



**SOCIAL SERVICES, HOUSING AND COMMUNITY SAFETY CABINET
BOARD**

**IMMEDIATELY FOLLOWING CABINET SCRUTINY COMMITTEE
THURSDAY 21 SEPTEMBER 2023**

**MULTI-LOCATION MEETING – COUNCIL CHAMBER PORT TALBOT
AND MICROSOFT TEAMS**

**ALL MOBILE TELEPHONES TO BE SWITCHED TO SILENT FOR THE
DURATION OF THE MEETING**

Webcasting/Hybrid Meetings:

This meeting may be filmed for live or subsequent broadcast via the Council's Internet Site. By participating you are consenting to be filmed and the possible use of those images and sound recordings for webcasting and/or training purposes.

Part 1

1. Appointment of Chairperson
2. Chairpersons Announcement/s
3. Declarations of Interest
4. Minutes of Previous Meeting (*Pages 5 - 8*)
5. Forward Work Programme 2023/24 (*Pages 9 - 10*)
6. Public Question Time
Questions must be submitted in writing to Democratic Services, democratic.services@npt.gov.uk no later than noon on the working day prior to the meeting. Questions must relate to items on the agenda. Questions will be dealt with in a 10 minute period.

7. Healthy Relationships for Stronger Communities Strategy (Pages 11 - 88)

For Decision:

8. Commissioning of Care And Support Services For Three Supported Living Schemes (Pages 89 - 118)
9. Delegation under Local Government Legislation to Briton Ferry Town Council regarding the provision of a day service (Pages 119 - 132)

For Monitoring:

10. Children & Young People, Adult Services and Housing & Community Safety - 1st Quarter (April 2023- June 2023) Performance Report (Pages 133 - 196)
11. Urgent Items
Any urgent items (whether public or exempt) at the discretion of the Chairperson pursuant to Regulation 5(4)(b) of Statutory Instrument 2001 No. 2290 (as amended).

Part 2

12. Access to Meetings - Exclusion of the Public (Pages 197 - 202)
To resolve to exclude the public for the following items pursuant to Regulation 4 (3) and (5) of Statutory Instrument 2001 No. 2290 and the relevant exempt paragraphs of Part 4 of Schedule 12A to the Local Government Act 1972.

For Decision:

13. Business Case For Establishing An In-House Adult Family Placement Service (Pages 203 - 300)
14. In-house delivery of Assistive Technology Installations, Maintenance and Removals (Pages 301 - 324)

For Information:

15. Audit Report No. 13 - Hillside Secure Children's Home. (Pages 325

- 346)

K.Jones
Chief Executive

Civic Centre
Port Talbot

Friday, 15 September 2023

Social Services, Housing and Community Safety Cabinet Board
Members:

Councillors. J.Hale, S.Harris and A.Llewelyn

This page is intentionally left blank

EXECUTIVE DECISION RECORD

SOCIAL SERVICES, HOUSING AND COMMUNITY SAFETY CABINET BOARD

13 JULY 2023

Cabinet Members:

Councillors: J.Hale, S.Harris and A.Llewelyn

Officers in Attendance:

A.Jarrett, C.Howard, A.Thomas, K.Warren, J.Hodges, C.Jones and N.Jones

Wales Audit Office:

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor Llewelyn be appointed Chairperson of the meeting.

2. **CHAIRPERSONS ANNOUNCEMENT/S**

There were none.

3. **DECLARATIONS OF INTEREST**

There were none.

4. **MINUTES OF PREVIOUS MEETING**

The minutes of the 8th June 2023 were noted.

5. **FORWARD WORK PROGRAMME 2023/24**

The Forward Work Programme was noted.

6. **PUBLIC QUESTION TIME**

No questions from the public were received.

7. **NEATH PORT TALBOT ADULT SOCIAL CARE STRATEGY 2023 - 2026**

That having due regard to the Integrated Impact Assessment, Members granted permission for Officers to conduct a 60 day public consultation period for Neath Port Talbot draft Adult Social Care Strategy 2023-26 as detailed in Appendix 1.

8. **DRAFT HOUSING AND HOMELESSNESS STRATEGIC PLAN 2023-26**

That having had due regard to the integrated impact assessment, Members approved a 90 day public consultation period for the draft Housing and Homelessness Strategic Plan 2023/24-2025/26, as detailed in Appendix 1.

9. **NEATH PORT TALBOT CHILDREN & YOUNG PEOPLE SOCIAL CARE STRATEGIC PLAN 2023 - 2026**

That having had due regard to the Integrated Impact Assessment, Members granted permission for Officers to conduct a 60-day public consultation period for Neath Port Talbot draft Children & Young People Services Strategic Plan 2023-26 as detailed in Appendix 1.

10. **CHILDREN & YOUNG PEOPLE SERVICES, ADULT SERVICES AND HOUSING & COMMUNITY SAFETY - 4TH QUARTER (APRIL 2022-MARCH 2023) PERFORMANCE REPORT**

That the report be noted.

11. **URGENT ITEMS**

There were none.

12. **ACCESS TO MEETINGS - EXCLUSION OF THE PUBLIC**

13. **SUBSTANCE MISUSE COUNSELLING SERVICE - WESTERN BAY AREA PLANNING BOARD (EXEMPT UNDER PARAGRAPH 14)**

That having had due regard to the integrated impact assessment, the authority is to be granted to enter into a new contract with Platform for

the delivery of the CWTCH within the Western Bay region. The contract price will be £276,958 per annum. The new contract will start on the 1st August 2023 and run to 31 March 2025, with the option to extend for two 12-month extension periods. The total value of the new contract for the 19-month period is £438,516.83 net of VAT.

That the report is noted for information that, in accordance with Contract Procedure Rule 7.2, exclude the requirement for competitive tendering as provided for under CPR 7.1.4 on the basis that the proposed Contract is the provision of services of a specialised nature which are carried out by only one Contractor.

CHAIRPERSON

This page is intentionally left blank

Social Services, Housing and Community Safety Cabinet Board
(Immediately following Scrutiny Committee starting at 2pm)

Meeting Date 2023	Agenda Item and Type	Contact Officer
Page 9	VAWDASV re-tendering Consultation	Hayley Short
	Housing support grant contracts	Hayley Short
	Youth Justice Plan	Alison Davies
	Responsible Individual on Hillside	Sian Coffey/Mel Weaver/Dave Tiddy
	Hillside Manager Report	Sian Coffey
	Practice Improvement Group	Maria Selby
	Procurement of Domiciliary Care	Hayley Short
	Advocacy Tender	Hayley Short
	SPOC: Ongoing demands and our ability to meet them	Keri Warren/Nune Aleksanyan/Carly Crocker
	Business Case for bringing Trem y Glyn in house	Hayley Short
Enhanced Transitional Supported Accommodation	Hayley Short/Gemma Hargest/Ali Davies	
Quarterly Performance Report Quarter 2	Shaun Davies	

Meeting Date 2024	Agenda Item and Type	Contact Officer
25 th January	Housing & Homelessness Strategic Plan	Chele Howard
	Children's Services Strategic Plan	Keri Warren
	Review of client fees for Assistive Technology Services	Donna Jones/Sarah Waite

Meeting Date 2024	Agenda Item and Type	Contact Officer
21 st March	Responsible Individual on Hillside	Sian Coffey/Mel Weaver/Dave Tiddy
	Hillside Manager Report	Sian Coffey
	Quarterly Performance Report Quarter 3	Shaun Davies



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNCIL SOCIAL IN SERVICES, HOUSING AND COMMUNITY SAFETY CABINET BOARD

21st September 2023

**Report of the Interim Head of Housing & Communities – Chelé
Zandra Howard**

Matter for Decision

Wards Affected All Wards

Healthy Relationships for Stronger Communities Strategy

Purpose of Report

To present the final draft of the “Healthy Relationships for Stronger Communities” Strategy (2023-2026) for approval.

This strategy is Neath Port Talbot Council’s (“The Council”) and Swansea Bay University Health Board’s (“The Health Board”) joint response to the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 (“The Act”).

Executive Summary

In 2015, the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 was introduced, which placed a duty on local authorities and health boards to produce and publish a local strategy for the local authority area and then to take reasonable steps to achieve the objectives set out in the local strategy.

In 2017, Neath Port Talbot’s first ‘Healthy Relationships for Stronger Communities’ strategy was prepared. This was a 3 year strategy, overseen by the Violence Against Women, Domestic Abuse and

Sexual Violence (VAWDASV) Leadership group. A revised strategy was produced for 2020-2023. Significant progress has been made across all areas of VAWDASV related support and services.

A draft revised strategy has now been produced for 2023-2026.

The objectives within this revised strategy mirror those in the original strategy, but the actions within them are new, to be delivered on over the next 3 years.

Due to the Covid-19 pandemic, some of the actions of the earlier strategy have been carried forward.

Attached, at Appendix 1 is the revised Strategy which has been developed and approved by a strengthened multi-agency partnership, chaired by the Strategic Manager for Partnerships & Community Cohesion.

Following Cabinet approval, the strategy was subject to a 2 week consultation between 29th May 2023 and 12th June 2023.

The consultation responses have been considered, and there was no requirement for any additional changes to be made to the strategy.

Background

In 2015, the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 was introduced. This Act aims to improve arrangements for the prevention of gender-based violence, domestic abuse and sexual violence; improve arrangements for the protection of victims of such abuse and violence; improve support for people affected by such abuse and violence; and requires the appointment of a National Adviser on gender-based violence, domestic abuse and sexual violence.

The Act created a number of new responsibilities for local authorities in Wales including a duty to prepare and publish a strategy for the local authority's area, jointly with the relevant health board.

In order to meet the requirements of the Act, the former Domestic Abuse Strategy Group (DASG) was disbanded and replaced by a new multi-agency Leadership Group. There has been sustained senior commitment to the Group over the last 6 years and significant progress has been made on all aspects of the strategy.

This commitment has continued with the development of the revised strategy for 2023-2026. As with the original strategy, this revised Strategy follows the structure of the Welsh Government's National Strategy for Violence Against Women, Domestic Abuse and Sexual Violence, enabling the local partnership to demonstrate its contribution to delivering the national policy objectives established by the Welsh Government. It includes all of the areas of activity that are set out in various statutory guidance documents, but most importantly, it identifies the strengths and challenges for this area and sets out a series of achievable actions to help us to achieve our long term vision:

“To prevent and eradicate violence against women, domestic abuse sexual violence by promoting equality, safety, respect and independence to enable everyone to live from abuse and the attitudes that perpetuate it.”

Key Objectives

There are seven objectives set out in the Strategy:

1. Communications & Engagement

Increase the reports of Violence Against Women, Domestic Abuse and Sexual Violence in Neath Port Talbot, through awareness raising and challenging attitudes.

2. Children & Young People

Increase awareness in children, young people and adults of the importance of safe, equal and healthy relationships and empowering them to positive personal choices.

3. Perpetrators

Increase the focus on holding those who commit abuse to account and supporting those who may carry out abusive or violent behaviour to change their behaviour and avoid offending.

4. Early Intervention & Prevention

Make early intervention and prevention a priority – To reduce the number of repeat victims and reduce the number of high risk cases.

5. Training

Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors.

6. Accessible Services

Provide all victims with equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional and responsive services across Wales.

7. Courts & Criminal Justice

Increased focus on improving the recognition of and responses to violence against, women, domestic abuse and sexual violence in all criminal justice proceedings.

Consultation

A wide range of stakeholders and local survivors were consulted during the development of the Strategy. A further 2 week consultation and engagement exercise was undertaken to ensure that the Strategy had wide support.

The consultation included an on-line survey, face to face consultation with the local community, and distribution of the draft Strategy through various partnership networks, including the Area Planning Board, Community Safety Partnership and the Public Services Board and the

Violence Against Women, Domestic Abuse & Sexual Violence Leadership Group, and its wider network.

The consultation exercise focused on Chapter 7 of the strategy, as this is where the amendments for 2023-26 have been made; outlining the work we will undertake to achieve each of the objectives.

As the strategy was developed in partnership from the outset, we had not anticipated many suggested changes, nor a high level of responses.

Of the online responses received, 100% were in agreement that each of our objectives were the right matters to focus on. 100% of respondents also agreed that all of the actions contained within the strategy were appropriate and fit for purpose.

Respondents were given the opportunity to provide any additional comments or feedback. The following comments were shared;

‘This is such an important area of work for our young people within Neath Port Talbot’

‘Consistency and commitment to VAWDASV within the Criminal Justice System for all victims’

‘Excellent Work’

‘This strategy shows great commitment from NPTCBC and Partners to tackling VAWDASV’

As there were no concerns raised by partners or residents, or any suggested amendments; there have been no changes made to the final version of the strategy, attached as Appendix 1.

Financial Impact

There are no new identified recurring revenue resources identified to support the new duties and responsibilities summarised in this report. Consequently, any proposed changes will require a refocusing of existing resource or acquisition of new funding streams.

Integrated 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.”

The subject of this report is legislation that is aimed at gender-based violence and consequently the impact should be positive as far as the protected characteristic of gender is concerned.

Local research also identifies children as being affected by domestic abuse and consequently the impact of the legislation is likely to be positive for the protected characteristic of age.

An Integrated Impact Assessment has been developed and is attached as Appendix 2.

Workforce Impact

The Act & Strategy has resulted in a new workplace Domestic Abuse Policy and the introduction of Safe Leave, for staff who are affected by any form of VAWDASV.

The Act continues to impact on commissioning activities that fall within the scope of the Act, which in turn may have particular workforce implications e.g. the requirement to deliver training that meets the requirements set out in the National Training Framework.

Other workforce impacts identified will be reported to Members when progress reports are made.

Legal Impact

The preparation and publication of this revised strategy will ensure the Council discharges its statutory duty as required within the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

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”.

The strategy will assist the Council in discharging its duty to prevent gender-based crime and disorder in its area.

Risk Management

There is a risk of non-compliance with the duties introduced by the Act if sufficient resources are not provided to local authorities to cover the costs of the associated activities.

This risk has been mitigated by ensuring proposed actions within the Strategy can be delivered within existing resource, albeit there is a continued need to refocus how those resources are best used, and work closely with partners to explore the potential to draw in additional funding.

Recommendations

It is recommended that:

1. The Cabinet Board approve the content of the final strategy and its publication.

Reason for Proposed Decision

1. To secure compliance by the Council with the duties under Section 5 (1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

2. To also ensure the Council will continue to benefit from the Welsh Government grant that supports this legislation, which has been pooled on a regional basis since 2018/19.

Implementation of Decision

The decision is proposed for implementation after the three day call in period.

Appendices

1. Neath Port Talbot Healthy Relationships for Stronger Communities Strategy (2023-2026); implementing the Violence Against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015;
2. Integrated Impact Assessment;
3. Presentation slides, highlighting the 7 key objectives and their associated actions, to be delivered during 2023-2026.

List of Background Papers

None

Officer Contact

Chele Howard, Interim Head of Housing and Communities
c.howard@npt.gov.uk

Claire Jones, Strategic Manager, Partnerships and Community Cohesion, s.c.jones@npt.gov.uk

Elinor Wellington, Principal Officer, Community Safety
e.wellington@npt.gov.uk

Lisa Potterton, Senior Policy and Engagement Officer, Community Safety l.potterton@npt.gov.uk



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board



Healthy Relationships for Stronger Communities

NPT VAWDASV Strategy 2023-2026

Implementing the Violence Against
Women, Domestic Abuse & Sexual
Violence Act (Wales) 2015

Contents

- 1 INTRODUCTION
- 2 OUR VISION, AIMS & KEY PRINCIPLES
- 3 ACHIEVEMENTS
- 4 CONTEXT
- 5 RESOURCES AND SERVICE MAPPING
- 6 CONSULTATION AND ENGAGEMENT
- 7 OVERARCHING FRAMEWORK AND STRATEGIC OBJECTIVES
- 8 LEADERSHIP AND GOVERNANCE
- 9 MEASURES

INTRODUCTION



The human and emotional costs of violence in domestic and public spheres cannot be underestimated.



ACCOMMODATION

Refuges:
3 units, 19 spaces



Move on:
19 self contained units



High Risk
MARAC: 2019/20

612 Cases discussed
468 Children in household
432 IDVA referrals

MARAC: 2020/21

527 Cases discussed
836 Children in household
437 IDVA referrals

Independent Domestic Violence Advocates (IDVA)
NPT – 4 IDVAs, 1 senior IDVA
3 Regional IDVAs – Court IDVA, DRIVE IDVA, Health IDVA

Targeted Specialist Support

- ➔ Thrive Women's Aid
- ➔ Calan DVS
- ➔ Hafan Cymru
- ➔ New Pathways

SUPPORT

- ➔ Floating support
- ➔ Counselling
- ➔ Remote evidence facility
- ➔ CYP programmes
- ➔ Group Programmes
- ➔ Drop-in services



SOCIAL SERVICES

SPOC then signposting to:

- ➔ Early Intervention – Families First
- ➔ Statutory Services
- ➔ Information & advice
- ➔ FAST (Family Action Support Team)

Children's Services – 2020/21
7042 PPN received, 3029 relating to domestic abuse (41%)

FAMILIES FIRST

- ➔ Team around the Family
- ➔ Children & Families Team
- ➔ Domestic Abuse Service
- ➔ Flying Start

Children & Young People EDUCATION

- ➔ Relationship & Sexuality Education
- ➔ Spectrum
- ➔ Camau Training
- ➔ NPT Youth Service
- ➔ South Wales Police Schoolbeat
- ➔ Crucial Crew
- ➔ Freshers/Wellbeing events



Page 21

This is Neath Port Talbot County Borough Council and Swansea Bay University Health Boards third 'Healthy Relationships for Stronger Communities' strategy, implementing the Violence Against Women Domestic Abuse and Sexual Violence (Wales) Act 2015. The first strategy was published in 2017 and the second in 2020. Since this time, various changes have been made and this progress is highlighted throughout this revised strategy.

As with our earlier strategies, this is an overarching plan which outlines the priority areas and strategic direction around healthy relationships and the implementation of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 within Neath Port Talbot. It has been developed with the involvement of partner agencies and survivors. It aims to tackle all forms of violence in relationships, responding to the growing number of referrals being received by specialist providers; reducing harm and improving the lives of those affected.

This agenda is 'everyone's business' and is a cross cutting theme that requires all areas of public policy to address violence in domestic and public spheres, to shape and improve the delivery of services for those affected and to meet the requirements outlined in the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. This Act places a statutory duty on the Local Authority and Swansea Bay University Health Board to jointly prepare and publish a strategy to meet local needs and to prevent all forms of Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV).

Neath Port Talbot County Borough Council (NPTCBC) and Swansea Bay University Health Board has worked with a wide range of partner agencies to develop this strategy and will continue to work with partner agencies to provide services to all victims of crime and to bring all offenders to justice. We have also worked closely with Swansea City Council, to establish areas of work which are best delivered on a regional basis and these will be highlighted throughout the strategy.

The term "Violence Against Women" which is used nationally and in this strategy refers to the range of crime types which are predominantly, but not exclusively, experienced by women and girls. Such gender-based violence includes domestic abuse, rape and

sexual violence, stalking, female genital mutilation, forced marriage, crimes committed in the name of 'honour', trafficking, sexual exploitation, including commercially through the sex industry, and sexual harassment in the workplace and public.

