor Bwrdeistref Sirol Castell-nedd*

*Democratic Services  
Gwasanaethau Democrataidd*

*Chief Executive:* Steven Phillips

**Date: 30<sup>th</sup> June 2017**

Dear Member

**CABINET - WEDNESDAY, 5TH JULY, 2017**

Please find attached the following addendum reports/urgent items for consideration at the next meeting of the **Cabinet - Wednesday, 5th July, 2017.**

**Item**

2. **To receive the Report of the Head of Corporate Strategy and Democratic Services re the Draft Wellbeing Objectives** (Pages 1 - 80)

Yours sincerely

Chief Executive

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## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### CABINET

5<sup>TH</sup> JULY 2017

### REPORT OF THE

HEAD OF CORPORATE STRATEGY & DEMOCRATIC SERVICES

KAREN JONES

#### **Matter for Decision**

**Wards Affected: All**

#### **WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 – DRAFT REVISED CORPORATE WELL-BEING OBJECTIVES**

#### **Purpose of Report**

To seek authority from the Cabinet to consult on the draft, revised corporate well-being objectives that it is proposed should apply from October 2017 for the term of this administration.

#### **Background**

Section 3(1) of the Wellbeing of Future Generations (Wales) Act 2015 places a duty on the Council (amongst other public bodies in Wales) to carry out sustainable development.

Sustainable development is defined in Section 2 of the Act as “the process of improving 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.”

Section 3(2) of the same Act requires the public body to:

- Set and publish well-being objectives that are designed to maximise the Council’s contribution to achieving each of the well-being goals (see Appendix 1);

- Take all reasonable steps (in exercising its functions) to meet those objectives.

The first set of well-being objectives for the Council were required to be published by 1<sup>st</sup> April 2017. Cognisant of the impending local government elections, the former administration determined to set interim well-being objectives based on the extant Corporate Improvement Plan for the period to 30<sup>th</sup> September 2017. This provided for the current administration to be able to review the well-being objectives following the election and to make changes as the administration sees fit to reflect its own priorities.

### **Draft, revised corporate well-being objectives**

Attached at Annexe A are the proposed, revised corporate well-being objectives. There are three proposed well-being objectives:

#### Well-being Objective 1

To improve the well-being of children and young people

*“giving all of our children and young people the best start in life and helping them to be the best they can be”*

#### Well-being Objective 2

To improve the well-being of all adults who live in the county borough

*“living a good life and ageing well”*

#### Well-being Objective 3

To develop the local economy and environment so that the well-being of people can be improved

*“Neath, Port Talbot and Pontardawe will be a vibrant and healthy place to live, work and spend our recreational time”*

In addition to the requirements introduced by the Well-being of Future Generations (Wales) Act 2015, the duty on the Council to secure

continuous improvement of its functions and to set improvement objectives etc (Local Government (Wales) Measure 2009) remains extant.

Consequently, under each well-being objective, it is proposed that there will be a set of improvement objectives that will denote areas for priority focus over this administration and these are then supported by a set of key actions, outcome statements and proposed measures that will be used to demonstrate progress made over time.

### **Factors used to develop the well-being objectives**

The following evidence and information has been drawn upon to create the proposed revised corporate well-being objectives:

- a) Manifesto commitments of the majority group;
- b) Latest performance data of services and functions;
- c) The likely budget outlook;
- d) The well-being assessment produced by the Neath Port Talbot Public Services Board;
- e) The content of the existing Corporate Improvement Plan to identify areas of work which need to continue into the next period;
- f) Key issues identified by senior officers as likely to require attention during the period – eg new legislative responsibilities; the impact of European Funding coming to an end etc;
- g) The well-being objectives published to date by Public Services Board partners.

In developing the well-being objectives the Council has a duty to consider how it has embraced the sustainable development principle (Section 7(1):

- a) How short terms needs have been balanced with the need to **safeguard the ability to meet long term needs**, especially where things done to meet short term needs may have detrimental long term effect;
- b) The need to take an **integrated** approach by considering how the well-being objectives may impact upon each of the well-being

goals and how they impact upon each other or other public bodies' objectives;

- c) The importance of **involving** other persons with an interest in achieving the well-being goals and ensuring those persons reflect the diversity of the population of the county borough;
- d) How acting in **collaboration** with any person could assist the Council to meet its well-being objectives, or assist another body to meet its objectives;
- e) How deploying resources to **prevent** problems occurring or getting worse may contribute to meeting the Council's well-being objective, or another body's well-being objectives.

Cabinet is asked to authorise a period of public consultation on the proposals to give a wide range of interested bodies and the general public the opportunity to comment upon the proposals. This is an important step in discharging the new duties placed upon the Council. The proposed consultation plan is attached at Annexe B for approval. The feedback received during the consultation process will be used to finalise the well-being objectives and related priorities, actions and measures before being brought back to Cabinet in a revised Corporate Plan for approval and subsequent adoption by full Council in September 2017.

### **Monitoring and Review**

The Corporate Plan, when finalised and approved will provide a new corporate framework that will then be delivered through the business planning and performance management system.

On an annual basis Council will need to formally report on the progress made in implementing the plan and the extent to which the objectives are being met. As part of the process of review, the well-being objectives must be reviewed and if necessary they must be revised.

## **Consultation**

Members are asked to authorise a period of public consultation commencing 6<sup>th</sup> July 2017 to 8<sup>th</sup> September 2017 based on the consultation plan attached at Annexe B.

## **Financial Appraisal**

The financial outlook has been a key factor in developing the proposals. As more certainty is brought to the short to medium term financial position, the proposals will be further reviewed and as part of the annual review process (or earlier) can be revised.

## **Equality Impact Assessment**

The Equality Act 2010 requires public bodies to “pay due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- foster good relations between persons who share a relevant protected characteristics and persons who do not share it.”

Equality of opportunity and the promotion of Welsh culture, traditions and the Welsh language have also been integrated into the well-being goals that are set out in the Act.

A full Equality Impact Assessment will need to accompany the Corporate Plan in September 2017. An initial Equality Impact Assessment has been developed and is attached for comment (Annexe C). It is proposed that during the consultation period, views on the completeness and accuracy of the Assessment will be sought, particularly from people who share protected characteristics. The way in which it is proposed that this is done is set out in the proposed consultation plan attached at Annexe B.

## **Workforce Impact**

There are two principal impacts that have been identified:

- 1) How the Council, in its role as a major employer within the area can directly impact on the well-being objectives – eg there is a proposal that the Council develops more consistent opportunities to offer work experience/traineeship opportunities for people seeking work, in particular young people;
- 2) The implications for the size and capability of the Council's workforce to ensure the delivery of the well-being objectives and the associated priorities and actions – this will be addressed in a corporate workforce plan in due course.

## **Legal Powers and Duties**

This report sets out how some of the extant duties set out in the Well-being of Future Generations (Wales) Act 2015 placed upon the Council will be discharged. The particular duties have been referenced in the body of this report.

This report also discharges the extant duty to secure continuous improvement of the Council's functions and related duties to set improvement objectives, to compare performance over time and with other similar authorities and to consider whether the Council should exercise powers to collaborate which are set out in the Local Government (Wales) Measure 2009.

## **Crime and Disorder Impact**

The Council has a legal duty under Section 17 of the Crime and Disorder Act 1998 to carry out all its various functions with "due regard to the need to prevent Crime and Disorder in its area".

There are a range of proposed actions set out in the Plan to ensure people are and feel safe. Those priorities are based upon evidence provided to the Community Safety Partnership and which were also



published in the Neath Port Talbot Public Services Board Well-being Assessment.