Having a co-ordinated approach to addressing these issues does not mean this neglects abuse directed towards men and boys or other groups and individuals who experience these forms of violence, or neglects to deal with violence perpetrated by women, where this occurs.

Those with the power to transform the cultures that perpetuate violence must work together. This strategy encourages partners to further work together to achieve positive outcomes for all victims of VAWDASV.

It is important that we reflect on the Covid-19 pandemic and the impact this has had on victims. The pandemic has also affected the work of the council and its partners in recent years. During this time, it was recognised nationally and locally that incidences of domestic abuse drastically increased. Victims were presenting with increased complexities and very difficult circumstances. Whilst services continued to support these victims in the best possible way, this undoubtedly put added pressure on all local services who were operating differently due to Covid restrictions.

2 →

“To prevent and eradicate gender based violence by promoting: equality; safety; respect; and, independence to enable everyone to live free from abuse and the attitudes that perpetuate it.”

OUR VISION, AIMS & KEY PRINCIPLES

Page 22



Having a co-ordinated community response ensures that all relevant organisations effectively respond to these issues, both within their own agencies and in collaboration with other partners, to prevent harm, reduce risk and increase immediate and long-term safety for people living in Neath Port Talbot.

This agenda affects all services including children and adult services, housing, police, health, probation, civil and criminal courts, voluntary and community organisations. We maintain that it is everyone’s responsibility to address all forms of VAWDASV by identifying and supporting survivors and their children and holding perpetrators accountable, whilst offering opportunities to change their behaviour.

Our response to these issues highlights the diversity and needs of people affected and the most significant priority is to keep survivors at the centre of our work.

We recognise that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender, class and marital status.

Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance use, child protection issues, physical injury, offending behaviour and ongoing trauma.

Aims & Key Principles

In line with the requirements of the Well-Being of Future Generations (Wales) Act 2015, our aims and key principles within this strategy have been developed to meet the following 5 ways of working which will help us to work together better, avoid repeating any past mistakes and tackle some of the long term challenges we are facing.

Long Term

- To ensure there is a strong focus on education and work with young people with the aim of eradicating violence and abuse over the long term
- To work with communities and employers to bring about a cultural shift in attitudes towards violence and abuse so that it is no longer tolerated or considered acceptable
- To provide services that offer best value for money

Early Intervention & Prevention

- To refocus funding and remodel services so that victims and perpetrators can access help and support at the earliest possible time and to prevent cases reaching a point of crisis

Collaboration

- Continue to build and develop a confident, strong partnership
- To develop regional and national collaborative approaches where this is more effective than a local response
- To work towards a collaborative commissioning model for all VAWDASV services in the NPT area

Involvement

To ensure our service delivery is person centred

To ensure the voices of people affected by violence and abuse are heard and that more opportunity is created to develop services that are evidence based and include survivor involvement

Integration

- To adopt a holistic approach so that the well-being of people affected by violence and abuse is considered in service responses
- To ensure this work is recognised as everyone's business

ACHIEVEMENTS

3 →

We have made significant progress over the past 3 years, despite the challenges faced during the Covid-19 pandemic. This chapter highlights some of the key areas of progress made against each of the 7 objectives of our original strategy. This revised strategy will further build on these achievements, working towards preventing VAWDASV and better supporting those who are affected.

What have we achieved?

Objective 1

Communications & Engagement

- In addition to extending the membership of our Communications & Engagement Group to include a local survivor and SBUHB representative, recent new members include a regional administrator and a sexual violence support service representative from New Pathways
- Our annual White Ribbon campaign has promoted numerous local and national campaigns including Clare's Law, Bright Sky, Ask Angela, Respect. Our continual rolling campaigns ensure regular awareness raising of all relevant services and resources

Page 24

White Ribbon 2021 was supported by local grass roots sports teams across NPT, raising awareness of how young men and boys can address inappropriate behaviour in all aspects of everyday life, with support for the Welsh Government 'Call Out Only' campaign

- Safer NPT White Ribbon campaigns reached over 71k people across social media over the past 3 years
- Our regional 'Heads Up' campaign was rolled out across the hair and beauty industry to upskill staff in identifying domestic abuse and providing confidence in handling sensitive conversations

» Information packs were distributed, included promotion of the Live Fear Free helpline, as well as the Respect helpline for perpetrators

» Online training sessions and webinars were delivered by Welsh Women's Aid for professionals working in the hair & beauty industry to enable identification of abuse and increase confidence in conversations around advice and support for clients

» In conjunction with partner organisations, Calan DVS recorded a podcast aimed at the beauty industry, the podcast which was uploaded to iTunes and Spotify has had over 200 downloads

- Swansea Bay University Health Board (SBUHB) has also recognised the importance of raising awareness by increasing the visibility of the Corporate safeguarding team across the Health Board by working with high priority areas such as Minor Injuries, Emergency Department, Sexual Health and Midwifery to increase awareness of VAWDASV. With the addition of the violence prevention team (VPT). The purpose of the VPT are to reduce crime and associated harm by providing appropriate support and signposting. Violence Prevention Teams have been successfully implemented across England, with only one other team based in the University Hospital of Wales, Cardiff. Along with the Healthcare IDVA who raises awareness of domestic violence and abuse and is establishing and maintaining health links with Safeguarding/ relevant multi-agency forums
- (SBUHB) raised awareness of White Ribbon Day on their intranet site; Ask and Act champions and trainers were updated on the significance of the day and staff were encouraged to wear the white ribbon and place posters across the Health Board. Due to strict Covid restrictions across all sites the usual awareness raising did not take place in 2020 & 2021
- Calan DVS took part in Neath Port Talbot's safeguarding week to deliver 4 sessions to 37 individuals on: Inspiring Families, The Compass Programme and becoming an organisation that actively includes LGBTQ+

- Swansea Bay University Health Board (SBUHB) raised awareness of White Ribbon Day on their intranet site; Ask and Act champions and trainers were updated on the significance of the day and staff were encouraged to wear the white ribbon and place posters across the Health Board. Due to strict Covid restrictions across all sites the usual awareness raising did not take place in 2020 & 2021

Objective 2

Children & Young People (CYP)

- A pilot programme has been developed in partnership with Thrive Women's Aid, NPT Well-Being Service, Youth Service and Llangatwg Community School to respond to CYP who did not receive vital RSE/Healthy Relationships education due to the pandemic and associated restrictions. A bespoke package of support is being delivered to Year 7, 8 and 9 and teachers
- Our Children & Young People Task & Finish group concluded with the development of a visual graphic detailing referral pathways and support services for low, medium and high-risk families. This has been especially useful for partners
- Since the pandemic Hafan Cymru were able to deliver Healthy Relationship education to 547 pupils across NPT and included 48 teachers in the sessions
- Camau Training has delivered Healthy Relationship education to 1800 pupils including added content on consent
- During the pandemic Safer Neath Port Talbot delivered a virtual Crucial Crew event to all 53 primary schools in the borough. This was delivered via a video resource developed with 12 partner organisations and shared on the NPT Education Hwb platform
- Calan DVS developed and delivered a range of CYP programmes including Ar Trac, ACEs Recovery Toolkit and Listen & Hear Me
- New Pathways introduced a regional CYP Sexual Violence Support Worker to work with children and young people who have experienced sexual violence and their families
- New Pathways reduced the high waiting lists for CYP sexual violence therapeutic services by a further 50% and introduced a triage service to ensure highly complex referrals received urgent support
- New Pathways introduced a specialist CYP Independent Sexual Violence Advisor (ISVA) to cover the Western Bay region
- The School Nursing Service is represented on the Swansea Bay Relationship and Sexuality Education (RSE) Working Group
- The Group has developed lesson plan packs for Primary and Secondary schools. They are designed to provide good quality, standardised and evidenced based RSE and ensure pupils receive accurate and age appropriate information. School Nurses deliver the lesson plans to Years 5/6 in Primary school and Year 9 in Secondary school
- Thrive WA have secured funding in partnership with Welsh Women's Aid and other Women's Aid organisations across Wales to deliver the Respect programme to young people who are displaying violent or aggressive behaviours to their own intimate partners or family members

Objective 3
Working With Perpetrators

- Welsh Government funding has been used to explore opportunities to broaden the Equilibrium Perpetrator Programme across the region
- The DRIVE perpetrator programme launched in Neath Port Talbot in September 2020, funded by the Police and Crime Commissioner. 59 high-risk perpetrators have engaged in the programme since its introduction, with 66 associated victims and 120 children
- Thrive Women’s Aid are working with low-level perpetrators implementing the CLEAR programme, part of the Change That Lasts model. The programme works with the whole family, ensuring safety of victims and children while raising awareness of healthy relationships
- Calan DVS deliver the Inspiring Families Programme across Bridgend, Neath Port Talbot and Swansea. The programme is a 10-week assessment for families where domestic abuse is an identified component, and the families have chosen to stay together. It can strengthen and stabilise families and provides professionals with a robust framework to assess the parent’s behaviour, including any disguised compliance and the level of current risk as well as the likelihood of future risk. In the last financial year, Calan DVS worked with 23 families across Neath Port Talbot
- The implementation of IRIS (Identification and Referral to Improve Safety) has recommenced across Neath & Port Talbot, the programme includes raising awareness of perpetrator behaviour and advice on signposting (IRIS is discussed further in Objective 4)

Objective 4
Early Intervention & Prevention

- Commissioning work resumed in March 2021 and is continuing to make progress, despite being hindered to the Covid-19 pandemic and associated pressures on the local Commissioning Team
- Work is ongoing between South Wales Police and NPT Social Services on the Early Action Together programme
- Welsh Women’s Aid were commissioned to deliver regional Ask Me awareness training sessions and encourage local residents to become community ambassadors, promote awareness of domestic abuse signs and support. A number of online sessions were presented in Autumn 2021 and 18 members committed to sign up to the ambassador programme
- The Communications and Engagement Group has been tasked to consider alternative ways to engage with marginalised groups in our communities. We will continue to research how to identify unidentified need
- Early intervention can reduce the impact of VAWDASV. Priority areas within Health such as Midwifery, Health Visiting, Emergency Department and Integrated Sexual Health continue to use Routine Enquiry/targeted “Ask and Act” intervention during consultations. Staff are trained to ask about VAWDASV and how to signpost appropriately when a disclosure is made. Routine Enquiry compliance is audited as part of the Health Boards annual audit plan along with targeted inquiry. With the introduction of IRIS, GP practice staff will be asking patients about domestic violence and abuse which will increase the disclosures with support being offered at the earliest opportunity rather than at the point of crisis

Page 25

- Thrive WA currently hold the Families First EIP contract for domestic abuse in NPT. They have completed work over the past 5 years with family members to improve mental health, well-being, increase safety, enhance communication and work together to complete a family-centred support plan
- All health visiting staff have completed ACES training and are aware of the impact of this on families and parenting. All Health visiting staff are currently being trained how to use the Welsh Levels of care framework. This includes the agenda around ACE’s
- **SBUHB Healthcare Independent domestic abuse advocate (IDVA):** The Healthcare IDVA is based within the Emergency Department (ED) Morriston hospital, taking referrals from patients and staff across the Health Board area. The Health Based IDVA risk assesses patients, raises awareness of domestic violence and abuse and establishes and maintaining health links with Safeguarding/ relevant multi-agency forums
- The Healthcare IDVA provides practical support and empathy, ensuring the safety needs of the client are paramount, as well as ensuring longer term community support. The IDVA liaises with the police regarding bail conditions/remand and engages with housing and refuge providers
- The Health IDVA also provides support to Health Board staff members whom are victims of domestic abuse and violence, with 1-1 trauma recovery toolkit, providing support, understanding, awareness and the ability to thrive following being in an abuse relationship enabling the health professional remain in practice, whilst being fully supported

- The Healthboard has also fully funded the Health IDVA to complete ISVA training

SBUHB Healthcare IDVA 2022	Female	Male	TOTAL
Number of Referrals	357	32	389

- IRIS (Identification and Referral to Improve Safety): Is a general practice-based domestic violence and abuse (DVA) training, support and referral programme, which is a collaboration between primary care and third sector organisations specialising in DVA. IRIS was introduced to all GP practices across SBUHB. In addition to delivering the IRIS programme, Calan DVS delivered training to over 80 Registrars so that they will be better equipped to recognise signs of Domestic Abuse and to make referrals at an early stage. Between 2020-2022 there were 153 referrals from GPs within SBUHB, in the same period pre IRIS there were 9 referrals from GP practices across SBUHB
- The Health Board has a health IDVA based at the Emergency Department of Morriston Hospital. They take referrals for patients and staff and offer risk assessment, signposting, and ongoing support
- In addition to delivering the IRIS programme, Calan DVS delivered training to over 80 Registrars so that they will be better equipped to recognise signs of Domestic Abuse and to make referrals at an early stage
- Over 100 clinician referrals have been made across Swansea Bay since roll out of IRIS in 2020
- During 2021 to 2022, Calan facilitated 15 sessions to 210 professionals which provided a space to build knowledge and confidence in developing an LGBTQ affirmative approach to our work

- Calan DVS worked with 10 schools across Neath Port Talbot to deliver 1-2-1 support for children and people through Listen and Hear Me and to facilitate the delivery of awareness sessions on healthy relationships
- New Pathways introduced an additional specialist ISVA for male clients to bridge a gap in provision
- Cwmtawe Complex Needs - (Awaiting information from the team)

Objective 5 Training and Development

- 6562 (94%) of Neath Port Talbot CBC staff have now received Group 1 of the VAWDASV Training, including our hard-to-reach services
- 10,009 of Swansea Bay University Health Board staff have received Group 1 of the VAWDASV Training over the past three years
- 3689 of Swansea Bay University Health Board staff have received Group 2 of the VAWDASV Training
- 351 GP practice staff have received IRIS Training
- The Training Plan has been further developed to include regional roll out of Group 2 Ask and Act training with Swansea Council and Swansea Bay University Health Board
- The Health Board have made excellent progress in the implementation of their training plan and have to date trained a high percentage of staff which has seen a notable increase in the amount of referrals to specialist services and MARAC
- The Health Board are committed to increasing the awareness of VAWDASV amongst its staff in order to reduce the impact upon victims and their families. IRIS has been implemented across the Health Board's footprint following funding by the Health Board. IRIS is a collaboration between Primary Care and a third sector organisation that specialises in

Domestic Violence and Abuse (DVA), GP staff receive DVA training and when a disclosure is made have the opportunity to refer to a specialist Advocate Educator (AE) that will offer specialist support following referral. The programme will be delivered by Calan DVS with funding by the Health Board

- Due to the Covid pandemic, all Group 1 training delivered during 2021 for was via e-learning. Adapted virtual delivery of Group 2 Ask and Act with specialist partners was provided to 226 NPT workers during 2021-22
- The regional Ask and Act steering group with Swansea Council and SBUHB continues to guide the roll out of Group 2 and 3 training
- Local support services are promoted as part of our training. Staff are advised on where to refer those who need support and use the new regional Ask and Act pathway for referrals
- Live training is continually updated to include the latest information on campaigns, services and changes to legislation, where appropriate
- 8 members of staff from NPT Social Services and Education have achieved accreditation to deliver Group 2 and 3. Trainers have also been upskilled with further sessions on specialist VAWDASV areas by our local partners
- Group 3 Workplace Champions training is delivered regionally in partnership with Swansea Council, Swansea Bay University Health Board and specialist partners. Neath Port Talbot CBC has 7 champions so far, Swansea Bay University Health Board have trained 21 during 2021/22
- Calan has delivered a range of training to over 300 professionals including GP's and medical professionals through the delivery of IRIS and sector specific training to statutory and nonstatutory organisations

- New Pathways held an extremely successful Sexual Violence 'Frontline Focus' event for over 800 frontline workers from across Wales attended. Feedback was extremely positive and there was a clear appetite for standalone Sexual Violence specific information and training
- Training has continued to be evaluated to ensure a high standard and consistency of delivery
- Thrive WA, Calan DVS, New Pathways, Hafan Cymru, Swansea Women's Aid and BAWSO have worked together to deliver the co-facilitation of Ask and Act Groups 2 and 3 alongside SBUHB and the LAs

Objective 6 Accessible Services

- Meetings with housing providers and local specialist providers have been convened with the VAWDASV strategic lead and IDVA service manager. The aim of these meetings is to ensure good links across the services, removing any potential barriers that may arise
- A regional MARAC consultation recommended implementation of a weekly MARAC meeting, as a pilot, from January 2022. This model has been positively received by stakeholders and offers an opportunity to improve risk management to high-risk cases. Additionally, a new IT system is being considered which involves live updates to address safety and risk management. Both recommendations would result in an improved, streamlined process
- A working group has been established across Social Services, Statutory and Third Sector providers to review the current response to cases of domestic abuse and develop a user focused service. Review is ongoing and will be shared with all stakeholders once complete
- Thrive WA expanded their EDGE project to include women from Black and Asian Minority Ethnic backgrounds in addition to the specialist support already provided to Older, Disabled and Gypsy, Roma and Irish Traveller women
- In 2021, Thrive launched the SWAN Project (Support, Well-Being, Advocacy and eNablement) in partnership with Swansea Women's Aid, working with women who are being or are at risk of being exploited by the sex industry. This is an entirely unique project to Neath Port Talbot as no other dedicated services of this nature were available
- In conjunction with the University of South Wales, Calan DVS has developed the Myriad Programme; an 8-week recovery and resilience programme for LGBTQ+ victims of domestic abuse. Since its launch, Calan DVS has seen a 30% increase into services for LGBTQ+ victims of domestic abuse
- In 2021, Calan commissioned sector experts to support the organisation to develop a sexual violence service. In particular, Calan are developing a programme of support which is being co-produced by survivors of sexual violence and abuse. The organisation is also working with stakeholders and staff to ensure the service provided addresses gaps in support and is accessible. The service was launched in Autumn 2022
- Calan is working in conjunction with Pobl on their Housing for Women Pathways project. The project works with the respective Local Authority Housing Team to agree a proportion of 'Direct Lets' to the women's services provider, this will enable refuges to free up space or to enable women to access a home (Housing First style) without entering refuge

- New Pathways has re-established post-covid face to face presence of a regional ISVA at Neath Port Talbot One Stop Shop
- Therapeutic Referrals for SV have become extremely complex, New Pathways have established an in-depth triage by a multidisciplinary clinical and safeguarding team on daily and weekly basis to ensure clients have access to urgent support
- Thrive WA have launched the first Housing First provision in Wales specifically for women who have experienced domestic abuse. In partnership with Coastal, Pobl and Tai Tarian they will work together over the next 2 years to support women experiencing complex challenges in their lives to access stable accommodation and wrap the support they need around them to maintain this
- New Pathways have identified that NPT is underrepresented in SARC/ISVA referrals for the region, SARC and ISVA Referrals from NPT are:
 - » Children 44%, Adults: 56%
 - » 33% referrals are acute (SV within the last 7 days)
 - » 33% referrals are non-acute (SV within the last year)
 - » 34% referrals are historic 34% (SV older than 1 year)

Objective 7 Courts & Criminal Justice

- Hafan Cymru Remote Evidence sites have been introduced across the region and has been utilised in 17 trials to date. These cases have resulted in a positive outcome with all defendants being found guilty, 2 defendants pleading guilty just before the trial, saving witnesses from giving evidence
- Further plans are underway to develop the remote facility for Family Court
- Thrive and South Wales Police submitted a joint application for funding to deliver the RAPID project. This work will see Thrive join the first response team for incidents of domestic abuse to improve the experiences had by victims and their children when a report of domestic abuse, coercive control, stalking and harassment is made. This project will also deliver comprehensive training to Police Officers to raise their awareness and knowledge of these areas

CONTEXT

4

In England and Wales, the largest element of VAWDASV cost is the physical and emotional harm suffered by the victims themselves (estimated £47 billion). The next highest cost is for lost output relating to time taken off work and reduced productivity afterwards (£14 billion)¹. Taking the costs of sexual violence and other forms of abuse into account would significantly increase this amount.