### Violence Against Women, Domestic Abuse and Sexual Violence

The Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2016 places a new general duty on local authorities to have regard (along with all other relevant matters) to the need to remove or minimise any factors which increase the risk of violence against women and girls or, exacerbate the impact of such violence on victims;

The proposals incorporate actions to implement the joint Strategy prepared for this local authority area which are to be considered by elected Members in early September 2017.

### **Risk Management**

The entries set out in the Corporate Risk Register have been reviewed to ensure relevant areas of work are reflected in the proposals set out at Annexe A.

There is also a risk of non-compliance with the provisions contained within the Well-being of Future Generations (Wales) Act 2015. This risk will be mitigated by consulting with the Future Generations Commissioner and the Wales Audit Office during the public consultation period.

### **Recommendations**

Having had regard to the Equality Impact Assessment provided with this report, the Cabinet is asked to:

1. Consider and comment upon the proposed well-being objectives, associated priorities, actions and measures as set out in Annexe A.
2. Subject to any amendments arising from consideration of the proposals, approve a period of public consultation from 6<sup>th</sup> July 2017 to 8<sup>th</sup> September 2017, based on the consultation plan

contained at Annexe B, in order to seek feedback on the proposals set out in Annexe A.

3. Provide delegated authority to the Leader of Council to agree any minor changes to the consultation documentation/content which do not materially alter the nature of what is contained within the proposals set out in this paper prior to the consultation commencing.

### **Reason for Proposed Decision**

To obtain authority to consult on proposed revised corporate well-being objectives that reflect the current administration's priorities for its term of office. In particular, to ensure that people with an interest in the well-being objectives have an opportunity to offer their views and comments prior to the well-being objectives being finalised and adopted by Council and that additionally people who share protected characteristics may offer feedback on the extent to which the proposals enable the Council to also discharge its equality duties.

### **Implementation of Decision**

For immediate implementation.

### **Appendices**

Appendix 1 – Well-being Goals

Annexe A – Proposed, revised corporate well-being objectives

Annexe B – Proposed consultation Plan

Annexe C – Initial Equality Impact Assessment

## List of Background Papers

- Wellbeing of Future Generations (Wales) Act 2015
- Shared Purpose: Shared Future, Statutory Guidance on the Well-being of Future Generations (Wales) Act 2015, SPSF:1, SPSF2; SPSF3
- Corporate Improvement Plan Addendum 2017
- Local Government (Wales) Measure 2009
- Draft Neath Port Talbot Violence Against Women, Domestic Abuse and Sexual Violence
- Neath Port Talbot Public Services Board – Well-Being Assessment
- Leader’s address to Council, May 2017
- AMBU Health Board – Well-being objectives
- Mid and West Wales Fire Authority – Well-being objectives
- Natural Resources Wales – Well-being objectives
- Arts Council for Wales - Well-being objectives
- Higher Education Funding Council for Wales – Well-being objectives
- National Library for Wales – Well-being objectives
- National Museum for Wales – Well-being objectives
- Public Health Wales – Well-being Objectives
- Sports Council for Wales – Well-being Objectives
- Velindre NHS Trust – Well-being Objectives
- Welsh Government – Well-being Objectives

### Officer Reporting:

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### The Seven National Well-being Goals

**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.

**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)

**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.

**A more equal Wales:** a society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)

**A Wales of cohesive communities:** attractive, viable, safe and well-connected communities

**A Wales of vibrant culture and thriving Welsh language:** a society that promotes and protects culture, heritage and the Welsh language and which encourages people to participate in the arts, and sports and recreation

**A globally responsible Wales:** 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 and the capacity to adapt to change (for example climate change)



## Well-being Objective 1: To improve the well-being of children and young people

“Giving all of our children and young people the best start in life and helping them to be the best they can be”

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement objective 1: Reduce the number of children who are at risk of having an adverse childhood experience</b>			
Promote and develop the Community Services Directory so that children, young people and families can easily access information about the services available in local communities to support good well-being	The wide range of services and activities taking place across communities will be held in one place and will be easy to access for citizens	The number of services held within the Community Services Directory	KJ
	More citizens will engage with local community activity and as a result more communities will sustain activities that support well-being independently of the Council	The number of “hits” to the website	KJ
We will implement the Welsh Government’s programme to increase the availability and quality of child care provision once resources have been made available	There will be more quality child care provision in the county borough	Increase the number of childcare places available for families, particularly out of school childcare by 10%	CM
		Increase the use of the Welsh language in all childcare settings	CM

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
We will review links between early years' programmes and schools to ensure they are developed	Links between early years services and schools will continue to improve	Partners will report improved data sharing	CM
	The experience of children moving from early years services to schools will improve	Schools report that children are better prepared to participate in play and learning	CM
	Outcomes at Foundation Phase will be improved	At least 87% of pupils achieve at least outcome 5 in language, literacy and communication skills at the end of Foundation Phase by the end of May 2018 (2015/16 academic year 82%)	CM
		At least 87% of pupils achieve at least outcome 5 in mathematical development at the end of Foundation Phase by the end of May 2018 (2015/16 academic year 84.2%)	CM
		At least 75% of pupils entitled to Free Schools Meals achieve at least outcome 5 in language,	CM

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
		literacy and communications skills at the end of Foundation phase by the end of May 2018 (2015/16 academic year 70.2%)	
		At least 76% of pupils entitled to Free School Meals achieve at least outcome 5 in mathematical development at the end of Foundation Phase by the end of May 2018 (2015/16 academic year 72%)	CM
With our partners we will refine our wider Think Families Partnership work to more effectively target early intervention and prevention support to those families who need it; and alleviate child poverty ensuring in the process that there is better local alignment between the work of the partnerships established to address child	Working age people in low income families, gain and progress within employment	Increase percentage of participants that have accessed an Early intervention service demonstrate improved emotional and mental well-being 2016/17 data: 90%	AE
	Children, young people and families, in or at risk of poverty, achieve their potential	Increase percentage of parents that have accessed and Early Intervention Service have benefited from a parenting	AE



The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
adverse experiences		intervention 2016/17 data: 85%	
	More children, young people and families are healthy and enjoy better well-being	% of families that report they feel they can contribute to changes to their lifestyle/behaviours – 2016/17 data (cumulative) : 100% ( 367 of 367 Families)	AE
	Families are confident, nurturing, resilient and safe	% of individuals that report improved family dynamics 2016/17 data : 91% (420 of 461 families)	AE
		Increase percentage of participant young people (aged 16-24) attain a nationally recognised qualification or accreditation 2016/17 data: 77%  Increase number of participants: 35 participants in 2016/17 (cumulative data)	AE

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
		<p>Maintain 100% of participant adults (25 years and over) who attain a nationally recognised qualification or accreditation. 2016/17 data: 100%</p> <p>Increase number of participants: 38 participants in 2016/17 (cumulative data)</p>	AE

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 2: Children of school age will be safer, engaged with their learning and healthier</b>			
We will review our approach to community development to ensure that the whole council empowers communities to strengthen their own capacity to improve health and well-being and that all children and young people can fully participate in a range of activities that promotes their social, cultural, economic and environmental well-being	Opportunities to strengthen the Council's approach to community development will be clearly identified with actions to support agreed areas for improvement	The review will be completed by September 2018	AE
We will raise educational standards and attainment for all children,	Literacy and numeracy for all learners will improve	At least 88% of pupils achieve at least level 4 at the end of Key Stage 2 in language by the end of May 2018 (2015/16 academic year: 87%)	CM
		At least 76% of pupils entitled to	CM

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
		Free School Meals achieve at least level 4 at the end of Key Stage 2 in language by the end of May 2018 (2015/16 academic year: 77.2%)	
		At least 85% of pupils achieve at least level 5 at the end of Key Stage 3 in language by the end of May 2018 (2015/16 academic year: 84.7%)	CM
		At least 71% of pupils entitled to Free School Meals achieve at least level 5 at the end of Key Stage 3 in language by the end of May 2018 (2015/16 academic year: 70%)	CM
		To ensure that at least 87% of pupils achieve at least level 4 at	CM