¹ <https://www.gov.uk/government/publications/the-economic-and-social-costs-of-domestic-abuse>

Welsh Context

Following the introduction of the VAWDASV (Wales) Act 2015, Welsh Government introduced the **National Strategy on Violence Against Women, Domestic Abuse and Sexual Violence (2016-2021) and recently published their revised version in 2022**. This sets out a renewed commitment to tackling VAWDASV, building on progress to date and prioritises delivery in the areas of **prevention, protection and support**.

BLUEPRINT

Welsh Government has developed a Blueprint approach bringing together devolved and non-devolved agencies who are tasked with, or commit to, ending VAWDASV.

The approach will do this by putting in place a structure for the development of joint policy, co-ordinating investment and activity between partners and drive delivery through peer support and challenge. The blueprint approach seeks to bring together the resources controlled by partners within the blueprint and contribute to end VAWDASV by facilitating shared understanding and common direction.

The National Training Framework has been established by Welsh Government to ensure an unfailing standard of public service in order to create a consistent standard of care for those who experience Violence.

This National Training Framework has two main functions:

- Consistent, proportionately disseminated training for relevant authorities to fundamentally improve the understanding of the general workforce and, therefore the response to those who experience violence
- Alignment of existing specialist training to further professionalise the specialist sector, to improve consistency of specialist subject

training provision nationally and to set core requirements of specialist service provision

“Ask and Act” is one of the most significant practice changes, facilitated through the National Training Framework.

The ‘Ask and Act’ policy framework is a process of targeted enquiry to be practiced across the Public Service to identify people affected by VAWDASV. These two policies are integrated, in that local delivery of the National Training Framework also delivers key aspects of “Ask and Act”. Statutory Guidance is expected in 2020.

The aims of the national “Ask and Act” framework are to:

- Increase identification of those experiencing Violence Against Women, Domestic Abuse & Sexual Violence
- Offer referrals and interventions for those identified, which provide specialist support based on the risk and needs of the client
- Begin to create a culture across the Public Service where addressing Violence Against Women, Domestic Abuse & Sexual Violence is an accepted area of business and where disclosure is expected, supported, accepted and facilitated
- Improve the response to those who experience Violence Against Women, Domestic Abuse and Sexual Violence with

other complex needs such as substance misuse and mental health; and to pro-actively engage with those who are vulnerable and hidden, at the earliest opportunity, rather than only reactively engaging with those who are in crisis or at imminent risk of serious harm

Complementary Legislation & Guidance

There are various other pieces of legislation, guidance and research that we must have regard to in preparing this strategy and during its implementation. These are outlined below;

Domestic Abuse Act 2021

- The Act provides a statutory definition of domestic abuse, emphasising that domestic abuse is not just physical violence, but can also be emotional, controlling or coercive, and economic abuse, it also recognises children as victims in their own right

Key features of the act will:

- establish in law the office of Domestic Abuse Commissioner and set out the Commissioner’s functions and powers
- provide for a new Domestic Abuse Protection Notice and Domestic Abuse Protection Order
- prohibit perpetrators of abuse from cross-examining their victims in person in the civil and family courts in England and Wales
- create a statutory presumption that victims of domestic abuse are eligible for special measures in the criminal, civil and family courts
- extend the controlling or coercive behaviour offence to cover post-separation abuse
- extend the offence of disclosing private sexual photographs and films with intent to cause distress (known as the “revenge porn”

offence) to cover threats to disclose such material

- create a new offence of non-fatal strangulation or suffocation of another person

The Domestic Abuse Commissioner welcomed a draft **Victims Bill in 2022** which aims to centre the voices of all victims including those who have experienced or are experiencing domestic abuse and offer these survivors more support.

Social Services and Well-Being (Wales) Act 2014

The Act provides the legal framework for improving the well-being of people (adults and children) who need care and support, carers who need support, and for transforming social services in Wales. This requires local population needs assessments to inform the development of local strategies.

Well-Being of Future Generations (Wales) Act 2015

The Well-Being of Future Generations Act requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change.

The Act is unique to Wales attracting interest from countries across the world as it offers a huge opportunity to make a long-lasting, positive change to current and future generations.

To make sure we are all working towards the same purpose, the Act puts in place seven well-being goals. The Act makes it clear that public bodies must work to achieve all of the goals.

The seven Well-Being goals are;



Page 29

The work of the local VAWDASV partnership will contribute to Neath Port Talbot meeting the seven Well-Being goals, in particular ‘A healthier Wales’ and ‘A Wales of Cohesive Communities’.

The Act also sets out five ways of working needed for Public Bodies to achieve the seven Well-Being goals;

<p>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</p>	<p>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other people.</p>	<p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</p>	<p>The importance of balancing short-term needs with the need to safeguard the long-term needs.</p>	<p>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</p>

The Well-Being of Future Generations (Wales) Act also requires a Public Services Board to be set up in each local authority area in Wales.

NPT Public Services Board identified key objectives to improve the well-being of the people who live in the Neath Port Talbot area, the following are part of the current draft which is scheduled to be published in May 2023.

- To ensure all children get the best start in life
- To ensure all our communities are thriving and sustainable
- To ensure our local environment, culture and heritage can be enjoyed by future generations
- To ensure there are more secure, green and well paid jobs and that skills across the area are improved

Housing (Wales) Act 2014

The **Housing (Wales) Act 2014** enshrines in legislation the role of the local authority in preventing and alleviating homelessness. This will change the way that services are delivered to survivors of violence who flee their home seeking a safe place to live.

This reinforces the need for local authorities need to work in partnership to ensure that prevention of homelessness is at the forefront of thinking. This will require an alternative approach to the provision of temporary, crisis accommodation and support.

Adverse Childhood Experiences

Adverse Childhood Experiences (ACE's) is now a widely recognised term which stems from research conducted by the leading **National Public Health Institute of the United States**.

The research shows a correlation between childhood trauma and adult health outcomes. The research found children's developing brains and central nervous systems are so profoundly affected by ACE's that they are the root cause of many chronic diseases, most mental illness and most violence. The 10 ACE's measured in the research are:

1. Physical abuse
2. Sexual abuse
3. Verbal abuse
4. Physical neglect
5. Emotional neglect
6. A family member who is depressed or diagnosed with other mental health issues
7. A family member who is addicted to alcohol or another substance
8. A family member who is in prison
9. Witnessing Domestic Abuse
10. Losing a parent to separation, divorce or death

Many other types of trauma may also have an impact. Trauma results from an event, series of events, or set of circumstances that is experienced by an individual as harmful or life threatening. While unique to the individual, generally the experience of trauma can cause lasting adverse effects, limiting the ability to function and achieve mental, physical, social, emotional or spiritual well-being. It is important to recognise that trauma can affect individuals, groups and communities.

Trauma-informed practice is an approach to health and care interventions which is grounded in the understanding that trauma exposure can impact an individual's neurological, biological, psychological and social development.

Trauma-informed practice aims to increase practitioners' awareness of how trauma can negatively impact on individuals and communities, and their ability to feel safe or develop trusting relationships with health and care services and their staff.

NICE Domestic Abuse Guidance and Quality Standards

In 2014, the National Institute for Clinical Excellence (NICE) issued *"Domestic violence and abuse: how health services, social care and the organisations they work with can respond effectively"*. The Welsh Government has an agreement in place with the National Institute for Clinical Excellence (NICE) covering the Institute's guidelines which highlights; Domestic Abuse is a complex issue that needs sensitive handling by a range of health and social care professionals. The cost, in both human and economic terms, is so significant that even marginally effective interventions are cost effective. NICE issued further Domestic Abuse Quality Standards for healthcare providers in February 2016. These standards are aimed at everyone working in health and social care whose work brings them into contact with people who experience or perpetrate Domestic Abuse. Recommendations include key issues of importance for regions to have regard to when delivering local Domestic Abuse strategies.²

Housing First

'Housing First' is a recovery-oriented approach to ending homelessness that centres on quickly moving people experiencing homelessness into independent and permanent housing and then providing additional support and services as needed <https://www.gov.wales/sites/default/files/publications/2019-03/housing-first-principles-guidance-for-local-authorities.pdf>

Thrive Women's Aid has secured funding of £50k from the Nationwide Community Grant to launch a new 'Housing First' service in Neath Port Talbot (NPT). The grant enables Thrive to not only establish a 'Housing First' service in NPT, the only one within the county borough, but it will also serve as the first women's only 'Housing First' project in Wales.

Thrive will work with up to 7 women who have multiple vulnerabilities and are experiencing entrenched homelessness because of domestic abuse, sexual violence and other forms of violence against women.

South Wales Police and Crime Commissioners' Tackling Violence against Women and Girls Strategy 2019 – 2024

The strategy sets out four key priority areas for action:

- 1) Enhanced Collaboration: We will work together to deliver a whole system approach to preventing violence against women and girls in all its forms
- 2) Prevention and Early Intervention: With partners we will focus on the long-term impact of decisions and work to keep people safe, healthy and well

- 3) Safeguarding: We will build on existing safeguarding arrangements, seeking ways to protect all victims, wherever they may be
- 4) Perpetrators: We will increase our focus on the behaviour of the perpetrator (in parallel with supporting victims and survivors of violence and abuse) to better hold perpetrators to account for the consequences of their actions and offer opportunities to change their behaviour through a range of interventions

Their action plan adopts the widely-recognised "Four P's" framework of Prepare, Prevent, Protect, and Pursue and aligns each of these against the priority areas below.

Prepare: ensuring the best possible governance, collaboration and commissioning of evidence-based models and innovation, understand available resource and effectively targeting it, involving those affected to ensure the best outcomes

Prevent: intervening at the earliest opportunity to prevent violence & abuse from occurring or getting worse

Protect: safeguarding victims and potential victims from harm and providing pathways to services

Pursue: placing an active focus on the behaviour of perpetrators and consequences of that behaviour, alongside supporting victims

Wales Audit Office

On behalf of the Auditor General for Wales, the Welsh Audit Office have examined how the new duties and responsibilities of the VAWDASV Act are being rolled out and delivered. Their report was published in November 2019 and concludes that victims and survivors of domestic abuse and sexual violence are often let down by an inconsistent, complex and fragmented system.

The report sets out a series of key recommendations that are intended to help bodies who support and have responsibility to assist victims and survivors.³

UK and EU

Welsh Government has framed its legislation and guidance on Violence Against Women, Domestic Abuse and Sexual Violence alongside the UK and EU legislation;

- Ending Violence Against Women and Girls (2016-2020)
- European Union (EU) Directive on Victims' Rights⁴
- The Council of Europe Convention on Preventing and Combating Violence against Women, and Domestic Violence (Istanbul Convention)
- Welfare Reform

Covid 19 Pandemic

The onset of the Covid 19 pandemic in March 2020 raised significant challenges for victims, survivors and specialist services in the sector and required immediate action from Welsh Government to urgently respond to the crisis. The sector responded with a dedicated and flexible approach during this challenging period of enforced isolation.

³ Welsh Audit Office - Progress in implementing the Violence Against Women, Domestic Abuse and Sexual Violence Act

⁴ A person should be considered to be a victim regardless of whether an offender is identified, apprehended, prosecuted or convicted and regardless of the familial relationship between them. For a summary of European Commission priorities for victims of crime see http://ec.europa.eu/justice/criminal/victims/rights/index_en.htm. The full text of the Directive (2012/29/EU) is available at <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32012L0029>

5 →

Neath Port Talbot has a range of services available across the county to address VAWDASV.



RESOURCES AND SERVICE MAPPING

DATA FROM THE CRIME SURVEY FOR ENGLAND & WALES:

2.4 million adults aged 16 years and over experienced domestic abuse

In the year ending March 2022:

1.7 million women

699,000 men

1,500,369 domestic abuse incidents recorded by police in England & Wales in 2022

THE POLICE RECEIVE A DOMESTIC ABUSE-RELATED CALL EVERY 30 SECONDS

Yet it is estimated that **less than 24%** of domestic abuse crime is reported to the police

National Domestic Abuse Helpline delivered 50,791 support sessions through phone call or live chat in the year ending March 2022



£ Domestic abuse costs the UK an estimated **£23 billion** a year.

It is not only weighing on our physical and emotional health, but also our economy

DATA FROM REFUGE:

It takes on average **7 ATTEMPTS** before a woman is able to leave for good.

Leaving an abusive partner is a process, not a single act



Resources to Address VAWDASV in NPT

The funding of services in NPT is complex. The following funding underpins the delivery of services to survivors of VAWDASV;

Supporting People	Supporting People Programme Grant	£255,384	33 units of floating support
		£407,255	38 units of refuge and move on accommodation
Community Safety	WG Regional Funding for Swansea and NPT	£424,483	This contributes to funding of the IDVA services across Western Bay. Elements of this funding are awarded to specialist providers across the region to support their project work and service delivery. The remainder is used to fund Communications & Engagement work, Perpetrator related support and training requirements.
	Police & Crime Commissioner	£80,071.50	Contributes to funding of the IDVA service
	Crime Prevention Panel and ad hoc WG funding	£5,000	Target hardening - Security items for victims of VAWDASV
Families First	Welsh Government-Families First	£98,000	Early Intervention & Prevention Services (Provided by Thrive Women's Aid) see page 12
NPTCBC	Core Funding		VAWDASV Support including; <ul style="list-style-type: none"> • Training Delivery and Roll Out • Senior Policy & Engagement Officer • MARAC Coordinator

Each of the three specialist providers are charities and access funding from a range of other sources;

Recipient	Funding Provider	Amount	Purpose
Thrive WA	Children in Need	£133,283	Children & Young People Service
Thrive WA	NPTCBC	£73,884	SWAN
Thrive WA	Nationwide	£25,000	Housing First
Thrive WA	Comic Relief	£119,903	The EDGE Project
Thrive WA	Think Family Partnership	£278,400	Families First (Early Intervention & Prevention)
Thrive WA	The National Lottery Community Fund	£249,838	LIFE

2022			
Calan DVS	Henry Smith Charity	£179,600	ACEs Recovery Toolkit (adults & children)
Calan DVS	Third Sector Resilience Fund (WCVA)	£46,094	Business Development & Fundraising Co-ordinator post
Calan DVS	Tampon Tax funding (via WWA)	£50,632	SV service
Calan DVS	Garfield Weston Foundation	£25,000	SV service
Calan DVS	Moj VAWDASV (via South Wales Police)	£251,016	SV service
Calan DVS	Bristol University	£92,996	Reprovide – Perpetrator Programme
Calan DVS	Home Office CYP VAWG funding (via WWA partnership bid)	£67,846	Drawing & Talking
Calan DVS	Home Office SVSCSA Funding (via partnership bid)	£123,997	SV service (adults disclosing CSA)
Calan DVS	NPT Third Sector Grant Funding 2023/24	£32,535	Money Coach
Calan DVS	B&Q Foundation	£3,000	Refuge (décor, seating, storage etc.)
Calan DVS	NPT Youth Support Grant (via partnership bid)	£27,888	Myriad Youth Programme (Healthy Relationships) & GSRD training for professionals
Calan DVS	Swansea Bay University Health Board	£346,780	IRIS – Swansea Bay

Recipient	Funding Provider	Amount	Purpose
2021			
Calan DVS	Swansea Bay University Health Board	£180,984	IRIS – Swansea Bay
Calan DVS	South Wales PCC	£22,601	LGBTQ+
Calan DVS	Moondance	£25,539	Peripatetic Support Workers
Calan DVS	HSG – Neath	£20,847	ACEs Recovery Toolkit
Calan DVS	South Wales PCC (via LA)	£45,000	Male IDVA funding
Calan DVS	Moondance	£18,810	SV - counselling
Calan DVS	NPT Third Sector Grant Funding 2022/23	£34,330	ACEs Recovery Toolkit
2020			
Calan DVS	Welsh Government Sustainable Services	£330,871	CYP
Calan DVS	NPT Council	£4,667	Inspiring Families
Calan DVS	National Lottery Community Fund	£464,031	Inspiring Families and Compass (male victims)
Calan DVS	Swansea Bay University Health Board	£21,379	GP training
Calan DVS	NPT Council	£4,667	Inspiring Families
Calan DVS	Welsh Government	£1,200	Advanced training for VAWDASV practitioners working with CYP
Calan DVS	Welsh Government	£700	Communications activity

Recipient	Funding Provider	Amount* (Confidential information)	Purpose
Hafan Cymru	NPT Council		Provision of supported accommodation for women and families experiencing domestic abuse
Hafan Cymru	NPT Council		Provision of floating support for male victims of domestic abuse
Hafan Cymru	NPT Council		Provision of floating support for female victims of domestic abuse
Hafan Cymru	Welsh Government		Spectrum Project in schools in Wales (including NPT) - we have a team of qualified teachers providing the Spectrum Project, teaching young people and teachers about healthy relationships and DA-related information

Resources and Service Mapping Conclusion

Over the past 3 years, the picture has changed across NPT. This is not only due to work undertaken as part of the strategy, but due to changes in funding arrangements. Grant funded programmes continue to be on a short term basis, which makes long term sustainability difficult to achieve.

The Covid 19 pandemic also impacted funding arrangements and led to service providers operating under unprecedented demand and conditions. While restrictions are now largely lifted across the UK, the level of demand on services remains high and is now coupled with the challenges arising from the complex needs of service users as well as the current cost of living crisis and difficulties in recruiting and retaining a skilled and experienced workforce.

We recognise that there is a range of good quality services available in Neath Port Talbot. However, we are still in a position where some of these services need modernisation and work is still underway to achieve this.

- There is a continued need to further develop Early Intervention and Prevention and Community Based Services to prevent and reduce the number of victims requiring crisis services
- More focus is needed on supporting victims to remain in their own homes
- We acknowledge that there remains to be a limited insight into male victims and marginal groups and we need to explore this in more detail over the coming years
- There has been an increased focus on sexual violence prevention and support over the past 3 years and we will continue to develop this support in partnership with specialist organisations

- We recognise there is a need to commission services differently, for those victims with complex needs, such as mental health and substance use
- A number of programmes working with perpetrators at a range of risk levels have been introduced over the past 3 years and we recognise the value in continuing to develop these interventions
- We must ensure survivors continue to be involved in every area of VAWDASV policy and local work

In terms of criminal justice outcomes, there is scope for further improvement and the three Domestic Homicide Reviews that have taken place in this area emphasise the importance of effective offender management, especially when perpetrators have been shown to demonstrate a pattern of escalating violence. This is also explored further on in the strategy.