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
		the end of Key Stage 2 in mathematics by the end of May 2018 (2015/16 academic year: 88.4%)	
		To ensure that at least 75% of pupils entitled to FSM achieve at least level 4 at the end of Key Stage 2 in mathematics by the end of May 2018 (2015/16 academic year : 80.0%	CM
		To ensure that at least 84% of pupils achieve at least level 5 at the end of Key Stage 3 in mathematics by the end of May 2018 (2015/16 academic year: 83.1%)	CM
		To ensure that at least 71% of pupils entitled to FSM achieve at least level 5 at the end of Key	CM

<b>The Steps we will take - Priority Actions</b>	<b>What will be the outcome?</b>	<b>How will we demonstrate progress?</b>	<b>Lead</b>
		Stage 3 in mathematics by the end of May 2018 (2015/16 academic year: 68.4%)	

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
We will further develop our Welsh in Education Strategic Plan, following feedback from the Welsh Government, so that we increase opportunities for more of our children and young people to be educated through the medium of Welsh and for pupils to become more proficient in speaking welsh	Learning opportunities through the medium of Welsh will increase	The number of children aged 7 taught through the medium of Welsh will increase	CM
		The % of Year 9 learners who are assessed in Welsh (first language) will increase	CM
		The % of learners aged 14-15 studying for qualifications through the medium of Welsh will improve	CM
		Provision to address literacy in Welsh will improve. All schools will continue to set realistic targets for improving attainment in Welsh and Welsh as a Second Language in order to secure improved pupil outcomes	CM
	Welsh Medium Provision for pupils with additional learning needs will further develop	The additional learning needs of pupils taught through the medium of welsh will be fully met	CM

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
	Attainment outcomes through the medium of Welsh will improve	Attainment outcomes in welsh first and second language will improve	CM
<p>We will continue with our Strategic School Improvement Programme of school reorganisation, ensuring the right schools are in the right place and that they provide fit for purpose teaching and learning facilities to help improve standards and pupil outcomes</p> <p>We will complete the existing phase of our 21<sup>st</sup> Century Schools programme of projects, providing modern, stimulating and innovative school environments. We will seek funding from the Welsh Government to deliver the next phase of our new school build programme so that more of our children and young people can experience and benefit from</p>	More pupils benefitting from improved teaching and learning facilities.	Surplus places will reduce. 790 spare places will be removed as result of 21 <sup>st</sup> Century Schools programme of projects currently underway	ADT
	<p>Projects currently underway will be completed, namely:</p> <ul style="list-style-type: none"> <li>• A new build 3-16 school in Margam by 2018</li> <li>• A new build Welsh medium 11-16 school in Sandfields by 2018</li> <li>• An extensively remodelled 3-16 school in Ystalyfera by 2018</li> <li>• A new build 3-11 school in Briton Ferry by 2018</li> </ul>	Building maintenance backlog liabilities will reduce by £19.5m as a result of 21 <sup>st</sup> Century Schools programme of projects currently underway	ADT
		Improved facilities will impact positively on pupil and staff well-being, pupil attendance rates will increase and outcomes will improve	ADT
		New schools opened on time and	ADT



The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
modern, state of the art teaching and learning facilities		delivering improved teaching and learning experiences to pupils	
	Improved facilities offering greater opportunity for community use and engagement	Community facilities planned for and included in new builds, delivering a greater range of activity resulting in improved take-up and community involvement	ADT
We will develop a mental health toolkit for all schools to further develop a culture of tolerance, understanding and mutual respect of difference and diversity and build capacity within schools to support vulnerable children and young people with mental health needs	Schools will be able to support children and young people's emotional and mental well-being needs more effectively	The toolkit will be used by schools to signpost and support children and young people's needs	AE
We will pilot the Children's Zones model in the Sandfields West and Briton Ferry West wards	We will create a continuous pipeline of support to meet children and young people's needs within a geographical area	Children and young people's needs are effectively met	AE
We will develop a co-ordinated	Children and young people's additional	Children and young people's needs	ADT

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
approach to meeting duties set out in the Additional Learning Needs Education and Training Bill (ALNET)	learning needs will be met in accordance with the ALNET Bill	are effectively met	
We will work with our partners to implement our Road Safety Strategy	Reduction in road traffic collisions Young people will access our school and college based linked education programme	Reduce child casualties ( 0 -15 years)	DG
	Pre and post young driver behavioural change programme	A 40% reduction (by 2020) in the number of young people (16 -24 years) killed or seriously injured – based on the average figures for 2004 – 2008	DG
		A 25% ( by 2020) reduction in the number of pedal cyclist casualties – based on the average figures for 2004 -2008	DG

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 3: we will protect and safeguard children and young people identified as in need of protection, care and support and enable more of those children and young people to grow up in a family setting</b>			
With our partners, we will further develop our family support strategy to ensure the right range and quality of services are in place to meet need	The right range and quality of services are in place to meet assessed need	% outcomes that have been reviewed and where progress has been made	AJ
		% of outcomes that have been achieved during the year	AJ
		Family Support Strategy has been reviewed and updated	AJ
We will undertake focused work with partners to improve access to the right support for children and young people who have poor emotional well-being/mental health	Better support for children and young people who have poor emotional well-being/mental health	More children have their needs met early and fewer cases escalate	AJ
We will further strengthen arrangements that support young	More children and young people are able to do more for themselves	A multi-disciplinary team will be established to manage cases	AJ

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
people who receive care and support when they are young and who continue to need care and support when they are adults (ensuring smooth transition from service receive in childhood to those services that will support them as young adults)	Young people who need support in their adulthood have a smooth transition to adult services	where young people need ongoing support into adulthood	
We will further develop our role as corporate parents of children and young people who become looked after by the Council, prioritising work to ensure children and young people are stable in their placements	Children and young people are in stable placements that make them feel safe and secure	% of placements that break down	AJ
		% of children and young people who report that they live in the right home for them	AJ
		% children and young people reporting that they are happy with the people they live with	AJ
		Increase in the number of in-house foster carers	AJ

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 4: All children and young people will be enabled to have a say in matters that affect them</b>			
The Council will review its approach to Children's Rights, ensuring that a rights-based approach is embedded across all of its services and functions	Children and young people will be routinely involved in decisions that affect their rights	The review is completed and there are an agreed set of actions to embed a rights-based approach across Council services and functions	AE
All children and young people in need of protection, or who have been identified as in need of care and support, will have a say in decisions that affect them	Children, young people and families have a say in the services they receive from the Council and those services are tailored to their needs	% Children and young people responding "yes" or "sometimes" to the question: "my views about my care and support have been listened to"	AJ
		% of parents responding "yes" or "sometimes" to the question: "I have been actively involved in all decisions about how my child's/children's care and support was provided"	AJ

<b>The Steps we will take - Priority Actions</b>	<b>What will be the outcome?</b>	<b>How will we demonstrate progress?</b>	<b>Lead</b>
We will work with our Think Family partners to ensure children and young people can shape and develop services	Think Family partners will develop methods of communication to ensure that children and young people can shape and develop services	Greater communication between children and young people and Think Family partners in service development	AE

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 5: All young people who leave full time education will be supported to ensure employment, education or training opportunities</b>			
The Council will provide work placement, apprenticeships and trainee opportunities for young people within its own workforce, in particular providing opportunities for Looked After Children	There is a person centred approach to deliver improved outcomes for young people, with a focus on specific groups, but also providing an equal opportunity for all ages to gain experience and get a step up into the world of work	% vacancies advertised as apprentice opportunities	SR
		Number of apprenticeship, traineeship and work placements opportunities made available in each year	SR
		Number of ring-fenced opportunities for NEET and LAC placements	SR
		Maximisation of Government Apprentice Levy	SR
The Council will encourage Public Services Board and other partners to extend the range of work opportunities for young people and better connect these schemes with schools and colleges	Public Service Board partners provide a range of opportunities for young people and there is a clear pathway to work for young people leaving school and college settings	Information on the range of opportunities available is published and made available to young people leaving schools and colleges	AE
Working through the Think	Communication of information on		AE