CONSULTATION
AND
ENGAGEMENT

6 →

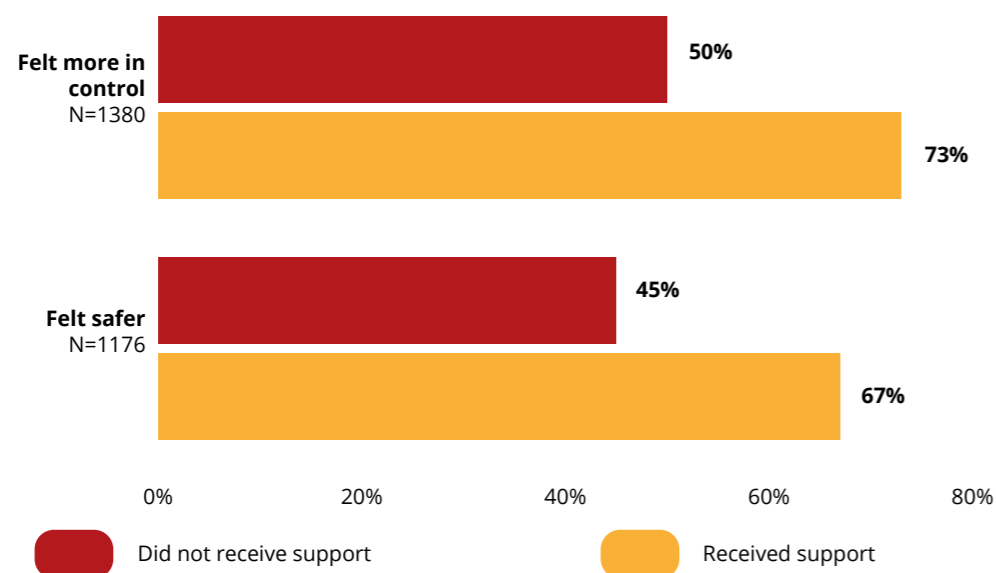
Survivor voice is key to the development of services for VAWDASV and the Domestic Abuse Commissioners report, 'Patchwork of Provision' undertook research across England & Wales in 2022 with survivors and specialist providers.



Some of the findings of this report are highlighted below.⁵

The first key finding was that **specialist support services are effective in enabling victims and survivors to feel safer and more in control of their lives following abuse.**

FIGURE 1 Percentage of respondents who felt safer and more in control than when they first tried to seek support, according to whether they had received support.



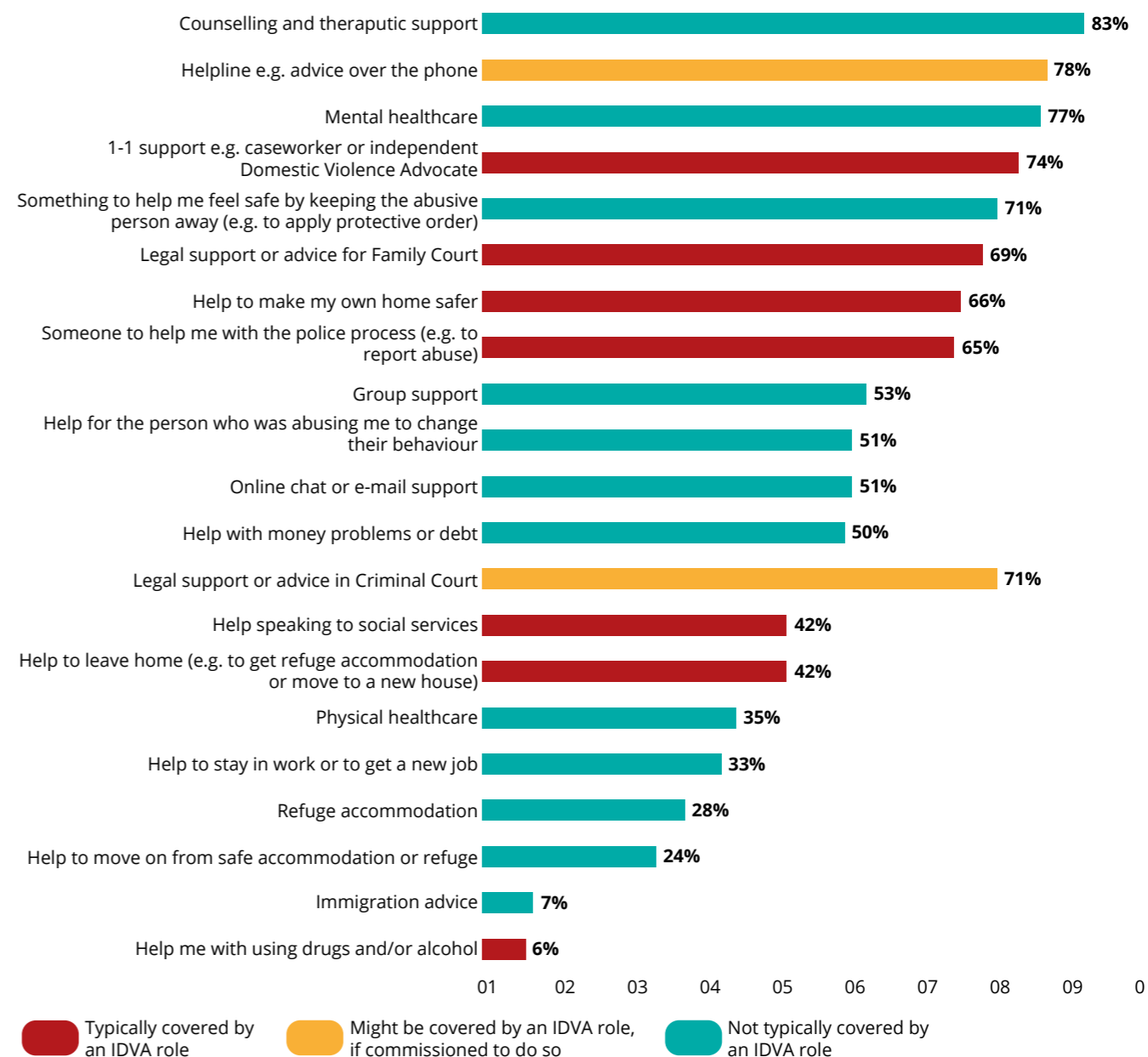
Page 35

It is clear that being able to access support services had a significant effect on those who were able to gain support compared to those who did not.

A further key finding in the report was that **victims and survivors need a range of types of support to help them find safety and to cope and recover from abuse.** Most victims and survivors wanted some form of community-based support, and a combination of practical support, such as helpline advice, or one-to-one advocacy or caseworker support, and longer-term therapeutic support, such as counselling or mental health support.

⁵ <https://www.gov.uk/government/publications/a-patchwork-of-provision-mapping-report/a-patchwork-of-provision-mapping-report-accessible>

FIGURE 2 Percentage of respondents wanting support for domestic abuse during the previous three years according to intervention type.



Local data from survivors was collated in January 2023. A summary of the findings is detailed below.

Did you find it easy to access local services for support?

Some respondents reported they found it difficult to access support services. The reasons included:

- Being unable to make telephone calls to arrange appointments, it would be better if appointments could be made via email or online
- Feeling unworthy or not entitled to access help as a result of years of brainwashing by perpetrator
- Fear of not being believed

- Feeling ashamed of abusive situation
- Services were limited and more suited to people who were not working

What were the good things about the support you received and what worked well?

- Counselling programmes, Freedom Programme etc
- Good quality support and guidance
- Helped me to identify abuse

If support didn't work well, why was this?

- Lack of referrals for further support
- Long waiting lists
- Inadequate services for children

What are the 3 most important things service providers should do to make sure they meet people's needs?

- Continued support/longer timescales for support
- Support tailored to my needs
- Referrals for further support/assistance
- More funding for resources/staff

What do you think an 'excellent service' would offer?

- Someone who is always there and never judgemental, who takes interest in listening & advising
- More options to contact the local office and make appointments without the need for phone call
- More varied advice

What kind of help and support would assist in preventing and reducing Violence Against Women, Domestic Abuse and Sexual Violence?

- Access to housing and employment
- More support and belief of victims.

My ex admitted to some of his abuses but I still didn't have enough evidence for a conviction apparently - this is unacceptable

- More education in coercive control and unhealthy behaviours in schools and colleges
- More police intervention

Overall, how would you describe your experience with domestic abuse support services?

- Always helpful and always there
- Glad they're there but always room for improvement
- They have been so kind and understanding and made me feel believed finally
- Its frustrating that I still haven't been able to progress my personal situation but that's not for the lack of their attempts to assist
- More funding is required

It is clear that respondents require a high quality, personal support service and once able to access a service many found some of the support that they needed. It was important for many to feel they were believed and entitled to ask for help.

However, as pointed out, there is always room for improvement. Some responses stated they felt the need for their involvement with the service to be extended, or to be referred on to a further service for continued support.

OVERARCHING FRAMEWORK & STRATEGIC OBJECTIVES

7 →

The purpose of the Violence Against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015 is to;

- improve arrangements for the **prevention** of VAWDASV;
- improve arrangements for the **protection** of victims of VAWDASV and;
- to improve **support** for people affected by VAWDASV.

Prevention

We are committed to preventing violence in relationships from happening, by challenging the attitude and behaviours which foster it and intervening early, where possible, to prevent its recurrence.

The prevention of violence is central to agendas on public health; reducing crime and the harm caused by serious violent crime; safeguarding children and adults with support needs; promoting education, learning and skills development; and promoting equality.

Prevention involves education to change attitudes and perceptions (to reduce the incidence of a problem among a population before it occurs) and can be targeted, at broad population groups, such as school-age children or members of a particular community.

Protection

We are committed to ensuring those who experience any form of violence are appropriately protected, eliminating the risk of further harm to victims and their children.

We want **anyone** experiencing these issues to be aware of the support that is available locally and we want to be confident that all professionals within our area are equipped with the knowledge to effectively respond to any disclosures.

Support

We are committed to providing high-quality support for survivors and their families, ensuring services meet their needs and prioritise their safety, to enable them to achieve independence and freedom from abuse.

It is vital that survivors receive the right support, at the right time, to enable them to take action that is right for them.

Strategic Objectives

The strategic objectives for 2023-2026 will mirror those in our original strategy as well as aligning with the Wales National VAWDASV Strategy. Having similar Objectives within Neath Port Talbot enables us to demonstrate how we will support the Welsh Government in achieving its policy objectives regarding Violence Against Women, Domestic Abuse and Sexual Violence. However, it is important to note that Objective 7 does not form part of the Welsh Government National Strategy as this is focused on Criminal Justice. Welsh Government do not have devolved responsibility for this area, it remains the responsibility of the UK Government. In order to ensure a holistic response to VAWDASV in NPT we want to reflect the contribution that CJS partners are making locally, and how we will work to improve these arrangements.

The remainder of this chapter will provide a breakdown of each objective and the actions that we will work towards over the next three years. There are actions that can be delivered locally and others that lend themselves to a regional approach.

The actions are designed to be manageable and achievable, ensuring we are able to make a difference to local victims and their families. All actions require a continued, strong, partnership approach for maximum effectiveness and positive outcomes.

Objective 1

Increase the reports of Violence Against Women, Domestic Abuse and Sexual Violence in Neath Port Talbot, through awareness raising and challenging attitudes.

Current Position

Over the past six years, a substantial amount of work has gone into the development of the VAWDASV Communications & Engagement Group. The group now operates on a regional basis and ensures delivery of a coordinated and strategic approach.

The group has a strong, clear Terms of Reference with membership from relevant partner agencies. The group also has a Communications Plan and calendar of key events.

The group continue to be responsible for;

- the development and implementation of a programme of awareness raising of all VAWDASV services
- raising awareness of the impact of VAWDASV on victims
- organising, promoting and undertaking prevention campaigns and initiatives

The group delivers universal awareness campaigns, to raise awareness and increase peoples understanding about VAWDASV, including the help and support that is available locally, regionally and nationally.

The group has benefited from the involvement of survivor members in order to focus the group's efforts in terms of awareness raising, by sharing their experiences, positive and negative.

There will always be a need to raise awareness within our communities and to promote the help and support that is available. Communities need to recognise all forms of VAWDASV and the harm it causes, be supportive of survivors and be able to provide information about the help that is available. This is critical since much

support to victims comes from these sources, not from service providers. A positive and knowledgeable response from the immediate network surrounding victims and their children is critical to increasing the likelihood of early intervention.

For 2023-2026, on a regional basis, we will;

1. Continue the Regional Communications & Engagement group on a regional basis, and ensure the membership of the group remains inclusive. Membership to be expanded where appropriate to include:
 - » a. Area Planning Board representative
2. Continue to raise awareness of the following initiatives to further encourage victims to come forward and access appropriate help and support:
 - » a. Live Fear Free - Welsh Government helpline available 24/7 with free, confidential advice and support for anyone affected by domestic abuse or sexual violence
 - » b. Clare's Law – Clare's Law, also known as the Domestic Abuse Disclosure Scheme, allows people to find out if their partner has an abusive or violent past. It is named after Clare Wood, who was killed by her former partner in 2009
 - » c. Bright Sky – Bright Sky is a **free to download, discreet mobile app** providing support and information for anyone who may be in an abusive relationship or those concerned about someone they know
 - » d. Ask Angela – Ask Angela is a **sexual violence prevention campaign** which aims to help individuals feel safe when they are on a night out. An individual can get help by asking a member of staff for Angela at the bar if they are feeling uncomfortable on a date, or in a potentially dangerous situation

3. Actively promote the Respect Helpline for victims and perpetrators during local engagement events
4. Continue to amplify Welsh Government campaigns regarding VAWDASV, to ensure we play our part in strengthening the messages and making them recognisable across all areas of Wales
5. Consider alternative approaches to engage with marginalised groups, encouraging more people to come forward if they are experiencing VAWDASV
6. Develop, launch and evaluate a local Sexual Violence Prevention campaign, using local data to ensure messages are targeted at those who may be at most risk within our communities as well as identifying perpetrator behaviours
7. Increase awareness of sexual exploitation and street harassment through local, regional and national campaigns
8. Maintain an annual calendar of national and local events and activities

Objective 2

Increase awareness in children, young people and adults of the importance of safe, equal and healthy relationships and empowering them to positive personal choices.

An overview of available research into the effectiveness of interventions around domestic abuse⁶ found that the majority of preventative approaches involved targeting young people and adults through community or school based activities. This would include, for example, work in schools and communities with children and young people, between the ages of 5-25 years on healthy relationships.

Adopting a whole education approach to VAWDASV is a key element to increasing awareness, providing support and creating opportunities for children and young people to understand the importance of safe, equal and healthy relationships. A whole education approach that includes preventative education through all parts of school and college life, involving the community, has been identified as significant in being able to teach preventative education.

Welsh Women's Aid and the Welsh Government have published a good practice guide on a Whole Education Approach to ensure that schools and educational bodies are equipped and considered in their response to VAWDASV and the prevention, protection and support of their pupils and staff.

Under the Welsh Government Whole Education Approach Guidance, there are 9 Key Principles.

1. Children and young people learn about violence against women, domestic abuse and sexual violence
2. Staff learn about violence against women, domestic abuse and sexual violence

3. Parents, care-givers and family learn about violence against women, domestic abuse and sexual violence
4. Monitoring and evaluation systems are in place to measure impact of this work
5. Measures are in place to support people who experience forms of violence against women, domestic abuse and sexual violence
6. Active participation of children and young people, staff and parents/care-givers to prevent violence against women, domestic abuse and sexual violence
7. Taking action to prevent violence against women, domestic abuse and sexual violence in the wider community
8. Working in partnership with relevant local experts
9. Embedding a comprehensive prevention programme

Within Neath Port Talbot the Relationship & Sexuality Education Group are responsible for the coordination and delivery of all RSE that takes place in local schools. This group is made up of representatives from NPT Youth Service, Public Health Wales, School Nursing, specialist providers, South Wales Police and others.

Current Position

The current arrangements with the Relationships and Sexuality Education Group have proved a key driving force in delivering a whole school approach to RSE and the roll out of the new code established by the Curriculum and Assessment (2021) Act which makes RSE a mandatory element in all schools.

Within NPT the following initiatives are delivered to children and young people;

- Spectrum
- All Wales School Liaison Core Programme
- Higher Education Awareness Raising Events

- Crucial Crew
- 'It's Your World' Well-Being Workshops
- Relationship and Sexuality Education, including age appropriate Healthy Relationship Lessons

For 2023-2026, on a local basis we will;

1. Continue to work towards a Whole School Approach across NPT
2. Through the Relationship & Sexuality Education Group, ensure the Healthy Relationship lesson continues delivery to all schools across Neath Port Talbot, ensuring take up is monitored and increased over the next 3 years
3. Explore opportunities for challenging misogynistic behaviour and toxic masculinity with young people, considering the influence of social media
4. Use existing initiatives (such as Crucial Crew, It's Your World Well-Being Workshops, the Healthy Relationship Lesson, Spectrum programme and the Whole School Approach) to ensure all children are aware of services or points of contact with whom they can share any concerns they may have about their own relationships or their friends, family or others in the community

For 2023-2026, on a regional basis we will;

1. Raise awareness of all Welsh Government VAWDASV campaigns targeted at CYP with an emphasis on challenging misogyny and developing conversations about acceptable language and behaviour
2. Consider increased opportunities to engage with those in higher education settings about healthy relationships, consent, peer on peer abuse and problematic sexual behaviour, misogyny and related topics

Objective 3

Increase the focus on holding those who commit abuse to account and supporting those who may carry out abusive or violent behaviour to change their behaviour and avoid offending.

We are committed to taking action to reduce the risk to victims, ensuring that perpetrators are provided with opportunities for change in a way that maximises safety.

The case for commissioning and delivering community-based perpetrator programmes has been set out by Respect⁷ and the largest UK research into programme effectiveness was published recently.⁸

Accredited programmes typically have linked safety and/or support services for partners and ex-partners of programme participants and have a minimum time period required for the best possible chance of effective and sustained behaviour change.

Perpetrator programmes are far more than a behaviour change programme. As well as their services for victims (and sometimes children), they also provide a point of reference for advice for other organisations on perpetrators, and write reports for family court proceedings, children's services, CAFCASS (Children and Family Court Advisory and Support Service), criminal courts, and child protection conferences. This represents a substantial contribution to informed decision making by a wide range of agencies that are intervening in domestic abuse.

Current Position

In the last three years, local specialist providers and the Community Safety Team have made significant progress around perpetrator related work and support. The available provision is as follows;

Inspiring Families

Calan DVS provide the Inspiring Families Programme which is an innovative intervention and assessment programme that can help strengthen and stabilise families. It is a structured 10 week programme for families that are affected by domestic abuse and provides professionals with a robust framework to assess the parents' behaviour, coercive control, disguised compliance, the level of current risk and the likelihood of future risk. Inspiring Families also identifies the potential for change and reduction of risk within the family, or indeed, whether the risk is too high or the potential for change too low to make working with the family a viable option.

The intervention has been designed to be an accessible tool that will provide professionals with the evidence they need to make an assessment of the family and to identify the need and level of intervention required moving forward.

The programme also supports professionals to make intelligent based decisions on what is the right intervention, for that family or individual members of that family at the right time and in the right order.

In 2022, Calan DVS was appointed to deliver the **REPROVIDE** Programme in key areas across South Wales including Neath Port Talbot, Bridgend and Swansea.

REPROVIDE is a research study looking at the effectiveness of a group behaviour change programme for men. The programme aims to:

- Support with safety planning in the early stages
- Work with men to increase capacity to 'straight talk' and explore denial
- Develop a critical awareness of attitudes, beliefs and expectations that support the use of violence and abuse (CBT)
- Build empathy for victims
- Identify and practice alternative behaviour

DRIVE

The Drive project is an innovative domestic abuse intervention rolled out in NPT in 2020 with funding from the Police and Crime Commissioner. It aims to reduce the number of child and adult victims by disrupting and changing perpetrator behaviour.

The project focuses on high-risk, high-harm and/or serial perpetrators, as this group carries the greatest risk of serious harm, and engagement with available services is low. Drive implements a whole-system approach using intensive case management alongside a coordinated multi-agency response, working closely with victim services, the police, probation, children's social services, housing, substance misuse and mental health teams.

The Drive Project focuses on reducing risk and increasing victim safety by combining disruption, support and behaviour change interventions alongside the crucial protective work by victim services.

Change That Lasts – CLEAR

Thrive Women's Aid launched their CLEAR programme in 2022, an awareness raising course aimed at motivating men to make positive changes, building on their existing strengths and resources as well as working with each man to address his identified needs.

The course provides a space for men to: -

- Identify the different forms of abusive behaviour and the impact of this behaviour on others
- Examine their own thinking and behaviour and how gendered cultural messages can influence their thinking and behaviour
- Identify and regulate emotions to promote pro-social behaviour
- Identify and encourage positive support networks
- Identify, set and work towards goals to promote well being

For 2023-2026, on a regional basis we will;

1. Ensure perpetrators of domestic abuse receive appropriate intervention to disrupt and change perpetrating behaviours
2. Promote interventions like Reprovide across the region to raise awareness and encourage participation
3. Ensure there are suitable referral pathways, to encourage referrals, use and attendance of all perpetrator programmes
4. Consider what measures we can take to improve the identification of perpetrators and engage them in programmes that tackle their behaviour and hold them to account

⁷ The Respect document, published in 2010 – 'Domestic Violence Perpetrators: Working with the cause of the problem – is available at http://www.respect.uk.net/data/files/lobbying/lobbying_tool_with_refs_30.11.10.pdf

⁸ <https://www.dur.ac.uk/resources/criva/ProjectMirabalexecutivesummary.pdf>

5. Work with Housing Options to monitor the number of perpetrator evictions under the Renting Homes Wales Act, which states *'perpetrators of domestic abuse can be targeted for eviction to help prevent those experiencing domestic abuse from becoming homeless; supporting the aims of the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 to provide preventive, protective and supportive mechanisms in the delivery of services'*
6. Explore opportunities to work with female perpetrators and perpetrators of sexual abuse

For 2023-2026, on a local basis we will;

1. Continue to promote and develop clear referral pathways to CLEAR to support men who have identified concerns about their behaviour
2. Continue to work with local specialist providers to support families and identify the most effective interventions
3. Work with the Communications and Engagement Group to encourage workplaces to develop a zero tolerance environment to workplace harassment by raising awareness with organisations and sharing consistent messages

Objective 4

Make early intervention and prevention a priority – To reduce the number of repeat victims and reduce the number of high risk cases

Preventing violence and intervening at the earliest possible stage to prevent its occurrence is the fundamental building block to an effective strategy. The need to minimise reactive interventions once a crisis has occurred is pivotal to the ambition to end violence.

We know that adults in Wales who were physically or sexually abused as children or brought up in households where there was VAWDASV, alcohol or drug use are more likely to adopt health-harming and anti-social behaviours in adult life. Research is identifying the long-term harm that can result from chronic stress on individuals during childhood. Such stress may arise from the abuse and neglect of children, but also from growing up in households where children are routinely exposed to issues such as VAWDASV, or individuals with alcohol and other substance use problems. It is critical therefore, for the long term health and welfare of our nation that we intervene early to reduce and prevent the incidence of violence, reducing the harm to victims and their children.

Current Position

A high proportion of funding in NPT continues to be focused on medium / high risk victims. More focus is needed on prevention and early intervention to avoid violence escalating and victims needing the high risk services or crisis interventions. NPT has worked with Welsh Women's Aid, implementing elements of their Change That Lasts model to develop a community based approach to achieve an earlier, more informed and supportive response from community members and professionals.

For 2023-2026, on a local basis we will;

1. Continue to work with Supporting People, the Area Planning Board, Community Safety and Families First commissioners to refocus funding in line with a new service model
2. Consider the work of the Dr. Jane Monckton Smith when planning or commissioning services
3. Continue to work with South Wales Police on the Early Action Together programme, incorporating ACE'S into their work and integrating services into the Social Services front door
4. Work with the Communications and Engagement Group to conduct research to identify unidentified need – working with local services to better understand the needs of marginalised groups in our area, identifying any gaps in current provision
5. Continue to support local services in developing targeted outreach provision to tackle violence against those experiencing harm or exploited by the sex industry

For 2023-2026, on a regional basis we will;

1. Continue to support the roll out of IRIS across the region
2. Consider further working with Welsh Women's Aid to deliver on their Change That Lasts Model

Objective 5

Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors

Current Position

A National Training Framework Sub Group has been developed involving representatives from Training & Development, Community Safety and Swansea Bay University Health Board. The group is responsible for the development of the training plan for roll out across the authority – identifying those who require varying levels of the training and how this will be rolled out, whilst learning from the experiences of the Swansea Bay University Health Board pilot and sharing best practice.

With the roll out of the National Training Framework it will undoubtedly increase referrals into local services and we need to be clear of a referral pathway for all professionals to follow. The VAWDASV Leadership Group will have an important role to play in how we overcome any issues that may arise as a result of this.

For 2023-26, on a local basis we will;

1. Provide Group 1 training to all new NPT staff as part of their induction and provide refreshers to existing staff in line with the National Training Framework
2. Work with local service providers to ensure they continue to receive appropriate training on complex needs in line with Groups 4 and 5 of the National Training Framework
3. Ensure all agencies in the local VAWDASV partnership continue to give a commitment to training plans within their own organisation over the next 3 years

- 4 When delivering VAWDASV training, continue to give consideration to the recommendations of local Domestic Homicide Reviews, to ensure everyone feels confident to signpost victims to appropriate support services or VAWDASV champions
- 5 Continue to raise awareness, through our training roll out, of the 'Safe Leave' policy for NPT staff who are affected by VAWDASV

For 2023-26, on a regional basis we will;

1. Continue to roll out 'Ask & Act' Group 2 Training promoting the Ask & Act Pathway and regional specialist partners to priority groups of staff across NPT in partnership with Swansea
- 2 Roll out 'Ask & Act' Group 3 Training to organisational champions across the region in partnership with Swansea, Swansea Bay University Health Board and specialist regional partners
- 3 Provide accredited local authority and health board 'Ask & Act' trainers with additional training to support their continuous professional development and the sustainability of their training
- 4 Work with Welsh Women's Aid and partners to deliver Group 6 of the National Training Framework to all local members and senior leaders

Objective 6

Provide all victims with equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional and responsive services across Wales.

Current Position

Current services within NPT are detailed in Chapter 5 of this strategy. A high proportion of funding supports high risk victims and whilst services are county borough wide, access points are principally in the two main towns of Neath and Port Talbot.

As outlined earlier in the strategy, we have 3 specialist Domestic Abuse providers in the area, offering refuge accommodation, move on accommodation, floating support, advocacy and advice.

Thrive Women's Aid have secured funding to develop a supported housing programme providing specialist accommodation to victims of domestic abuse and their families. Four properties will be available from March 2023, increasing to twenty properties by March 2024, along with 2 Housing Officers providing additional support.

Sexual Violence Counselling services are offered across the region by New Pathways.

The Council's Housing Options Service, also based in Neath, is available for anyone in housing difficulty, including those experiencing Domestic Abuse.

For 2023-2026, on a local basis we will;

1. Continue to have regard for VAWDASV Commissioning Guidance in our practice so that those who commission services can ensure activity is better informed, more joined up and value for money, ensuring that specialist services in NPT meet victims' needs

2. Further develop links with local specialist providers who meet the needs of people affected by other forms of violence such as Female Genital Mutilation (FGM)
3. Work with Supporting People to complete the commissioning exercise to implement a new service model for Accommodation and Support
4. Implement the findings of the Review of Social Services response to domestic abuse to improve support which is survivor informed and joined-up with good communication channels across all organisations
5. Continue to support the new RAPID project delivered in partnership by Thrive Women's Aid and South Wales Police

For 2023-2026, on a regional basis we will;

6. Consider ways to further expand the provision of the SWAN service across the region
The SWAN Project, delivered by Swansea Women's Aid, supports women who are sex working. They provide practical and emotional support and aim to improve the safety and well-being of women accessing the service)

Objective 7

Increase focus on improving the recognition of, and responses to VAWDASV in all Criminal Justice proceedings.

An integral element of this strategy is justice and protection for survivors and their families according to their needs, within a criminal and civil justice framework and also within a wider social context.

Prosecution

It is well documented that many victims do not report VAWDASV related crimes to the police¹⁰ and, that a significant proportion of those who do, later withdraw their complaints.¹¹

There needs to be greater confidence in the Criminal Justice System (CJS) in order to increase reporting and as a result, increase victims' access to safety, support and justice and reduce the risk of re-victimisation.

A number of studies have shown that in the policing context, perceptions of fairness and decent treatment were at times more important than effectiveness and outcomes in determining satisfaction and confidence. Victims want to be treated with respect and dignity. Research also highlights that the outcomes and sentence are highly influential on victims' views of the CJS.¹²

The majority of perpetrators are men and boys. As most cases never come to the attention of the Criminal Justice System, there are few sanctions for their behaviour. Therefore, a drive to improve criminal justice system services, ensuring a renewed focus on prosecuting and convicting perpetrators is essential to driving victim and wider public confidence.

¹⁰ Statistical bulletin: Crime in England and Wales, Year Ending December 2012, Office for National Statistics

¹¹ CEDAW Thematic Shadow Report on Violence Against Women in the UK, Sen and Kelly (2007)

¹² Victims' views of court and sentencing (October 2011), Commissioner for Victims and Witnesses in England and Wales

Family Courts

For specialist service providers supporting victim the Family Court process has long been a cause for concern. Whilst improvements have been made in the criminal courts, there is an increasing need for the Family Courts to follow in their footsteps. Domestic Abuse is an issue in 70% of cases in the family courts across England and Wales. Providers have expressed concerns of victims having to participate in mediation with the perpetrator, needing to represent themselves at Court and sometimes being cross examined by the perpetrator during the process.

For 2023-2026, on a regional basis we will;

1. Work in partnership with South Wales Police and Crime Commissioner to further improve outcomes; to reduce the number of repeat victims; and to identify how we can intervene effectively much earlier
2. Continue to work in partnership with the Police and Courts, to identify what needs to change to better support victims, including victimless prosecutions and how evidence is gathered
3. Continue to increase awareness with local solicitors, magistrates, and legal reps of the importance of recognising all forms of VAWDASV and providing appropriate responses in family court situations
4. Continue to promote the use of remote evidence facilities across the region. To ensure victims are fully aware of the service and are appropriately supported throughout the court process



LEADERSHIP & GOVERNANCE

The strategic direction and oversight of the Healthy Relationships for Stronger Communities Strategy is held by the VAWDASV Leadership Group, which is accountable to the Safer Neath Port Talbot Community Safety Partnership Board (CSP).



The Public Services Board will provide challenge and support to the Community Safety Partnership in progressing this Strategy.

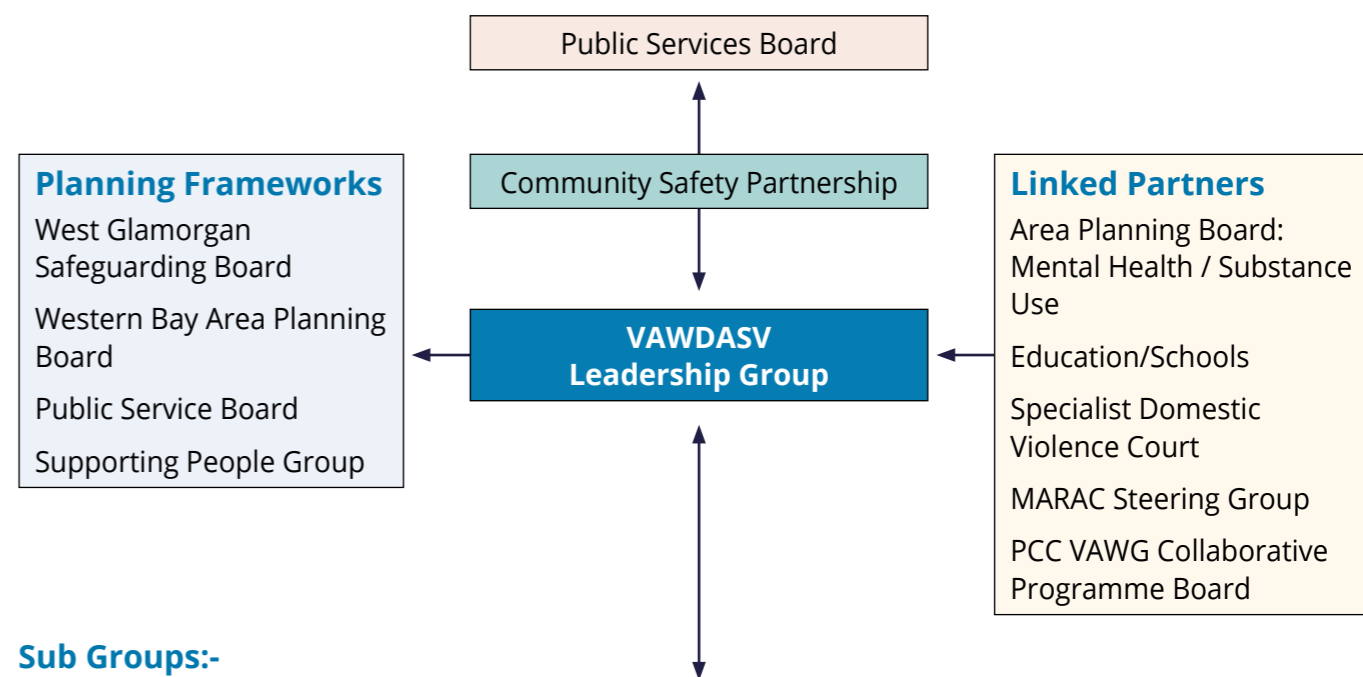
The Leadership Group will continue to establish annual priorities drawn from this Strategy that will be progressed through clearly agreed actions plans. A delivery plan will be developed to highlight which aspects of the work will be delivered locally and regionally and to allow the Leadership Group to easily monitor progress.

The measures listed in this strategy will be regularly reported to the Leadership Group by the designated leads for each objective.

The diagram opposite illustrates the revised governance structure around this strategy for 2023-26.

- For 2023-2026 the Leadership Group will;
- Publish an annual report to highlight progress made on all areas of this strategy
 - Hold a regional annual event to discuss progress made and agree the priority area's for the following year
 - Ensure membership of the Group remains appropriate and inclusive of all relevant services and partners

Page 43



Sub Groups:-

Communications & Engagement Group	Raise awareness of VAWDASV and local partnership work Delivering on Objective 1 within the Healthy Relationship for Stronger Communities Strategy	Lisa Potterton
Relationship & Sexuality Education Group	Overseeing the continuous improvement of the RSE Lesson packs, ensuring age appropriate RSE lessons are delivered across all schools in NPT Delivering on Objective 2 within the Healthy Relationship for Stronger Communities Strategy	Corinne Fry
National Training Framework (inc Ask & Act) Group	To implement the National Training Framework, Ask & Act Model and identify / arrange other relevant training Delivering on Objective 5 within the Healthy Relationship for Stronger Communities Strategy	Rachel Dixon
Service Provider Forum	To share good practise and raise and formalise escalation of concerns	Lisa Potterton
MARAC Steering Group	To oversee the MARAC arrangements for Neath Port Talbot Council, ensuring it is fit for purpose and effective	Claire Jones

**Sub Groups to feed in to Quarterly Leadership Group meetings via a Highlight Report – Agenda Items to be scheduled.*

Time Limited Task & Finish Groups:-

As Required by VAWDASV Leadership Group	Time limited Task & Finish Groups can be established by the VAWDASV Leadership Group, for any emerging issues that would not otherwise be appropriate for the Sub Groups to address or take forward
---	---

Membership of the VAWDASV Leadership Group

- NPTCBC
 - » Community Safety
 - » Children’s Services
 - » Commissioning
 - » Adult Safeguarding
 - » Substance Misuse
 - » Education
 - » Training and Development
 - » Youth Service
- Swansea Bay University Health Board
- South Wales Police
- Thrive Women’s Aid
- Calan DVS
- Hafan Cymru
- BAWSO
- New Pathways
- Tai Tarian
- Police & Crime Commissioner
- Probation
- Welsh Women’s Aid
- Welsh Ambulance Service
- Mid and West Wales Fire and Rescue Service

MEASURES



In order to demonstrate the progress made on each of the seven objectives within this strategy, a set of key performance indicators will be developed.

Progress reports will be discussed at the VAWDASV Leadership Group meetings and integrated into every Annual Report.



How will we know we are making a difference?

Survivor Feedback

As outlined earlier on in this strategy, survivor engagement and feedback is vital to shaping future services and understanding whether the work we do and the services we offer are meeting the needs of our communities.