The Steps we will take - Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
Families Partnership we will improve information about career and job opportunities for school and college leavers	career and job opportunities for school and college leavers will be further developed		
We will build on our work as Corporate Parents to ensure that all young people have suitable housing and support when they leave the care of the Council	Suitable accommodation is available for all care leavers at the point they leave care	Number of young people wishing to stay under the “when I am ready” scheme	AJ
		% of care leavers who have experienced homelessness during the year	AJ
We will review our youth engagement and progression framework	The Council has greater contact with young people	Review and evaluate the impact of the Strategy on an annual basis	CM
	Young people aged 18+ are able to research, apply, secure and sustain employment, further education and training opportunities	No more than 3.6% of young people are NEET	CM
	Young people aged 11-24 and their parents are able to access a full range of youth support services across the county borough to help them overcome barriers to their development and support their progression to independence in adulthood	Keeping in Touch workers support a minimum of 250 NEET young people during a year	CM
		3 Group projects and Families First youth workers will support a caseload of young people who are NEET	CM



## Well-being Objective 2: Improve the Well-being of all adults who live in the county borough

“Living a good life and ageing well”

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 1: Sustainable employment is available locally for local people</b>			
We will refocus our support to businesses to help business create and sustain local employment opportunities for local people	There will be a partnership approach to providing support and nurturing new business start ups	The number of new business start-up enquiries assisted	SB
		The number of enterprise events held	SB
	Increasing and safeguarding employment to support the growth of the local economy	Number of existing businesses supported	SB
		The number of jobs created / safeguarded	SB
	There will be a partnership approach to attracting new investment and facilitating a package of support for investors	The number of investment enquiries	SB
		The number of jobs created / safeguarded	SB
The Council will use the EU funding available to deliver employability	There will be a streamlined approach to engaging with local people to	Increase number of local people in training, volunteering or	SB

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
programmes to assist those furthest from the labour market to obtain and sustain employment. Funding will be affected by the UK negotiations on withdrawal from the European Union	access employment opportunities	employment	
The Council will seek to avoid compulsory redundancies to the maximum extent possible	Minimal number of employees who leave the Council’s employment by reason of compulsory redundancy	Number of compulsory redundancies	SR
		Number of voluntary redundancies	SR
		Number of “at risk” employees redeployed within the Council	SR
Supply chain opportunities for local companies will be identified within major developments within the county borough	We will work with developers and successful tenderers to identify employment and training opportunities for local people and contract opportunities for local companies	Number of local people helped to get back to work	SB
		Number of completed apprenticeship training weeks, traineeships and work experience	SB
		Number of contract opportunities secured by local businesses	SB
		% spend with contractors in Wales	SB
Council procurement practices enable local businesses to bid for	We will provide support for local businesses to be able to bid for	Number of events	SJ

<b>The steps we will take – Priority Actions</b>	<b>What will be the outcome?</b>	<b>How will we demonstrate progress?</b>	<b>Lead</b>
contracts	national and local contracts for Council services	Value of payments to local businesses and organisations	

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 2: Local people can access quality, affordable housing</b>			
We will work with our partners to ensure that a sufficient number and variety of housing is available to meet the needs of our growing communities	A wider range of affordable housing will be available for residents of the county borough	Increase in the number of units available  Affordable housing units delivered through the Social Housing / Housing Finance Grant programmes and the Intermediate care and Innovation Funds	AJT SB NP
Working with strategic housing partners we will continue to prevent homelessness	More people are prevented from becoming homeless	Number of households prevented from becoming homeless per 10,000 population	AJT
		% of households for which homelessness was successfully prevented	AJT
		% of households for which homelessness was successfully relieved	AJT
		% of households for which a final duty was successfully discharged	AJT
		Overall % of successful outcomes	AJT

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
		for assisted households	
Better use of funding made available in facilitating Disabled Facility Grants	We will review the opportunities of making better use of Social Housing Grant	The number of people supported	AJT/SB
We will work to protect tenants from substandard housing conditions which may affect the health of the tenant or neighbouring properties	<p>Roll out the enforcement regime associated with Rent Smart Wales</p> <p>Undertake enforcement action to secure improvements to properties which are currently unsafe for occupation</p> <p>Undertake enforcement action where the quality of the housing is affecting the health and safety of neighbouring occupiers</p> <p>Proactively inspect high risk houses of multiple occupation to ensure that vulnerable tenants are protected from unscrupulous landlords</p>	<p>Landlords comply with enforcement notices and as a consequence the quality of their tenants accommodation improves</p> <p>Work undertaken with partners results in improvements to the quality of our communities.</p> <p>Awareness of housing quality standards improves</p>	NP

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 3: People are safe and feel safe</b>			
We will implement our local, joint Violence Against Women, Domestic Abuse and Sexual Violence Strategy	More people will report experiencing violence within their relationships earlier	Number of first time reports	KJ
	All children and young people will be taught the importance of healthy relationships	% children and young people accessing relevant healthy relationships programmes	CM
	People who are perpetrators of violence will be able to access services that will help them change their behaviour	Number of perpetrators accessing support services	KJ
	All staff within the Council’s workforce will be trained to spot the signs of violence and to know how to refer people to support service	% Council staff trained at each level of the National Training Framework	SR
	More people will access help at earlier stages and fewer people will end up in crisis	% repeat victims	KJ
We will implement our PREVENT plan to ensure we identify and	People vulnerable to being drawn into terrorism or extremism will be	% Council staff trained in WRAP	SR
		Number of referrals to Channel	KJ

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
support those people who are vulnerable to being drawn into terrorism and extremism	identified early and will receive the support they need to protect them	and the outcomes of each case	
We will develop, with our local community safety partners, targeted crime prevention campaigns, based on evidence to keep communities safe, in particular to address the growing threat of cyber-crime and the need to improve on-line safety	Neath Port Talbot will remain an area where levels of crime and disorder are low compared to most similar BCU areas	Rate of crime and disorder/10,000 population	KJ
	Local people will be more aware of cyber-crime risks and how to protect themselves	Number of contacts/hits on social media campaigns related to cyber-crime	KJ
We will work with our partners to implement our Road Safety Strategy	Road traffic collisions will reduce	40% reduction by 2020 in the total number of people killed and seriously injured based on the average figures for 2004-08	DG
		25% reduction by 2020 in the number of motorcyclists killed and seriously injured based on the average figures for 2004-08	DG
	Road safety awareness will increase	Number of people who have received road safety training	DG

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
We will work with our partners to ensure those with the most complex needs are safeguarded, strengthening our vulnerable adults safeguarding arrangements	We will respond effectively to “adult at risk” referrals with a recorded determination of action to be taken	The % of adult protection referrals completed where the risk has been managed	AJ
	<p>For every “adult at risk” referral, there will be a named co-ordinator</p> <p>All adults at risk regardless of whether there is a perpetrator will have a Multi-agency response where required</p>	Enquiries will be responded to within 7 days with a clear determination and record of action taken	AJ
We will ensure that food premises are inspected to ensure that the food provided and the premises from which it is sold is fit for human consumption within hygienic premises	We will prioritise premises based on risk factors and inspect all high risk premises	Our high risk premises will operate in a controlled and safe manner	NP
	We will react to complaints regarding unhygienic practices and premises and take appropriate enforcement action	Operators who do not meet expected hygiene levels will be subjected to appropriate enforcement to ensure that they cannot continue to serve the public in an unacceptable manner	NP



The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
	We will investigate incidents of infectious and communicable diseases	We reduce the spread and control the risk from infectious and communicable diseases	NP
We will work with our partners to ensure that rogue traders and scams are investigated and the public is protected from such illicit trade	<p>The public will be better advised of potential illegal operators in an area so that they can make more informed decisions</p> <p>Less people will be exposed to unfair trading and practices</p>	<p>The number of rogue traders operating in our area reduces</p> <p>The number of successful prosecutions increases</p>	NP
We will work within the Area Planning Board (APB) Partnership to implement the Commissioning Strategy for Substance Misuse Services	<p>Commissioned services will be flexible, integrated and provide equal access across the region and will meet people’s needs and improve their well-being</p> <p>The funding available will be better used to deliver services that are more cost effective and responsive to need</p> <p>Staff in generic or universal services will have increased awareness of substance misuse and how to access</p>	<p>Commissioning optimal model in accordance with APB commissioning principles</p> <p>Outcome based contracts / service level agreements will be in place</p> <p>More people will experience positive outcomes from engaging in treatment</p> <p>Fewer adults and young people</p>	KJ

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
	<p>services</p> <p>People will be helped to find and stay in suitable accommodation</p> <p>Access to after care will be improved</p>	<p>are drinking or using drugs at levels or patterns that are damaging to themselves or others</p> <p>Individuals are improving their health, well-being and life chances by recovering from problematic drug and alcohol use</p>	

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 4: We will work with partners to ensure those who are unable to work can maximise their income to live a good life</b>			
People will be supported to receive the UK Government benefits they are entitled to	<p>Provide online advice on the Council's website</p> <p>Support for online applications and DWP benefits and Housing Benefits available in Council Civic Centres</p> <p>Work with partners including voluntary sector to provide support and financial advice to claimants</p> <p>Consider awarding Discretionary Housing Payments (from limited resource) to claimants</p>	<p>Number of beneficiaries supported by Welfare Rights Team</p> <p>Number of Housing Benefit Claimants</p> <p>Number of claimants supported</p>	AJT/DR
We will implement the Welsh Government's Scheme to relieve the Council Tax burden on those with the lowest income	<p>Promote availability of scheme on the Council's website and in the media</p> <p>Ensure that the Council updates the Council Tax Support Scheme in line with Welsh Government policy</p>	<p>Number of claimants of Council Tax Reduction Scheme and value of financial support</p> <p>New scheme in place by 31<sup>st</sup> January each year</p>	DR

The steps we will take – Priority Actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 5: Care and support provided by social services will be personalised and will maximise people's independence</b>			
We will promote the Community Services Directory to enable more people to engage with and access support and services within their local communities	People will be able to easily find a range of local community-based services to support their well-being	Number of hits on the Community Services Directory	KJ
Where people's needs can only be met with social services involvement, people will be offered a Direct Payment	People are able to have choice and control over their ways their care and support needs are met	Number of people accessing direct payments – 351 as at 31/3/2017	AJ
Where people are unable to meet their needs through a Direct Payment, most people will be helped to live as independently as possible for as long as possible in a community setting through services we commission	Service users and carers will have clear, understandable information, advice and assistance to support them to maintain their well-being and make informed decisions; have control over the planning and delivery of their care; and have an outcome focused care and support plan	Rate of older people (aged 65 and over) supported in the community per 1,000 population aged 65 or over	AJ
We will implement the Regional	Carers' well-being is supported and	An increase in the number of	AJ

<b>The steps we will take – Priority Actions</b>	<b>What will be the outcome?</b>	<b>How will we demonstrate progress?</b>	<b>Lead</b>
Joint Carers' Strategy with our health partners	their needs are identified and recorded in a carers' assessment	carers' assessment completed	
We will implement the Welsh Government's Autism Strategy	Autistic people have access to the services and support they need	Implementation of the Strategy	AJ
We will embed a rights-based approach for older people and disabled people across the Council and ensure that people have access to advocacy support where that is required	Service users and carers will have access to independent advocacy where necessary or signposted to other type of advocacy to enable people to overcome barriers to participation in reviewing and meeting their needs	Mapping exercise completed to identify locally available advocacy services and potential demand from various client and population groups	AJ

**Well-being Objective 3: To develop the local economy and environment so that well-being of people can be improved**

*“Neath, Port Talbot and Pontardawe will be a vibrant and healthy place to live, work and spend our recreational time*

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 1: We will create the environment for new businesses to establish themselves and for existing businesses to grow</b>			
We will work with our regional partners to deliver the City Deal and lead on those projects that impact directly on the county borough subject to appropriate governance structures being agreed and affordability / risk criteria	The City Deal potentially provides the region with new ways of working and resources to unlock significant economic growth The 4 local authorities in the region and its partners will: Deliver projects to the value of £1.3 billion to support economic growth and 9,000 gross direct jobs will potentially be created over 15 years or more	Swansea Bay City Deal governance structures will be established and the five case business cases will be developed and submitted	GN
		The Council will lead projects in line with the agreed business cases: including: <ul style="list-style-type: none"> <li>• Centre of Excellence for Next Generation Services (CENGs)</li> <li>• Homes as Power Stations</li> </ul>	GN
We will deliver the agreed local economic development and regeneration programme	Our town centre will be more vibrant and viable	By increasing the number of visitors to our town centres, and encouraging additional quality	SB

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
		retailers into the towns, We will also strive to further promote already established and create new events such as the Neath Food and Drink Festival	
	Potential development sites to encourage inward investment and economic growth will be available	By successfully attracting new developments, and businesses to the area to create new employment	SB
	Quality manufacturing, research and development and office space will be available	We will further improve on our track record of supplying such space by supplementing our existing Business Parks with further high-end quality accommodation	SB
	Our valley communities will be more sustainable	Greater inward investment and generic growth of existing businesses within our valley communities	SB
We will establish a local Valleys Taskforce, led by elected members, and involving	To continue to bring forward development and employment opportunities whilst safeguarding	By attracting developments and employment opportunities in valley communities	GN

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
communities and local partners, to complement the Welsh Government’s objective to regenerate valley communities	existing jobs in valley communities		



The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 2: We will work with communities to increase reuse, recycling and composting</b>			
We will review and refine our waste management strategy in the context of delivering against statutory targets	Reuse, recycling and composting rates will increase	% local authority collected municipal waste prepared for reuse , recycling and composting	MR
		Tonnage of local authority collected municipal waste prepared for reuse, recycling and composting	MR
		Tonnage of local authority collected municipal waste not prepared for reuse, recycling and composting	MR

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 3: Local people and visitors are able to access good quality leisure facilities, country parks and theatres</b>			
We will encourage and help to promote local cultural events and traditions and also encourage local communities to participate in national events and traditions	Public engagement in existing events and festivals will increase	Visits and visitor spend	SB
We will develop the service models that support our leisure services, theatres and parks so that new income streams support their operation and they are less dependent on subsidy from the Council	From a user's perspective the quality of service would be at least as good and the cost of service to the Council would be reduced significantly	Financial management data	ADT
We will develop the offer of our theatres to attract a wide range of acts and performances	An improved variety quality of cultural offer	User satisfaction	ADT

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
We will use creative and innovative techniques to promote use and enjoyment of our natural environment, encouraging people to make use of local footpaths, cycleways and bridleways and parks	Improved network of walking and cycling routes throughout the county borough	Delivery of new / improved walking and cycling routes throughout the county borough	NP
		Health improvements	NP
		Reduction in congestion / pollution	NP
	Rights of Way Improvement Plan review and delivery takes account of the needs of a wide cross-section of the community	Delivery of an improved Public Rights of Way network across the County Borough, with a focus on areas that benefit a wide cross-section of our communities	NP
	To prepare, publish and keep under review a Public Rights of Way Plan	Provision of resources to support access to the countryside	NP
		Local access to the countryside is maintained	NP
We will identify inward investment opportunities for both the private and public sector in order to expand and improve upon the existing attractions and leisure	The number and variety of leisure attractions and destinations will increase	Increase in the value of new investments	SB
		Increase in visitor numbers	SB