Objective 1 - Communications & Engagement

- The number of Clare’s Law requests made within Neath Port Talbot and the number of those where VAWDASV related concerns were raised
- The social media reach of all VAWDASV campaigns promoted by the Communications & Engagement Group
- The number of people reporting VAWDASV and/or accessing specialist support services
- The number of calls made to the Respect Helpline from the Neath Port Talbot area and their outcomes

Objective 2 - Children and Young People

- The number of children in Neath Port Talbot schools who have received a Healthy Relationship lesson and the % of those children who retained some the key information from that lesson 6 months later

Objective 3 - Perpetrators

- The number of referrals made to the local Perpetrator Programme, including the % of those referred who have successfully engaged with the programme

Objective 4 - Early Intervention & Prevention

- Of the referrals into SPOC, the number of these that were VAWDASV related and the % referred for statutory services or early intervention. What were the outcomes?
- The number of referrals into services from those who are affected by any form of VAWDASV, but who identify as LGBT, are older, disabled, a male victim, or a member of the BAME community

Objective 5 - Training

- The number of staff who have been trained to the appropriate level of the National Training Framework, depending on their individual roles
- The number of staff within partner organisations who have completed VAWDASV related training

Objective 6 - Accessible Services

- Survivor Feedback
- Number of presentations to Housing Options as a result of VAWDASV and their outcomes
- Referrals to specialist providers, programmes offered, and outcomes
- % of cases known to Adult Services where VAWDASV is a concern

Objective 7 - Criminal Justice Proceedings

- Usage of the remote evidence facilities and the outcomes
- The number of high risk victims supported by the IDVA service; the % of those who engage with support and the % who are repeat victims
- The number of victims supported through a court process and the % of those that have a positive outcome

Appendix 1 - Glossary

ACE’s	Adverse Childhood Experiences	RSE	Relationship & Sexuality Education
APB	Area Planning Board	SBUHB	Swansea Bay University Health Board
BAME	Black, Asian and Minority Ethnic	SP	Supporting People
BAWSO	Black Association of Women Step Out	SPOC	Single Point of Contact
C&E	Communications & Engagement	SSWBA	Social Services & Well-Being Act
CAFCASS	Children and Family Court Advisory Support Service	SV	Sexual Violence
Calan DVS	Calan Domestic Violence Services	UK	United Kingdom
CJS	Criminal Justice System	UN	United Nations
CSP	Community Safety Partnership	VAWDASV	Violence Against Women Domestic Abuse and Sexual Violence
CYP	Children and Young People	VAWG	Violence Against Women and Girls
DHR	Domestic Homicide Review	WA	Women’s Aid
EIP	Early Intervention & Prevention	WG	Welsh Government
EU	European Union	WWA	Welsh Women’s Aid
FGM	Female Genital Mutilation	YJEIS	Youth Justice Early Intervention Service
GP	General Practitioner		
IDVA	Independent Domestic Violence Advisor		
IRIS	Identification and Referral to Improve Safety		
LGBT	Lesbian, Gay, Bisexual, Transgender		
MARAC	Multi Agency Risk Assessment Conference		
NICE	National Institute of Clinical Excellence		
NPT	Neath Port Talbot		
NPTCBC	Neath Port Talbot County Borough Council		
OSS	One Stop Shop		
PCC	Police and Crime Commissioner		
PSB	Public Services Board		

This page is intentionally left blank

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
Version 1	Elinor Wellington	Principal Officer, Community Safety	March 2023
Version 2	Elinor Wellington	Principal Officer, Community Safety	June 2023

1. Details of the initiative

	Title of the Initiative: Healthy Relationships for Stronger Communities Strategy 2023-2026
11	Area: Community Safety
1b	Directorate: SSHH
1c	<p>Summary of the initiative:</p> <p>The revised 'Healthy Relationships for Stronger Communities Strategy (2023-2026)' outlines the work that the council, local health board and partners will undertake over the next 3 years to better protect and support victims of all forms of Violence Against Women, Domestic Abuse and Sexual Violence. This strategy enables the authority to discharge its duties under the Violence Against Women, Domestic Abuse and Sexual Violence Act (Wales) 2015.</p> <p>This is the council's and local health board's 3rd version of this strategy, with the first being launched in 2017 and the second in 2020.</p>

1d	Is this a 'strategic decision'? Yes
1e	Who will be directly affected by this initiative? All victims of VAWDASV and their families. Perpetrators of abuse. The wider community.
1f	<p>When and how were people consulted?</p> <p>In developing the strategy, a survey was prepared by the Community Safety team to ascertain the views of those who have experienced any form of domestic abuse or sexual violence, and those who have accessed local services due to their experiences. The responses have been integrated into the revised strategy.</p> <p>The VAWDASV Leadership are the strategic partnership group that oversee and own this strategy. They have been consulted on the actions contained in the revised strategy, with their feedback taken into account and appropriate amendments made.</p> <p>A two week public consultation was agreed by Cabinet, and was undertaken from 29th May -12th June 2023.</p> <p>A wide range of stakeholders and local survivors were consulted during the development of the Strategy. A further 2 week consultation and engagement exercise was undertaken to ensure that Strategy had wide support.</p> <p>The consultation included an on-line survey, face to face consultation with the local community, and distribution of the draft Strategy through various partnership networks, including the Area Planning Board, Community Safety Partnership, the Public Services Board and the Violence Against Women, Domestic Abuse & Sexual Violence Leadership Group, with its wider network.</p> <p>The consultation exercise focused on Chapter 7 of the strategy, as this is where the amendments for 2023-26 have been made; outlining the work we will undertake to achieve each of the objectives.</p> <p>As the strategy was developed in partnership from the outset, we had not anticipated many suggested changes, nor a high level of responses.</p> <p>Of the online responses received, 100% were in agreement that each of our objectives were the right matters to focus on. 100% of respondents also agreed that all of the actions contained within the strategy were appropriate and fit for purpose.</p>

	<p>Respondents were given the opportunity to provide any additional comments or feedback. The following comments were shared;</p> <p><i>'This is such an important area of work for our young people within Neath Port Talbot'</i></p> <p><i>'Consistency and commitment to VAWDASV within the Criminal Justice System for all victims'</i></p> <p><i>'Excellent Work'</i></p> <p><i>'This strategy shows great commitment from NPTCBC and Partners to tackling VAWDASV'</i></p> <p>As there were no concerns raised by partners or residents, or any suggested amendments; there have been no changes made to the final version of the strategy.</p>
1g	<p>What were the outcomes of the consultation?</p> <p>As per above.</p>

2. Evidence

<p>What evidence was used in assessing the initiative?</p>
<p>A range of evidence will be used, including</p> <ul style="list-style-type: none"> <input type="checkbox"/> Best practice <input type="checkbox"/> Legislative requirements, national reviews, NICE guidelines, relevant strategies, etc. <input type="checkbox"/> Case Reviews (Domestic homicide reviews); for lessons learnt <input type="checkbox"/> Resource and service mapping to understand services available, how funding is utilised and demand on services <ul style="list-style-type: none"> <input type="checkbox"/> Quantitative information e.g. number of referrals to MARAC, IDVA, Specialist providers & National hotline (key data would be collected including e.g. age – see below); numbers trained; supporting people information, service reviews, homelessness presentations, et al.

□ Qualitative information e.g. consultation and engagement including events, feedback and questionnaire 4 Section 5 (1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 places a duty on Local Authorities and Local Health Boards to jointly prepare and publish a Local Strategy which aims to end VAWDASV and ensure consistent consideration of preventative, protective and supportive mechanisms in the delivery of services.

This strategy has a key role to play in ensuring compliance with the Act. A suite of statutory guidance has also been issued under the Act, which sets out how relevant authorities should exercise their functions. This includes the Whole Education approach, National Training Framework (including 'Ask and Act'), multi-agency working, commissioning and working with and responding to perpetrators. There are also various other pieces of legislation, guidance and research that have shaped the strategy.

□ The requirement to undertake a local needs assessment aligns with Section 14 of the Social Services and Well-being (Wales) Act 2014 (SSWBA), which also requires a 'population needs assessment'

□ A local authority and Local Health Board is exercising functions in relation to children under SSWBA, must also have regard to Part 1 of the United Nations Convention on the Rights of the Child.

□ The Well-being of Future Generations Act requires public bodies in Wales to think about the long-term impact of their decisions, to work better with people, communities and each other, and to prevent persistent problems such as poverty, health inequalities and climate change. The work of the local VAWDASV partnership contributes to meeting the 7 wellbeing goals, in particular 'A healthier Wales' and 'A Wales of Cohesive Communities', and the five ways of working.

□ The Housing (Wales) Act 2014 enshrines in legislation the role of the local authority in preventing and alleviating homelessness, this will change the way that services are delivered to survivors of violence who flee their home seeking a safe place to live.

□ Adverse Childhood Experiences (ACE's) is now a widely recognised term which shows a correlation between childhood trauma and adult health outcomes. Evidence suggests that experiencing 4 or more types of adverse childhood experiences leads to a person being 14 times more likely to be a victim of violence. Ultimately the provision of effective support and early intervention for those impacted by ACE's will have a longer term impact on the reduced demand and costs to health and social services. This research is shaping the strategy and implementation.

- NICE guidelines highlights that Domestic Abuse is a complex issue that needs sensitive handling and highlights benefit of early intervention.
- South Wales Police and Crime Commissioners' Tackling Violence against Women and Girls Strategy 2019 – 2024 sets out four key priority areas for action including working collaboratively and with perpetrators.
- New safeguarding guidelines for children and adults at risk which set out the essential roles and responsibilities for anyone working with children or adults who are experiencing, or at risk of, abuse, neglect or other kinds of harm.
- Wales Audit Office have examined how the new duties and responsibilities of the VAWDASV Act are being rolled out and delivered. Their report concludes that victims and survivors of domestic abuse and sexual violence are often let down by an inconsistent, complex and fragmented system. Welsh Government has framed its legislation and guidance on Violence Against Women, Domestic Abuse and Sexual Violence alongside the UK and EU legislation;
- Ending Violence Against Women and Girls (2016-2020)
- European Union (EU) Directive on Victims' Rights
- The Council of Europe Convention on Preventing and Combating Violence against Women, and Domestic Violence (Istanbul Convention)
- Welfare Reform

Other evidence includes;

- Hester, M. and Westmarland, N. (2006) Service Provision for Perpetrators of Domestic Violence, University of Bristol; HM Government (2010) 'Call to End Violence Against Women and Girls', Home Office The Respect document, published in 2010 – 'Domestic Violence Perpetrators: Working with the cause of the problem – is available at http://www.respect.uk.net/data/files/lobbying/lobbying_tool_with_refs_30.11.10.pdf: in regard to perpetrators

- Research published and carried out by Dr Jane Monckton Smith which looked at 372 cases of intimate partner homicide through interviews with bereaved families and public protection professionals which highlights the shift in emphasis that is needed to intervene and prevent homicide
- The findings of SafeLives' research, which provides evidence from over 4,000 victims supported in hospital and community settings, show that we are missing opportunities to identify victims of domestic abuse.
- Evidence around people reporting (or not reporting incidences of violence)

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	✓			The strategy recognises everyone can be a victim of domestic abuse, regardless of their protected characteristics.
Disability	✓			
Gender reassignment	✓			The strategy dedicates a whole chapter to children and young people, and developing appropriate service provision or lesson delivery from 0-25.
Marriage & civil partnership	✓			The strategy recognises more work is needed to better support marginalised groups in our society and this includes older people, male victims, people with disabilities, those going through gender reassignment, victims from all different backgrounds, cultures and faiths and all genders .
Pregnancy and maternity	✓			
Race	✓			It is well documented that the level of risk posed to victims of abuse significantly increases during pregnancy. The strategy will explore ways of communicating key messages to everyone who is affected by domestic abuse, including more targeted messaging for specific cohorts of people.
Religion or belief	✓			
Sex	✓			
Sexual orientation	✓			

What action will be taken to improve positive or mitigate negative impacts?

There should be no negative impacts to those with protected characteristics – the VAWDASV Leadership Group and its sub groups will ensure that all victims have equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional and responsive services across Wales, in line with the WG National Strategy, and Objective 6 of our local strategy.

A consultation exercise was undertaken to help confirm/ identify alternative impacts. Actions will be included in the Strategy to continue to achieve a better understand the needs and requirements of various groups within our communities. The outcomes inform future reviews of actions and objectives.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	✓			Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour.
To advance equality of opportunity between different groups	✓			We recognise that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender and marital status. The whole ethos of the Healthy Relationships For Stronger Communities Strategy is;
To foster good relations between different groups	✓			To advance equality of opportunity between different groups To foster good relations between different groups + to eradicate or prevent gender based violence. Underpinning the Strategy are the fundamental principles to eliminate discrimination, harassment and victimisation as well to advance equality of opportunity between different groups.

			<p>Actions have been developed ‘to prevent and eradicate gender based violence by promoting: equality; safety; respect; and, independence to enable everyone to live free from abuse and the attitudes that perpetuate it’.</p> <p>Our commitment to engagement with different organisations, groups and communities in the development of the objectives has allowed greater understanding between groups, a shared sense of purpose, and a sense of increasing confidence to tackle these issues.</p>
--	--	--	---

<p>What action will be taken to improve positive or mitigate negative impacts?</p>
<p>The strategy has been developed in partnership, but Consultation was required to identify any actual impact, to highlight any unintended consequences and to explore potential mitigating actions for consideration – there were no concerns raised during the consultation, either from partner organisations or from members of the public.</p>

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>This strategy will have a positive impact on the Council meeting its socio-economic duty, as the strategy is designed to ensure that the Council and its strategic partners are best placed to support all those affected by VAWDASV, and provides high level objectives and a series of actions, in order to further strengthen the Councils approaches to VAWDASV.</p> <p>Priorities such as the below helps to improve the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage:</p> <ul style="list-style-type: none"> • We will ensure services available to deliver targeted prevention for all victims • We will look at how people currently access services and explore the potential to shift more resources from crisis interventions to prevention.

	<ul style="list-style-type: none"> We will ensure all staff are appropriately trained to recognise the signs of domestic abuse and how to refer into local services <p>We will build on, and further develop relationships with partners, to help us develop and implement robust responses for those experiencing VAWDASV</p>
Negative/Disadvantage	-
Neutral	-

What action will be taken to reduce inequality of outcome

The VAWDASV Leadership Group will oversee the implementation of this strategy. This should help to identify if the implementation of this Strategy is having a negative socio-economic impact on people. Furthermore providers of services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is improving the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage:

There is a requirement to undertake a three year review of the strategy and compile an annual report, which will involve feedback and consultation with stakeholders. This should help to identify if the implementation of this Strategy is improving the impacts of inequality of outcomes of those who are considered to have a socio-economic disadvantage.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	✓			Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour.

				Working with our partners and survivors we will help provide support and assistance to those who experience isolation and exclusion due to their previous or current circumstances.
Social Exclusion	✓			The strategy will have a positive impact on social exclusion by helping address the negative experiences of victims and perpetrators, helping rebuild confidence to take a more active and positive role within family and community life.
Poverty	✓			Over recent years we have become increasingly aware of the various aspects of poverty within our area and have identified work streams to address some of these; our work to address adverse childhood experiences is one such work stream. There are many forms of poverty; financial, social, emotional and the lack of opportunity. With the successful implementation of the strategy we anticipate there will be a positive impact on the various aspects of poverty particularly emotional poverty.

What action will be taken to improve positive or mitigate negative impacts?

Consultation was required to identify any actual impact and to explore potential mitigating actions for consideration – no concerns were identified by partner organisations or members of the public.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people’s opportunities to use the Welsh language	✓			The strategy will be available in Welsh. Any services commissioned will be delivered in both Welsh and English.
– treating the Welsh and English languages equally	✓			The strategy will be available in Welsh. Any services commissioned will be delivered in both Welsh and English.

What action will be taken to improve positive or mitigate negative impacts?

Regular monitoring of the strategies implementation should help to identify if work is having a negative impact on the Welsh Language. Furthermore providers of local services are required to implement monitoring systems, which should also help to identify if the implementation of this Strategy is having a negative impact on the Welsh Language.

There is a requirement to undertake a three year review of the strategy and to compile an annual report, which will involve feedback and consultation with stakeholders. This should help to identify if the implementation of this Strategy is having a negative impact on the Welsh Language.

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity			✓	NA - It is not expected that the strategy will have any adverse effect on biodiversity or ecosystem resilience.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			✓	NA - It is not expected that the strategy will have any adverse effect on biodiversity or ecosystem resilience.

What action will be taken to improve positive or mitigate negative impacts?

N/A

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	In line with the requirements of the Well-Being of Future Generations (Wales) Act 2015, our aims and key principles within this strategy have been developed to meet the following 5 ways of working which will help us to work together better, avoid repeating any past mistakes and tackle some of the long term challenges we are facing.

	<p>Long Term</p> <p>To ensure there is a strong focus on education and work with young people with the aim of eradicating violence and abuse over the long term</p> <p>To work with communities and employers to bring about a cultural shift in attitudes towards violence and abuse so that it is no longer tolerated or considered acceptable</p> <p>To provide services that offer best value for money</p>
ii. Prevention – preventing problems occurring or getting worse	<p>Early Intervention & Prevention</p> <p>To refocus funding and remodel services so that victims and perpetrators can access help and support at the earliest possible time and to prevent cases reaching a point of crisis</p>
iii. Collaboration – working with other services internal or external	<p>Collaboration</p> <p>Continue to build and develop a confident, strong partnership</p> <p>To develop regional and national collaborative approaches where this is more effective than a local response</p> <p>To work towards a collaborative commissioning model for all VAWDASV services in the NPT area</p>
iv. Involvement – involving people, ensuring they reflect the diversity of the population	<p>Involvement</p> <p>To ensure our service delivery is person centred</p> <p>To ensure the voices of people affected by violence and abuse are heard and that more opportunity is created to develop services that are evidence based and include survivor involvement</p>
v. Integration – making connections to maximise contribution to:	<p>Integration</p> <p>To adopt a holistic approach so that the wellbeing of people affected by violence and abuse is considered in service responses</p> <p>To ensure this work is recognised as everyone’s business</p>
Council’s well-being objectives	The objectives as developed will help meet the Council’s Wellbeing objectives and complement the anticipated priorities and steps in the revised Corporate Plan 2022-2027
Other public bodies objectives	Chapter 4 of the strategy outlines all of the relevant legislation and statutory guidance that we have had regard to in its development and future working

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

The strengthened partnership arrangements and planned consultation and engagement in the development of this strategy will enable people to highlight any unintended negative consequence of the strategy, which will then be considered when determining whether to continue to recommend the strategy.

The Leadership Group will continue to establish annual priorities drawn from this Strategy that will be progressed through clearly agreed actions plans.

A delivery plan will be developed to highlight which aspects of the work will be delivered locally and regionally and to allow the Leadership Group to easily monitor progress

The measures listed in this strategy will be regularly reported to the Leadership Group by the designated leads for each objective.

An annual report will be published to highlight progress made on all areas of the Strategy with a regional annual event to discuss progress made and agree priority areas for the following year.

The intended impact of the Strategy will be monitored and the outcome reported in the above annual report

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	The indication is that the Strategy will have a positive impact; however, processes are in place to review whether the Strategy is delivering the intended outcomes and is not creating any unintended negative consequences for people with a protected characteristic.

Socio Economic Disadvantage	The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regard to social economic disadvantages.
Community Cohesion/ Social Exclusion/Poverty	The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regard to community cohesion, social exclusion and/or poverty.
Welsh	The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regard to their use of the Welsh Language.
Biodiversity	N/A
Well-being of Future Generations	The indication is that the Strategy will have a positive impact, however processes are in place to review whether the Strategy is delivering the intended outcomes and not creating any unintended negative consequences for people in regard to the five ways of working.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

The over-all intention and impact is positive, in respects of equalities, Community Cohesion/ Social Exclusion/Poverty, Biodiversity and wellbeing and future generations. It is anticipated that the strategy will have an important contribution recognising that violence and abuse affects people regardless of their age, race, religion, sexual orientation, gender, and marital status.

Within equalities there are areas where it is recognised that further investigation is required in order to fully understand the impact of the strategy on people who share specific protected characteristics, for example LGBT Violence in relationships may have a range of consequences including homelessness, mental health, problematic substance misuse, child protection issues, physical injury and offending behaviour.

By tackling violence and abuse the strategy should have a positive impact in respect of Community Cohesion/ Social Exclusion/Poverty. There will be a positive impact in respect of Well-being of Future Generations as the strategy has been developed in line with the five ways of working.

In respect of Welsh is anticipated that that there will be both positive and negative impacts due to the ability of and statutory requirements for partners and providers to provide services n Welsh.

While the anticipated outcome of the Strategy will be positive, some potential negative impacts have been identified and mitigating actions have been developed to address these.

In addition, it is acknowledged that potential negative impacts are likely if implementation of the Strategy is not fully achieved or undertaken sensitively.