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
offer		Increase usage by local residents	SB
We will work with partners to refurbish, repair and maintain locally important buildings and structures	Historic legacy will be preserved for future generations	Number of historic assets restored, refurbished, preserved and protected	SB

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 4: We will strive to protect our natural environment</b>			
Address with partners the agreed priorities set out within the Flood Risk Management Plan within available resources	Flood risk for the community will be reduced where the Council is able to take action	Improvement works completed in flood risk areas	MR/ DG
		Culverts in hotspot (flood risk) areas will be cleaned especially before forecast inclement weather arrives	MR
		Investment is secured and schemes are implemented	MR
Work with stakeholders to prepare, publish, implement and keep under review a Biodiversity Duty Plan.	Natural resource management will be integrated into standard working practices	Health and environmental sector will be supported with active partnerships	NP
		Public participation in the natural environment will increase	NP
		The network of sites will be better managed	NP

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
We will engage our local communities and wider partners to deliver a programme of activities that will engage and support local people to participate in our natural environment			ADT
We will use our statutory powers to challenge unacceptable levels of pollution	We will live and work in a healthier and cleaner environment	Air quality levels will be maintained or will improve	NP
		Sites will not be developed unless they are satisfactorily remediated	NP
		Water quality will improve	NP
		We will remediate contaminated land on development sites through the imposition of conditions	NP
		We will undertake direct remediation on sites which need remediating when funds become available	NP

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
		We will ensure that the Council's air quality strategy is reviewed and remains relevant	NP
		We will work with our partners to secure improvements to the quality of both ground water and our water ways	NP

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 5: We will work with our partners to ensure there are good communications links and connectivity across the county borough and wider City Region</b>			
We will enhance digital connectivity through our involvement in the City Deal	We will help transform the region into a super smart innovative region by 2035	Deliver the agreed digital infrastructure and test beds project in the NPT area in line with the agreed outputs set out in the five case business case	SB
We will help promote the Welsh Government' Superfast Broadband Cymru Programme	More homes and businesses within the county borough will have access to, and will effect access to, affordable high speed Broadband	Monitor “White Spots”, those areas that do not currently have access, and work with Welsh Government for new and innovative ways to reduce these	SJ
		Promote take up in those areas that do not have access by communicating its availability and attendant benefits	SJ
We will endeavour to maintain and expand the current transport network and explore alternative	Transport links between towns and rural areas are fit for purpose and will support the economic growth of the	Use of public and community transport will increase	DG



The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
transport solutions where conventional transport services are no longer sustainable	city region, promoting independent living and active travel	The number of routes to key developments (when identified ) will increase	DG
		Transport connections are improved	DG
	Infrastructure and technology will improve	A new transport hub and key bus corridors will be available	DG
	Passenger experience and links between transport modes will improve	Bus quality standards will be complied with	DG
We will prepare, publish and keep up to date an “Existing Route Map” and “Integrated Network Map” and also work with partners to develop and promote active travel	The network of walking and cycling routes across the county borough will be improved	New and improved walking and cycling routes will be delivered throughout the county borough	NP

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 6: We will work with our Public Services Board partners and others to explore how we can facilitate access to important local public services, using new and innovative approaches</b>			
We will continue to work with partners to identify new opportunities for shared use of public buildings	We will continue to work closely with other public sector/ 3 <sup>rd</sup> sector to identify sharing opportunities	By bringing forward viable proposals	SB
We will support third sector and community groups to sustain community access to facilities that they operate	We will continue to develop the operation of community facilities by Community and 3 <sup>rd</sup> sector organisations	By transferring community facilities	SB
We will bring forward proposals as to how we can support the third sector to enable more people to access on-line services	Complete baseline survey to identify provision.  Agree action plan with 3rd sector	Complete survey by December 2017	KJ
We will encourage the development of social and public enterprise in its diverse forms	We will continue to provide support to social enterprises	Number of social and public enterprises	SB

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 7: We will develop our local tourism offer</b>			
We will work with businesses and wider partners to support them to develop their visitor attractions and we will those who wish to create new attractions in the county borough	Tourism will contribute more towards the local economy through the jobs it supports and the visitor spending which it generates	Number of tourism operators supported	SB
We will lead the delivery of the NPT Destination Management Plan	Tourism development will be better co-ordinated with partners	Progress made against prioritised actions within the NPT Destination Management Plan	SB
We will seek funds to deliver tourism related initiatives in the area	Tourism will contribute more towards the local economy through the jobs it supports and the visitor spending which it generates	Funding secured to deliver tourism initiatives	SB

The steps we will take – priority actions	What will be the outcome?	How will we demonstrate progress?	Lead
<b>Improvement Objective 8: We will work to ensure that the Local Development Plan delivers upon its vision, objectives and strategy and work collaboratively with neighbouring authorities to deliver regional policies and initiatives</b>			
Work with colleagues, stakeholders, partner organisations and members of the public to deliver the strategy	There will be an increase in quality, affordable homes; jobs and the countryside, open spaces and cultural/historical heritage and identify will be protected	Key projects, such as, Coed Darcy Urban Village, Harbourside, Baglan Bay and the Bay Campus will be delivered	NP

# Consultation on the Council's draft well-being objectives (for the period October 2017 - May 2022)

## Annexe B

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## Consultation on the Council's draft well-being objectives (for the period October 2017 – May 2022)

### **What is this consultation about?**

Every year, Neath Port Talbot Council has to publish a Plan which sets out the Council's priorities for improvement and how we are changing the way we do things to ensure we continue to improve the services we deliver to you and our communities.

This year, the Plan will be different as it will need to take into account new Welsh Government legislation called 'The Well-being of Future Generations Act'.

The new law means that in our new Plan the Council needs to set out how we intend to improve the well-being of people in Neath Port Talbot.

This new law requires all public services to take a more joined up approach, to think more about the long term, to work better with and involve people and local communities when planning services, and to look to prevent problems before they arise or from getting worse.

### **How did the Council come up with the well-being improvement objectives?**

We have drafted our well-being objectives keeping in mind the changing public sector landscape.

We want Neath Port Talbot to be a place where everyone has the chance to get on in life, where people want to live, work and bring up their families.

We also want to help individuals, families and communities to be resilient and support themselves with minimal support from the Council.

But we have to achieve this within the funding we have to work with and local government funding pressures together with increasing demand for services means that we cannot continue to run the Council in the way we have done in the past – some things need to change.

For example whilst continuing to provide support for the most vulnerable, we will also focus resources on pro-active, targeted help to avoid the need for costly interventions when things go wrong.

To help us determine a clear vision and prepare a set of well-being improvement objectives for our new Plan, we have gathered a lot of information and understanding about what life is like in our county borough and what well-being actually means to people.

We have considered this information alongside current trends and performance, pressures around funding and key issues and challenges we will need to face over the life of the plan for example:

- Since 2010 we had to cut and make savings of £77 million from our budget and ongoing pressures mean that under the current Forward Financial Plan we need to cut another £24 million by 2020. The outlook beyond 2020 is currently being reviewed and further savings may be required over the next 5 years.
- Demographic shifts such as an ageing population means a rising demand in adult social care. Due to earlier detection of needs, we have seen an increase in the number of children with special educational needs who require additional learning support.
- Brexit means that we won't be able to access European funds for any new schemes after we leave the EU – a key source of funding for our regeneration work across the county borough.
- We are doing well across a range of performance targets and hitting and exceeding some including our recycling target and targets for educational attainment for children and young people. But there is room for improvement on others and expectations will continue to rise with new targets being set during the life of the new Plan.