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Undertake a public consultation exercise to test the impact of the objectives on	Senior Policy and Engagement Officer, Community Safety	April 2023 (COMPLETE)	Consultation responses received

those who share protected characteristics	PO Community Safety		
Ensure the Strategy is appropriate to meet need	As above	May 2023 COMPLETE – This work will be ongoing for the life of the strategy	Strategy amended in light of responses received during the consultation
Include in the Strategy actions to continue to understand the needs and requirements of various groups within our communities	VAWDASV Leadership Group	May 2023 COMPLETE	Actions are developed and included in the final version of the Strategy
The outcomes of the actions to inform future reviews of actions and objectives	VAWDASV Leadership Group	June 2023 ONGOING	Progress and outcome of actions to be included in annual report and considered as part of future review of objectives and /or actions

12. Sign off

	Name	Position	Signature	Date
Completed by	ELINOR WELLINGTON	PO COMMUNITY SAFETY		June 2023
Signed off by	CHELE HOWARD	Head of Service/Director		

This page is intentionally left blank



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council



Healthy Relationships for Stronger Communities Strategy (2023-2026)

Page 67





Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Healthy Relationships for Stronger Communities Strategy (2023-2026)

Page 68

Officers;

Elinor Wellington – Principal Officer, Community Safety

Lisa Potterton – Senior Policy & Engagement Officer, Community Safety

Introduction

- The Violence Against Women, Domestic Abuse & Sexual Violence Act (Wales) 2015 placed a duty on Local Authorities and Health Boards to jointly prepare a strategy for their local area in order to improve prevention, protection and support for victims.
- The first Healthy Relationships for Stronger Communities Strategy was launched in 2017 and subsequently revised in 2020 and now 2023.
- The Violence Against Women, Domestic Abuse & Sexual Violence (VAWDASV) Leadership Group has overseen the implementation of each strategy with various sub-groups commissioned to undertake certain objectives and actions

- Significant developments have been made over the past 3 years, despite the impacts of the Covid-19 pandemic and lockdown restrictions. These achievements were outlined in our recent annual report.

However, due to the Covid-19 pandemic, a number of actions contained within our 2020-2023 strategy inevitably had to be postponed, as the primary focus of our VAWDASV Leadership Group was to ensure we were working together to address the significant increases in demands across all services, and ensure victims were aware that they could still access help and support.

- As a result of this, a number of actions have been carried forward into the 2023-2026 strategy.

Objective 1

Increase the reports of Violence Against Women, Domestic Abuse and Sexual Violence in Neath Port Talbot, through awareness raising and challenging attitudes

For 2023-2026, on a regional basis, we will;

- Continue the Regional Communications & Engagement group on a regional basis, and ensure the membership of the group remains inclusive.
- Continue to raise awareness of the following initiatives to further encourage victims to come forward and access appropriate help and support;
 Clare's Law / Bright Sky / Ask Angela
- Actively promote the Respect Helpline for victims and perpetrators during local engagement events

DRAFT Healthy Relationships for Stronger Communities Strategy

- Continue to amplify Welsh Government campaigns regarding VAWDASV, to ensure we play our part in strengthening the messages and making them recognisable across all areas of Wales.
- Consider alternative approaches to engage with marginalised groups, encouraging more people to come forward if they are experiencing VAWDASV

Page 72

Develop, launch and evaluate a local Sexual Violence Prevention campaign, using local data to ensure messages are targeted at those who may be at most risk within our communities

- Increase awareness of sexual exploitation and street harassment through local, regional and national campaigns
- Maintain an annual calendar of national and local events and activities

Objective 2

Increase awareness in children, young people and adults of the importance of safe, equal and healthy relationships and empowering them to positive personal choices.

For 2023-2026, on a local basis we will;

- Continue to work towards a Whole School Approach across NPT
Through the Relationship & Sexuality Education Group, ensure the Healthy Relationship lesson continues delivery to all schools
- Explore opportunities for challenging misogynistic behaviour and toxic masculinity with young people, considering the influence of social media
- Use existing initiatives to ensure all children are aware of services or points of contact with whom they can share any concerns they may have about their own relationships or their friends, family or others in the community.

• Page 73

For 2023-2026, on a regional basis we will;

- Raise awareness of all Welsh Government VAWADSV campaigns targeted at CYP with an emphasis on challenging misogyny and developing conversations about acceptable language and behaviour
- Consider increased opportunities to engage with those in higher education settings about healthy relationships, consent, misogyny and related topics.

Objective 3

Increase the focus on holding those who commit abuse to account and supporting those who may carry out abusive or violent behaviour to change their behaviour and avoid offending

During 2023-26, on a local basis we will:

- Page 75
- Continue to promote and develop clear referral pathways to CLEAR, to support men who have identified concerns about their behaviour
 - Continue to work with local specialist providers to support families and identify the most effective interventions
 - Work with the Communications and Engagement Group to encourage workplaces to develop a zero tolerance environment to workplace harassment by raising awareness with organisations and sharing consistent messages

DRAFT Healthy Relationships for Stronger Communities Strategy

During 2023-26, on a regional basis we will:

- Ensure perpetrators of domestic abuse receive appropriate intervention to disrupt and change perpetrating behaviours
- Promote interventions like Reprovide across the region to raise awareness and encourage participation
- Ensure there are suitable referral pathways, to encourage referrals, use and attendance of all perpetrator programmes
- Consider what measures we can take to improve the identification of perpetrators and engage them in programmes that tackle their behaviour and hold them to account
- Work with Housing Options to monitor the number of perpetrator evictions under the Renting Homes Wales Act

Objective 4

Make early intervention and prevention a priority – To reduce the number of repeat victims and reduce the number of high risk cases

For 2023-2026, on a local basis we will;

- Continue to work with Supporting People, the Area Planning Board, Community Safety and Families First commissioners to refocus funding in line with a new service model
- Consider the work of the Dr. Jane Monckton Smith when planning or commissioning services
- Continue to work with South Wales Police on the Early Action Together programme
- Work with the Communications and Engagement Group to conduct research to identify unidentified need
- Continue to support local services in developing targeted outreach provision to tackle violence against those experiencing harm or exploited by the sex industry

DRAFT Healthy Relationships for Stronger Communities Strategy

For 2023-2026, on a regional basis we will;

- Continue to support the roll out of IRIS across the region
- Consider further working with Welsh Women's Aid to deliver on their Change That Lasts Model

Page 78

Objective 5

Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors

For 2023-26, on a local basis we will;

- Provide Group 1 training to all new NPT staff as part of their induction and provide refreshers to existing staff in line with the National Training Framework.
- Work with local service providers to ensure they continue to receive appropriate training on complex needs in line with Groups 4 and 5 of the National Training Framework
- Ensure all agencies in the local VAWDASV partnership continue to give a commitment to training plans within their own organisation over the next 3 years.
- When delivering VAWDASV training, continue to give consideration to the recommendations of local Domestic Homicide Reviews
- Continue to raise awareness, through our training roll out, of the 'Safe Leave' policy for NPT staff who are affected by VAWDASV

For 2023-26, on a regional basis we will;

- Continue to roll out 'Ask & Act' Group 2 Training promoting the Ask & Act Pathway and regional specialist partners to priority groups of staff across NPT in partnership with Swansea
- Roll out 'Ask & Act' Group 3 Training to organisational champions across the region in partnership with Swansea, Swansea Bay University Health Board and specialist regional partners
- Provide accredited local authority and health board 'Ask & Act' trainers with additional training to support their continuous professional development and the sustainability of their training
- Work with Welsh Women's Aid and partners to deliver Group 6 of the National Training Framework to all local members and senior leaders

Objective 6

Provide all victims with equal access to appropriately resourced, high quality, needs-led, strength-based, inter-sectional and responsive services across Wales.

During 2023-26, on a local basis we will:

- Continue to have regard for VAWDASV Commissioning Guidance in our practice so that those who commission services can ensure activity is better informed, more joined up and value for money, ensuring that specialist services in NPT meet victims' needs
- Further develop links with local specialist providers who meet the needs of people affected by other forms of violence such as Female Genital Mutilation (FGM)
- Work with Supporting People to complete the commissioning exercise to implement a new service model for Accommodation and Support.
- Implement the findings of the Review of Social Services response to domestic abuse to improve support which is survivor informed and joined-up with good communication channels across all organisations
- Continue to support the new RAPID project delivered in partnership by Thrive Women's Aid and South Wales Police

For 2023-26, on a regional basis we will;

- Consider ways to further expand the provision of the SWAN service across the region

Page 82

(The SWAN Project, delivered by Swansea Women's Aid, supports women who are sex working. They provide practical and emotional support and aim to improve the safety and wellbeing of women accessing the service)

Objective 7

Increase focus on improving the recognition of, and responses to VAWDASV in all Criminal Justice proceedings

During 2023-2026, on a local basis we will;

- Work in partnership with South Wales Police and Crime Commissioner to further improve outcomes; to reduce the number of repeat victims; and to identify how we can intervene effectively much earlier
- Continue to work in partnership with the Police and Courts, to identify what needs to change to better support victims, including victimless prosecutions and how evidence is gathered.
- Continue to increase awareness with local solicitors, magistrates, and legal reps of the importance of recognising all forms of VAWDASV and providing appropriate responses in family court situations
- Continue to promote the use of remote evidence facilities across the region. to ensure victims are fully aware of the service and are appropriately supported throughout the court process

Leadership & Governance

The strategy is overseen by the NPT VAWDASV Leadership Group, which remains a very strong partnership. During 2023-2026, the group will:

Publish an annual report to highlight progress made on all areas of this strategy

Hold a regional annual event to discuss progress made and agree the priority areas for the following year

Ensure membership of the Group remains appropriate and inclusive of all relevant services and partners

Next Steps

- Following Cabinet approval, strategy will be live as of 1st August 2023
- Launch event to be arranged during Autumn 2023

Healthy Relationships for Stronger Communities Strategy

Page 86

Please forward any questions to;

Elinor Wellington; e.wellington@npt.gov.uk

Lisa Potterton; l.potterton@npt.gov.uk



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council



Page 87

Thank You
Any Questions?

This page is intentionally left blank



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNCIL SOCIAL SERVICES, HOUSING AND COMMUNITY SAFETY CABINET BOARD

21st September 2023

Report of the Head of Adult Services – Angela Thomas

Matter for Decision

Wards Affected All Wards

COMMISSIONING OF CARE AND SUPPORT SERVICES FOR THREE SUPPORTED LIVING SCHEMES

Purpose of the Report

To obtain Member approval to undertake a procurement exercise for the provision of care and support within three Supported Living Schemes and for the Head of Adult Services to receive delegated authority to enter into a contract with the winning bidder.

Executive Summary

This report sets out a proposal to undertake a procurement exercise in order to appoint an experienced provider to deliver care and support services to a number of people with a mental health and/or learning disability within a Supported Living Scheme.

Background

Neath Port Talbot Council (“the Council”) have identified that there are a number of people with a mental health and/or learning disability diagnosis currently in Residential placements who have been identified for move on to less restrictive models of care. The individuals identified

would benefit from the development of supported living accommodation to support their progression.

First Choice Housing Association (FCHA) are looking to develop three supported living schemes in order to provide a wider range of housing options for people with mental ill health.

The proposal is for the development of three properties that will provide shared living for three people. The schemes would offer 24 hour support by on-site staff to people that have an assessed need for that level of support.

If any necessary planning applications by FCHA for the development is agreed and the construction is taken forward, there would be a need for Officers to commission a suitably experienced provider to deliver the care and support to those that would move into the accommodation. As such, it is proposed that if the development goes ahead, Officers undertake a procurement exercise to commission a provider to deliver the required care and support to those housed in the Supported Living Scheme.

Providers wishing to be considered for this opportunity will be evaluated based on their quality and cost, in order to identify which bidder will offer the most economically advantageous tender. The bidder offering the most economical advantageous tender will be awarded the contract to deliver the care and support within the Supported Living Scheme for a period of up to eight years.

Financial Impacts

The budget for Mental Health 2023-2024 financial year is £4,152,010.

It is not possible to indicate the financial impact of this proposal until the services have been tendered and the Council has evaluated the bids. The procurement process will ensure that the Council contracts with a provider that is able to offer best value for money, taking into account both the quality and cost of the bidder's submissions.

Integrated Impact Assessment

A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016). The first stage impact assessment has indicated that a more in-depth assessment was required.

An overview of the Integrated Impact Assessment has been included below in summary form only and it is essential that Members read the Integrated Impact Assessment, which is attached to the report at Appendix 1 for the purposes of the meeting.

Equalities Impact - Overall there will be more positive or neutral impacts than negative. Any potential negative impacts can be mitigated.

The proposal will have a positive impact on people with a mental health and/or learning disability as the service will be personalised and will support people that move into the scheme to achieve greater levels of independence. The service will increase the range of accommodation and support options for people with a mental health and/or learning disability.

As the accommodation is one bedroom with shared living space, it will mean that the service will no longer be suitable to meet a person's needs due to maternity. However, if the person continues to have eligible care and support needs that requires social services intervention, a new service will be identified in partnership with the person that would better meet their needs. Moving from the scheme may be unsettling for the person, however this would be taken into account when supporting the person to move into a different service.

The proposal will have a neutral impact on people with other protected characteristics as eligibility to receive a service is not based on other protected characteristic(s) and the service will be person centred

based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their protected characteristic(s).

The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition the procurement process includes questions regarding equalities legislation.

The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts

All staff delivering the service will receive equality and diversity training.

Socio- Economic Impact - Will have a positive impact as people will be supported to access eligible benefits and also supported, where appropriate, to access education, employment or volunteering opportunities. In addition people will be supported to make healthy lifestyle choices, including nutrition, exercise and social activities. This will help improve their socio-economic status.

Community Cohesion/ Social Exclusion/Poverty Impact - Will have a positive impact as the community based nature of the Service will help people to access community services and be active members of their local community. In addition people will be supported to access eligible benefits and also supported, where appropriate, to access education, employment or volunteering opportunities.

Welsh Language Impact - Will have a positive impact as the contract

will obligate the provider to deliver the service in the residents chosen first language.

Biodiversity Impact - Not applicable for the proposal to commission a care and support service.

Well-being of Future Generations Impact - Will have a positive impact on the five ways of working under the Well-being of Future Generation Act as the undertaking of a procurement process will ensure the delivery of services that improve the well-being of adults who live in the county borough.

Valleys Communities Impacts

No implications.

Workforce Impacts

No implications.

Legal Impacts

It is anticipated that the contract value will exceed the threshold of £663,540 for the Light Touch Regime set out in the Public Contract Regulations 2015. In addition the Council must comply with its own Contract Procedure Rules which apply to the letting of contracts.

Under the Public Contract Regulations 2015, the Council is obliged to act in an open fair and transparent manner, ensuring that contract opportunities for such social care services are advertised to reach a wide market in order to encourage competition and to ensure equal treatment of all bidders. As such, the Council is required to undertake a competitive procurement exercise for the service in accordance with the Light Touch Regime under Public Contract Regulations 2015 and its Contract Procedure Rules. The tender process to be undertaken will comply with relevant legislative and procedural requirements.

Risk Management Impacts

The winning bidder will be required to submit a contract mobilisation plan to ensure a smooth transfer of the Service. The implementation of this mobilisation plan will be monitored by Officers within the Common Commissioning Unit.

In addition, Case Managers will put in place an engagement plan to support people to prepare for the move and to help people transition into the scheme. As part of this plan the Council will commission some additional hours of support for the first few weeks (number of weeks will be dependent on the needs of the individual resident) to help ensure that they have all the support they need to settle into their new home.

Crime and Disorder Impacts

Section 17 of the Crime and Disorder Act 1998 places a duty on the Council in the exercise of its functions to have “due regard to the likely effect of the exercise of those functions on and the need to do all that it reasonably can to prevent:

- a) Crime and disorder in its area (including anti-social and other behaviour adversely affecting the local environment);
- b) The misuse of drugs, alcohol and other substances in its area; and
- c) Re-offending the area”.

There is no impact under the Section 17 of the Crime and Disorder Act 1998.

Counter Terrorism Impacts

The report has no impact on the duty to prevent people from being drawn into terrorism.

Violence Against Women, Domestic Abuse and Sexual Violence Impacts:

Section 2(1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 introduced a general duty where a

person exercising relevant functions must have regard (along with all other relevant matters) to the need to remove or minimise any factors which:

- (a) increase the risk of violence against women and girls, or
- (b) exacerbate the impact of such violence on victims.

The report has no impact on the above duty.

Consultation

There is no requirement for external consultation on this item.

The Social Services and Wellbeing (Wales) Act 2014 places importance on commissioners promoting coproduction of service design with those that use services. Commissioners will make arrangements to ensure that those who move into the Supported Living Scheme are able to influence the design of the service and that those who may wish to be part of the procurement evaluation are able to do so.

Recommendations

Having had due regard to the integrated impact assessment, it is recommended that if FCHA are granted the relevant planning permissions and take forward the construction of the accommodation, agreement is given for:

- a. The undertaking of a procurement exercise to commission care and support services to people living in the Supported Living Schemes.
- b. Following the procurement process, for the Head Adult Services to be granted delegated authority to enter into a contract with the bidder evaluated as offering the most economically advantageous tender (taking into account the quality and cost of the bids), for the provision of care and support to people residing in the Supported Living Schemes.

Reasons for Proposed Decision

Undertaking a procurement exercise for the delivery of care and support services within the Supported Living Schemes will ensure that the Council is legally compliant when purchasing these services. In addition, this will ensure that the Council is best placed to continue meeting the needs and demands of those that require these services through the purchasing of high quality and financially sustainable services.

Implementation of Decision

The decision is proposed for implementation after the three day call in period.

Appendices

Appendix 1: Integrated Impact Assessment.

List of Background Papers

None.

Officer Contact

Angela Thomas, Head of Adult Services, Phone: 01639 68 3328

Email: a.j.thomas@npt.gov.uk

Name: Hayley Short, Interim Principal Officer for Commissioning,

Phone: 01639868960 Email : h.short@npt.gov.uk

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
Version 1	Hayley Short	PO Commissioning	28/08/2023

1. Details of the initiative

	Title of the Initiative: Commissioning of care and support services for three Supported Living Schemes.
1a	Service Area: Adult Services
1b	Directorate: Social Services, Health and Housing
1c	Summary of the initiative: To obtain Member approval to undertake a procurement exercise for the provision of care and support within three supported living schemes and for the Head of Adult Services to receive delegated authority to enter into a contract with the winning bidder.
1d	Is this a 'strategic decision'? Yes
1e	Who will be directly affected by this initiative? People with a mental health and/or learning disability that are assessed as requiring specially adapted accommodation.
1f	When and how were people consulted?

	Case managers will discuss the option to move into the schemes if it is identified that the scheme can meet their eligible social care needs. Those that are identified to move into the scheme will be invited to take part in the procurement evaluation will be supported to do so. In addition, discussions will take place with those identified to move into the scheme to understand what is important to them, this will directly inform the contract.
1g	What were the outcomes of the consultation? The service models will be designed around the feedback from discussions with those that are identified to move into the scheme. The care and support that will be delivered is in line with the persons individual care plan.

2. Evidence

What evidence was used in assessing the initiative?

The development of the supported living schemes forms part of our Adult Services strategy to expand alternative accommodation models for people with complex needs; “putting them at the heart of the progression model of care”.

Officers have worked with Care Management over a number of years to identify where service development is required to enable Individuals to move on from high cost, more restrictive models of care when they are ready to do so. The supported living model offers a stepping stone to support individuals with a mental health and/or learning disability to progress to more independent living with appropriate levels of support.