In our new Plan we are setting out what we want to achieve over the next five years, the steps and actions we propose to get us there and the checks we will put in place to monitor our progress.

We want to improve the well-being of everyone in Neath Port Talbot and at the heart of our new Plan will be three key commitments we propose to focus on.

They are:

- Giving all of our children and young people the best start in life and helping them to be the best they can be
- Enabling adults in the county borough to live a good life and age well
- Making the county borough a vibrant and healthy place to live, work and spend our recreational time

We're interested to find out what you think about our suggested well-being objectives and whether you agree that we have identified the right areas to focus on.

### **How can I give my views?**

You can give your feedback until Friday 8<sup>th</sup> September 2017 and there are a number of ways to do this:

**Save time: Do it Online** - a self-completion questionnaire will be available on the Council's website [www.npt.gov.uk/well-being](http://www.npt.gov.uk/well-being).

**Paper Questionnaires in public buildings** – paper questionnaires and copies of the draft well-being objectives will be available in up to 35 public buildings across the county borough. These will include the One Stop Shops in Neath and Port Talbot, the Pontardawe Hub, all Council run libraries and all Council run community centres, amongst others.

**Email** – you can email your views to [improvement@npt.gov.uk](mailto:improvement@npt.gov.uk).

**Social media** – you can give us your comments via Facebook (Neath Port Talbot CBC) and Twitter (@NPTCouncil)

**Meetings and events** – Officers will attend a variety of meetings and events where you can find out more about the consultation and give your views

- Neath - dates to be confirmed
- Morrisons Store foyer



- Victoria Gardens events
- Family themed events in Gnoll park
  
- Port Talbot - dates to be confirmed
  - Aberavon Shopping Centre
  - Family themed events in Margam Park
  - Events on Aberavon Seafront
  
- Valley Communities - dates to be confirmed
  - Via Rural Development Plan staff
  - Dove Workshops
  - Glynneath Training Centre
  - Croeserw Community Centre
  - Pontardawe Arts Centre

## Corporate Plan 2017-2022 - Draft Well-being Objectives

### Consultation & Engagement Plan (6<sup>th</sup> July – 8<sup>th</sup> September 2017)

The table below lists the identified consultation and engagement activities to be undertaken during the above 8 week consultation period. The plan demonstrates engagement with a cross section of the community, including: the general public, those with protected characteristics, families, children and young people, local businesses, partners and a range of community groups. A range of engagement methods/channels will be used such as: the Council’s web site, social media, attending meetings and public events.

Date	Group	Activity
<b>Overarching Public Consultation:</b>		
Page 64 July – 31 <sup>st</sup> August 2017	General public	On-line - A self-completion questionnaire will be published on the Council’s website <a href="http://www.npt.gov.uk/well-being">www.npt.gov.uk/well-being</a>  Ad hoc briefings and social media postings throughout the consultation period
14 <sup>th</sup> July to 31 <sup>st</sup> August 2017	General public	Consultation packs will be available in up to 35 public buildings across the county borough. These will include the One Stop Shops in Neath and Port Talbot, the Pontardawe Hub, all Council run libraries and all Council run community centres, amongst others.

Date	Group	Activity
Dates to be confirmed	General Public - Neath: <ul style="list-style-type: none"> <li>• Morrisons Store foyer</li> <li>• Victoria Gardens events</li> <li>• Family themed events in Gnoll park</li> </ul>	Attend establishments / events to raise awareness of consultation and encourage feedback. Provide copies of summary document of draft well-being objectives and paper copies of consultation questionnaire.
Dates to be confirmed	General Public - Port Talbot <ul style="list-style-type: none"> <li>• Aberavon Shopping Centre</li> <li>• Family themed events in Margam Park</li> <li>• Events on Aberavon Seafront</li> </ul>	
Dates to be confirmed  Page 65	General Public - Valley Communities <ul style="list-style-type: none"> <li>• Via Rural Development Plan staff</li> <li>• Dove Workshops</li> <li>• Glynneath Training Centre</li> <li>• Croeserw Community Centre</li> <li>• Pontardawe Arts Centre</li> </ul>	

**Targeted Consultation:**

6th to 7th July 2017	Community Safety's Crucial Crew Event	Attend event – activity to be determined
6th July 2017	NPTCVS - BME Forum	Attend Forum meetings to raise awareness of consultation and encourage feedback. Provide copies of summary document of draft well-being objectives and paper copies of consultation questionnaire
11th July 2017	NPTCVS - Children & Young People Forum	
15 <sup>th</sup> July 2017	NPTCVS - Mental Health Forum	
20 <sup>th</sup> July 2017	NPTCVS - Youth Providers Network	Attend to raise awareness of consultation and encourage feedback. Provide copies of summary document of draft well-being objectives and paper copies of consultation questionnaire.
27th July 2017	NPT Older Persons' Council	
14th Aug 2017	NPT Youth Council	

**Targeted Consultation:**

From 6<sup>th</sup> July – 31<sup>st</sup> August  
2017

Disability Access Group

Swansea Bay Lesbian Gay Bisexual &  
Transgender Forum

NPT Carers Centre

NPT Community Safety Partnership

NPT Local Area Co-ordinators

LLAN / NASH

NPT Trade Union Briefing and Message to Staff

Public Services Board

Housing Providers Group

Communities First

Town & Community Councils

Think Families Partnership

Voluntary Sector Liaison Forum

Business Community

MPs / AMs / MEP

Activity to be determined (e.g. email link to on-line consultation, attend meetings (if scheduled) to raise awareness and encourage feedback, provide copies of consultation questionnaire)

	Commissioners: Childrens / Older People / Welsh Language / Police & Crime Commissioner / Future Generations	
	Switch Campaign Events	Using these scheduled events to promote the consultation via the website – do it online

<b>Targeted Consultation - Staff:</b>		
17th, 18th, 20th, 21st July 2017	NPTCBC Staff Roadshow – Chat with Chief	Chief Executive to raise awareness of consultation amongst those employees living in NPT
1st July – 31 <sup>st</sup> August 2017	In The Loop Intranet	To raise awareness of consultation amongst those employees living in NPT

## Equality Impact Assessment (EIA) Report Form

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

**Please refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.**

<b>Where do you work?</b>
Service Area: Corporate Strategy and Democratic Services
Directorate: Chief Executive's Office

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

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

Proposed revised corporate well-being objectives which will provide the framework for an updated Corporate Plan covering the period October 2017 – May 2022

**(c) It was initially screened for relevance to Equality and Diversity on June 26<sup>th</sup> 2017\_**

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

Age ..... Y <input type="checkbox"/>	Race ..... Y <input type="checkbox"/>
Disability ..... Y <input type="checkbox"/>	Religion or belief ..... Y <input type="checkbox"/>
Gender reassignment ..... Y <input type="checkbox"/>	Sex ..... Y <input type="checkbox"/>
Marriage & civil partnership ..... Y <input type="checkbox"/>	Sexual orientation ..... Y <input type="checkbox"/>
Pregnancy and maternity ..... Y <input type="checkbox"/>	Welsh language ..... Y <input type="checkbox"/>

**(e) Lead Officer**

**Name:** Karen Jones  
**Job title:** Head of Corporate Strategy and Democratic Services  
**Date:** June 28<sup>th</sup> 2017

## Section 1 – Aims

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project

### What are the aims?

To provide the framework for the Council's services and functions over the period October 2017 to May 2017 whilst discharging duties set out in various legislation, but in particular the Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009

### Who has responsibility?

Full Council

### Who are the stakeholders?

All residents of the county borough

Staff employed by the Council and their representatives

Bodies named in the Well-Being of Future Generations (Wales) Act 2015

External regulators and auditors

Future Generations Commissioner and other commissioners established by the Welsh Government

Businesses operating or proposing to operate in the county borough

Voluntary and community sector organisations

Town and Community Councils within the county borough

Partner organisations



## Section 2 - Information

### (a) Service Users

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age .....	<input type="checkbox"/>	Race .....	<input type="checkbox"/>
Disability .....	<input type="checkbox"/>	Religion or belief.....	<input type="checkbox"/>
Gender reassignment .....	<input type="checkbox"/>	Sex .....	<input type="checkbox"/>
Marriage & civil partnership .....	<input type="checkbox"/>	Sexual orientation.....	<input type="checkbox"/>
Pregnancy and maternity .....	<input type="checkbox"/>	Welsh language.....	<input type="checkbox"/>

#### **What information do you know about your service users and how is this information collected?**

There is a wealth of information known about stakeholders and service users. The summary of their well-being is set out in the Neath Port Talbot Public Services Board Well-being Assessment which has been drawn upon to inform this set of proposals.

<https://www.npt.gov.uk/default.aspx?page=12572>

The planned consultation on the proposals seeks to specifically engage with particular groups of service users to test out the proposals and their likely impact on the well-being of people with different characteristics

#### **Any Actions Required?**

Yes – the planned consultation seeks to test the proposals and their likely impact on different groups

### (b) General

#### **What information do you know and how is this information collected?**

Please see above.

The data and summarised reports are held on the Public Services Board website which is available to the public

Details of people who shared a protected characteristic are not well developed in some of the datasets and this is acknowledged. This is why the consultation plan has been developed to specifically test the proposals with groups where we have limited data and insight.

#### **Any Actions Required?**

Yes - ensure the consultation reaches people who share protected characteristics

## Section 3 – Impact

### (a) Impact on Protected Characteristics

Please consider the possible impact on people with different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Age	➔ <input type="checkbox"/> y	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	➔ <input type="checkbox"/> y	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> y
Marriage & civil partnership	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> y
Pregnancy and maternity	➔ <input type="checkbox"/> y	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	➔ <input type="checkbox"/> y	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> y
Sex	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> y
Sexual orientation	➔ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> y
Welsh language	➔ <input type="checkbox"/> y	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Thinking about your answers above, please explain (in detail) why this is the case. Include details of any consultation (and/or other information) which has been undertaken to support your view.**

The well-being assessment which provides a significant basis for these proposals is an extensive set of evidence that has been gathered by a range of public and community organisations over a period of time.

The detail for different groups within the population varies and consequently that is why it is particularly important to reach out to groups where insight is more limited.

Please see the well-being assessment documentation which describes some of the limitations in the existing evidence base.

Going forward, the Council needs to review its approach to community engagement and communication to provide more systematic methods of gathering and testing information about representative groups in the population.

## **(b) Impact on the Welsh Language**

**What is the likely impact of the policy on:**

- **Opportunities for people to use Welsh**
- **The equal treatment of the Welsh and English languages**

**Please give details**

There are specific actions set out in the document to promote Welsh Language and culture. In particular, the measures the Council proposes to take to increase the education and learning provision to grow the number of Welsh speakers in the area.

**Could the policy be developed to improve positive impacts or lessen negative impacts? Please give details**

The Council is required to produce a five year plan as part of the determinations made by the Welsh Language Commissioner to increase the number of Welsh Speakers. Once that work is completed, it will be integrated into the Corporate Plan.

**Actions (to increase positive/mitigate adverse impact).**

Ensure the five year plan required under the Welsh Language Standards is informed by and integrated with this work in due course.

## **Section 4 - Other Impacts:**

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

### **(a) Equalities**

Public Sector Equality Duty (PSED)

- to eliminate discrimination, harassment and victimisation;
- to advance equality of opportunity between different groups; and
- to foster good relations between different groups

**Please explain any possible impact on meeting the Public Sector Equality Duty**

A core feature of the proposals is to reduce inequalities across a range of different groups, not just in relation to protected characteristics but other characteristics such as poverty

Additionally, there are proposed actions to strengthen community cohesion and in particular the way the Council works with communities and with other agencies in empowering and developing community capacity

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

Preliminary discussions have taken place through the voluntary sector liaison committee who are committed to developing a more coherent approach. The Compact between the Council and the Sector has been updated to reflect this commitment.

The Public Services Board has been reviewing the conclusions in the well-being assessment and has identified the need to reduce inequality and to strengthen communities as priorities within its work programme. There is work ongoing to develop the specific focus of the Board's work.

The Council has recently updated its Strategic Equality Plan and has set out priorities within that Plan. Where appropriate actions from the Strategic Equality Plan feature within the priorities and actions to support the Well-being Goals.

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

## **(b) Reduce Social Exclusion and Poverty**

### **Please explain any possible impact**

The Council is working with the community to develop a BME forum. The work is in its infancy and should as it matures provide a good mechanism for capturing issues, ideas and concerns from these community groups.

The Council is also working with the CVS to strengthen input from disabled people and their carers, in particular through the Disability Forum.

The Council is working with partners to develop its Military Covenant Forum to ensure there are no people disadvantaged due to military service.

There is a strong partnership in place to support families resettled as part of the Government's Syrian Refugee Programme.

The Council led work across to develop the Population Assessment required under the Social Services and Wellbeing (Wales) Act 2014 and the evidence base generated from that work has been incorporated into the Public Services Board well-being assessment which has informed these proposals. This evidence provides good insight to the well-being of people who have care and support needs and their carers.

The Council has new legal duties to prevent people from being drawn into terrorism and a training programme to enable staff and contractors to identify and refer vulnerable people was resourced as part of budget setting and is making good progress.

The Council also has new duties in relation to violence, domestic abuse and sexual violence and has drafted a joint strategy through a local partnership approach to identify how it will meet the duties under the Act

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

Nothing further to add at this stage

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

There is more work to do to strengthen links with the faith community

Additionally, the Council aspires as part of these proposals to adopt a rights based approach across its service delivery and this should ensure there is a more consistent approach to the way we work with people of all backgrounds.

## **(c) Community Cohesion**

### **Is the initiative likely to have an impact on Community Cohesion?**

The Plan should strengthen community cohesion as there are both specific actions, for example the work to deliver the Government's PREVENT programme and more general actions, such as reviewing the Council's approach to community development that are proposed as actions over the Plan period.

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

As part of the consultation we will engage with a diverse range of groups to test the acceptability and relevance of the proposed actions.

## **Section 5 Consultation**

### **What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support the views in section 3 and 4?**

Many of the proposed actions have already been subject of consultation or engagement with a range of people.

We now want to test the proposals further with a diverse range of people and groups to establish if the framework is fit for purpose; whether the priorities and actions make sense and whether there are omissions

### **Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)**

Complete the consultation and engagement and refine proposals in light of the feedback received.

## Section 6 – Post Consultation

What was the outcome of the consultation?

n/a

## Section 7 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor the impact of this function, service, policy, procedure, strategy, plan or project:

**Monitoring arrangements:**


n/a

**Actions:**

## Section 8 – Outcomes:

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

- Outcome 1: Continue the initiative...
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...
- Outcome 4: Stop and remove the initiative...

<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	
<input type="checkbox"/>	

For outcome 3, detail the justification for proceeding here

## **Section 9 - Publication arrangements:**

Information on the publication arrangements for equality impact assessments is available in the guidance notes



### Action Plan:

<b>Objective</b> What are we going to do and why?	<b>Who will be responsible for seeing it is done?</b>	<b>When will it be done by?</b>	<b>Outcome</b> How will we know we have achieved our objective?	<b>Progress</b>

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