Officers have reviewed care plans, assessment documentation and had discussions with people to identify individuals who are ready to progress from residential placements to supported living. There will also be consideration of individuals moving from independent accommodation settings as they require higher levels of support.

Data in relation to the people identified to move into the scheme has not been included in this IIA as it is could identify personal information about the people

Adult Services Strategy 2023-2026 - [appendix-1-draft-adult-services-strategy-2023-26-may2023.docx \(live.com\)](#)

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age			x	<p>The service to be commissioned will be delivered to adults across a range of ages. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their age. Although the people identified to move into the scheme are of working age, their eligibility to receive a service is not based on their age and they will be able to continue to receive the service once they become non-working age, as long as the service is still suitable to meet their eligible needs.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that would like to play a part of the evaluation will be able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit (which includes receiving resident's feedback) and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p>

				All staff delivering the service will receive equality and diversity training.
Disability	x			<p>The service to be commissioned will have a positive impact on people as the service will be more personalised than traditional support models such as care homes and will support those moving into the scheme to achieve greater levels of independence. The service will increase the range of accommodation and support options for people with a disability.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that would like to play a part of the evaluation will be able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>Although all the people identified will have indicated that they would like to move, it is acknowledged that moving into a service can be difficult and cause some anxiety and that this may be intensified in people with a disability (for example somebody may have a diagnosis of anxiety and find the process of moving to be overwhelming, or somebody may have a learning difficulty/disability that means they find it hard to understand information, or somebody may have a neurological difficulty/disability that makes it harder for them to get used to new routines and people) . We will have in place a progression plan to support people to develop new skills in readiness for the move and to help people transition into the new scheme. In addition, we will commission some additional hours of support for the first few weeks (number of weeks will be dependent on the needs of the individual resident) to help ensure that they have all the support they need to settle into their new home.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant</p>

			<p>equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
<p>Gender reassignment</p>		<p>x</p>	<p>The service to be commissioned will be delivered to adults across the spectrum of gender identities and/or gender transitioning. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their gender identity/ gender transition (for example they may need support in making and attending medical appointments or support with medication relating to the gender reassignment process, or they may also need help to identify and attend support/social groups relating to gender reassignment). Their eligibility to receive a service is not based on their gender identity and they would be able to continue to receive the service if their gender identity changed at a later date, as long as the service is still suitable to meet their eligible needs (i.e. a change of service would not be because of a change to their gender identity).</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that would like to play a part of the evaluation will be able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The</p>

			<p>contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
<p>Marriage & civil partnership</p>		<p>x</p>	<p>The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their marriage/civil partnership. Their eligibility to receive a service is not based on their marriage/civil partnership and they would be able to continue to receive if marriage/civil partnership status changed at a later date, as long as the service is still suitable to meet their eligible needs (i.e., a change of service would not be because of a change to their marriage/civil partnership status).</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that would like to play a part of the evaluation will be able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p>

			<p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
<p>Pregnancy and maternity</p>		<p>x</p>	<p>None of the people identified currently have a protected characteristic by virtue of their pregnancy/maternity status. However, it is possible that they may experience pregnancy/maternity at a later date.</p> <p>The accommodation will be one bedroom and shared living space so would no longer be suitable to meet the person's needs due to maternity. However, if the person continues to have eligible care and support needs that requires social services intervention, a new service will be identified in partnership with the person that would better meet their needs. Moving from the scheme may be unsettling for the person, however this would be taken into account when supporting the person to move into a different service.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that would like to play a part of the evaluation will be able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p>

			<p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Race		x	<p>The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their race (for example support to access social activities or groups). Their eligibility to receive a service is not based on their race.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that would like to play a part of the evaluation will be able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to</p>

			<p>implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
<p>Religion or belief</p>		<p>x</p>	<p>The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their religion/belief (for example support accessing a place of worship, attending groups, managing a particular diet, etc). Their eligibility to receive a service is not based on their religion/belief.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that would like to play a part of the evaluation will be able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>

<p>Sex</p>			<p>The service to be commissioned will be delivered to adults across the spectrum of sexes. The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their sex. Their eligibility for the service is not based on their sex.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that would like to play a part of the evaluation will be able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
<p>Sexual orientation</p>			<p>The care will be person centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their sexual orientation (for example support to access social activities or groups). Their eligibility to receive a service is not based on their sexual orientation.</p> <p>All the people identified for the service will have agreed to receive this service and will be involved in developing the service model and tender pack. Any person that</p>

			<p>would like to play a part of the evaluation will be able to able to do so. This will help ensure that if any unidentified and unintended negative impacts arise, they will be identified and officers will look at processes to try mitigate them.</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
--	--	--	--

<p>What action will be taken to improve positive or mitigate negative impacts?</p>
<ul style="list-style-type: none"> • Commissioning team to monitor the service through the yearly contract monitoring process to ensure compliance with relevant legislation and guidance. • Commissioning team to monitor safeguarding referrals and complaints regarding the service. • Implement transition plan for those moving into the service. • Provider to implement monitoring systems.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	x			Enables people with a disability to live independently in their own tenancies within the community. As such, people will not be discriminated against being able to have their own tenancy and home due to having a disability.
To advance equality of opportunity between different groups	x			People with a disability will have an equal opportunity to live in their own home within their community as those who do not have a disability.
To foster good relations between different groups	x			The community based nature of the service will help people to access community services and be active members of their local community.

What action will be taken to improve positive or mitigate negative impacts?

- Link in with non-statutory and third sector services to help connect people to their communities.
- Commissioning team to monitor the service through the yearly contract monitoring process to ensure compliance with relevant legislation and guidance.
- Commissioning team to monitor safeguarding referrals and complaints regarding the service.
- Implement transition plan for those moving into the service.
- Provider to implement monitoring systems.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	Will have a positive impact as people will be supported to access eligible benefits and also supported, where appropriate, to access education, employment or volunteering opportunities. In addition, people will be supported to make healthy lifestyle choices, including nutrition, exercise and social activities. This will help improve their socio-economic status.
Negative/Disadvantage	
Neutral	

What action will be taken to reduce inequality of outcome

- Link in with non-statutory and third sector services to help connect people to their communities.
- Commissioning team to monitor the service through the yearly contract monitoring process to ensure compliance with relevant legislation and guidance.
- Commissioning team to monitor safeguarding referrals and complaints regarding the service.
- Provider to implement monitoring systems.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	x			The community based nature of the service will help people to access community services and be active members of their local community.

Social Exclusion	x			The community based nature of the service will help people to access community services and develop friendships groups.
Poverty	x			People will be supported to access eligible benefits and supported, where appropriate, to access education, employment or volunteering opportunities.

What action will be taken to improve positive or mitigate negative impacts?

- Commissioning team to monitor the service through the yearly contract monitoring process to ensure compliance with relevant legislation and guidance.
- Commissioning team to monitor safeguarding referrals and complaints regarding the service.
- Provider to implement monitoring systems.
- Link in with non-statutory and third sector services to help connect people to their communities.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: – people's opportunities to use the Welsh language	x			The contract will obligate the provider to deliver the service in the residents chosen first language
– treating the Welsh and English languages equally	x			The contract will obligate the provider to deliver the service in the residents chosen first language

What action will be taken to improve positive or mitigate negative impacts?

- Commissioning team to monitor the service through the yearly contract monitoring process to ensure compliance with relevant legislation and guidance.
- Commissioning team to monitor safeguarding referrals and complaints regarding the service.
- Provider to implement monitoring systems.

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity			x	Not applicable for the proposal to commission a care and support service
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			x	Not applicable for the proposal to commission a care and support service

What action will be taken to improve positive or mitigate negative impacts?

Not applicable for the proposal to commission a care and support service.

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	The service is more progressive and enabling than traditional care models. The service will be flexible and is designed to be future proof so that people can continue to live in the scheme as long as it meets their eligible care and support needs.
ii. Prevention – preventing problems occurring or getting worse	This is a more enabling service that will help people to build on and develop their independence and prevents the need for more institutionalised care models.
iii. Collaboration – working with other services internal or external	The service to be commissioned will work with the RSL and non-statutory services to deliver personalised care and support to the person. There will be clauses in the contract requiring the provider to work in collaboration to deliver the overall service that the person receives.
iv. Involvement – involving people, ensuring they reflect the diversity of the population	The things that are important to the people identified to move into the scheme will influence the service specification and people will be invited to play a part in the evaluation process.
v. Integration – making connections to maximise contribution to:	The service is community based and people will be supported to become active members of their local communities.
Council's well-being objectives	To improve the well-being of all adults who live in the county borough.
Other public bodies objectives	

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	<p>Overall there will be more positive or neutral impacts than negative. Any potential negative impacts can be mitigated.</p> <p>The proposal will have a positive impact on people with a disability as the service will be more personalised than traditional support models such as care homes and will support people that move into the scheme to achieve greater levels of independence. The service will increase the range of accommodation and support options for people with a disability.</p> <p>As the accommodation is one bedroom with shared living space so the service would no longer be suitable to meet a person's needs due to maternity. However, if the person continues to have eligible care and support needs that requires social services intervention, a new service will be identified in partnership with the person that would better meet their needs. Moving from the scheme may be unsettling for the person, however this would be taken into account when supporting the person to move into a different service.</p> <p>The proposal will have a neutral impact on people with other protected characteristics as eligibility to receive a service is not based on other protected characteristic(s) and the service will be person</p>

	<p>centred based on the persons care plan and as such will be responsive to any requirements that a person has by virtue of their protected characteristic(s).</p> <p>The tender process will ensure that a suitably experienced provider delivers the service (i.e. experienced is delivering services to people with disabilities). The contract will have clauses relating to ensuring compliance with the relevant equalities legislation. In addition, the procurement process includes questions regarding equalities legislation.</p> <p>The service will be monitored by the Common Commissioning Unit and the Unit will also analyse any complaints and safeguarding referrals regarding the scheme to identify if there are any concerns regarding the service having a negative impact on people with a protected characteristic. The provider will also be required to implement their own monitoring systems, which will also help to identify if any aspect of the service has led to unintended/unidentified negative impacts.</p> <p>All staff delivering the service will receive equality and diversity training.</p>
Socio Economic Disadvantage	Will have a positive impact as people will be supported to access eligible benefits and also supported, where appropriate, to access education, employment or volunteering opportunities. In addition, people will be supported to make healthy lifestyle choices, including nutrition, exercise and social activities. This will help improve their socio-economic status.
Community Cohesion/ Social Exclusion/Poverty	Will have a positive impact as the community based nature of the service will help people to access community services and be active members of their local community. In addition, people will be supported to access eligible benefits and also supported, where appropriate, to access education, employment or volunteering opportunities.
Welsh	Will have a positive impact as the contract will obligate the provider to deliver the service in the residents chosen first language.
Biodiversity	Not applicable for the proposal to commission a care and support service.
Well-being of Future Generations	Will have a positive impact on the five ways of working under the Well-being of Future Generation Act as the undertaking of a procurement process will ensure the delivery of services that improve the well-being of adults who live in the county borough.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised.

- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions.
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative.

The service will support people with a disability to live more independently and integrate into their local community. The service is person centred so that each resident will receive support that takes into account their individual needs.

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Commissioning team to monitor the service through the yearly contract monitoring process to ensure compliance with relevant legislation and guidance.	PO Commissioning	Within first 3 months of service commencing and then annually. Additional monitoring if issues identified	Monitoring reports
Commissioning team to monitor safeguarding referrals and complaints regarding the service.	PO Commissioning	Annually	Monitoring reports

Implement transition plan for those moving into the service.	PO for Complex Disability Community Mental Health	Throughout the period of transition into the scheme, exact timescales will be dependent on the persons individual needs	Resident's feedback via care plan reviews and residents sustained in their tenancy.
Provider to implement monitoring systems	Provider	Quarterly	Monitoring reports
Link in with non-statutory and third sector services to help connect people to their communities	PO for Complex Disability Community Mental Health	As part of developing care and support plan and at review	Referral into appropriate services
The accommodation will be one bedroom and shared living space so would no longer be suitable to meet the person's needs due to maternity. However, if the person continues to have eligible care and support needs that requires social services intervention, a new service will be identified in partnership with the person that would better meet their needs. Moving from the scheme may be unsettling for the person, however this would be taken into account when supporting the person to move into a different service.	PO for Complex Disability Community Mental Health	This is a future potential situation that could occur, at this point in time no further action required	People able to access services to meet their individual requirements.
People that are to receive a service to inform service specification	PO Commissioning	In line with procurement timeline	Contract will be shaped by feedback from those using the service

People that are to receive a service to be invited to play a part in the tender evaluation	PO Commissioning	In line with procurement timeline	People will have had the opportunity to take part in the evaluation
The contract will have clauses relating to ensuring compliance with the relevant equalities legislation.	PO Commissioning	In line with procurement timeline	Contract includes required clauses
Procurement process to include questions regarding equalities legislation	PO Commissioning	In line with procurement timeline	Procurement questions to include relevant questions
The contract will obligate the provider to deliver the service in the residents chosen first language	PO Commissioning	In line with procurement timeline	Contract includes required clauses
Link in with non-statutory and third sector services to help connect people to their communities	PO for Complex Disability Community Mental Health	As part of developing care and support plan and at review	Referral into appropriate services
All staff delivering the service will receive equality and diversity training.	Provider	As part of staff induction training	Training records

12. Sign off

	Name	Position	Signature	Date
Completed by	Hayley Short	PO Commissioning	H Short	30/08/2023
Signed off by	Angela Thomas	Head of Service/Director	A Thomas	04/09/2023

This page is intentionally left blank

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

**Social Services, Housing and Community Safety Board
21st September 2023**

Joint Report of the Head of Adult Services - Angela Thomas and the Head of Legal and Democratic Services – Craig Griffiths

Matter for Decision

Wards Affected: Briton Ferry East and West

**Delegation under Local Government Legislation to Briton Ferry Town Council
regarding the provision of a day service**

Purpose of the Report

1. To grant a further delegation to Briton Ferry Town Council pursuant to section 101 of the Local Government Act 1972 and section 19 of the Local Government Act 2000 to the 31st March 2025, to operate a community meals service at Liberty Hall, Briton Ferry in accordance with the Health and Social Services and Social Security Adjudications Act 1983 and Chronically Sick and Disabled Persons Act 1970.

Executive Summary

2. At its meeting of the 10th October 2022, Social Services, Housing and Community Safety Cabinet Board resolved to grant a one year delegation to Briton Ferry Town Council pursuant to section 101 of the Local Government Act 1972 and section 19 of the Local Government Act 2000 to operate a community meals service at Liberty Hall, Briton Ferry in accordance with the Health and Social Services and Social Security Adjudications Act 1983 and that delegated authority be granted to the Head of Adult Services in consultation with the Head of Legal and Democratic Services to enter into a suitable agreement to document this delegation. That delegation expires in November 2023.

3. Neath Port Talbot Council (“NPT”) has now received a request on the 11th July 2023 from Briton Ferry Town Council (“the Town Council”) for a further delegation under section 101 of the Local Government Act 1972 in relation to the provision of a community meals service at Liberty Hall Day Centre.
4. The Town Council are currently providing a subsidised meal service to both the elderly and disabled people of Briton Ferry that they provide from the Liberty Hall Day Centre, Briton Ferry. The Town Council currently meets the salary costs of the members of staff (2 full time and one part time) at the facility (a contribution of £52,000 per year) and meets the cost of food provision (in the sum of £25,000 per year) along with other ancillary expenditure (i.e. utility bills, cleaning materials, equipment).
5. NPT have been informed by the Town Council that they cannot continue to run the day centre unless it can arrange for NPT to delegate statutory powers to it.

Background

6. NPT received a request on the 11th July 2023 from the Town Council for a formal delegation under section 101 of the Local Government Act 1972 in relation to the provision of a community meals service at Liberty Hall Day Centre.
7. The Town Council are currently providing a subsidised meal service to both the elderly and disabled people of Briton Ferry that they provide from the Liberty Hall Day Centre, Briton Ferry. The Town Council currently meets the salary costs of the members of staff (2 full time and one part time) at the facility (a contribution of £52,000 per year) and meets the cost of food provision (in the sum of £25,000 per year) along with other ancillary expenditure (i.e. utility bills, cleaning materials, equipment).
8. Usually, the ability to undertake this activity, from a legal perspective would be covered by the power of well-being under section 2 of the Local Government Act 2000 or section 137 of the Local Government Act 1972. However, there is an annual financial limit to spending under section 137 and the view of the Welsh Government is that spending under the power of well-being is part of that section 137 limit and it would appear the cost of running the day centre is about twice the Town Council’s annual limit under these sections. In those circumstances the Town Council is not able to provide the current service under either of these powers.
9. The General Power of Competence (GPC) is now available to eligible Community Councils but a criteria must be fulfilled to enable Briton Ferry Town Council to utilise the same. If the Town Council has the GPC at some stage then it could run the day centre under that power. Briton Ferry Town Council

have advised that this time they will not be classed an eligible Community Council

10. The Health and Social Services and Social Security Adjudications Act 1983 provides that a County Borough Council such as NPT shall have power to make such arrangements as they may from time to time determine for providing meals and recreation for old people in their homes or elsewhere and may employ as their agent for the purpose of this paragraph any voluntary organisation whose activities consist in or include the provision of meals or recreation for old people.
11. The Chronically Sick and Disabled Persons Act 1970 provides that a County Borough Council such as NPT shall have power to make such arrangements as they may from time to time determine for providing meals for those classed as chronically sick and disabled in their homes or elsewhere.
12. As a result, NPT has the power to run this day centre and it could delegate that power in respect of the day centre to the Town Council under section 101 of the Local Government Act 1972 and section 19 of the Local Government Act 2000. In that case the Town Council would be exercising the power of NPT and any spending would be under that power which has no financial limit. This does, of course, require NPT to agree to delegate the power and there is no requirement for NPT to provide funds for the service.
13. In the circumstances it would appear that at this present time, the Town Council cannot continue to run the day centre unless it can arrange for NPT to delegate the power to it.
14. Consideration to this request has now been made by officers and it is suggested that to enable the Town Council to continue to run this facility, NPT formally grant a further delegation to the Town Council until the 31st March 2025. NPT will work with the Town Council to see what avenues could potentially be open to them to operate without a delegation but the provision of this delegation, will allow the service to continue operating pending more detailed consideration.
15. A suitable delegation agreement will be entered into, on terms agreed by the Head of Adult Services and Head of Legal and Democratic Services which will stipulate that the provision of this delegation is dependent on the Town Council meeting all costs of NPT in the provision of the service and providing a suitable indemnity to NPT against any financial risks that it may incur as a result of the delegation.
16. Any delegation however will be strictly for the provision of meals to the elderly and disabled and is not capable of being utilised for the purpose of trading

more generally and NPT will monitor compliance of the Town Council with this arrangement to ensure that this takes place.

17. It should be noted that NPT have no legal obligation to provide this delegation, but does so on the basis that it will enable the Town Council to continue providing the service at Liberty Hall. In the event that the Town Council determines to cease provision of the service at Liberty Hall, the delegation will come to an end and the service will conclude. NPT will not be obliged to step in and continue providing the service. Such provisions will be considered as part of any formal delegation granted.

Financial Implications

18. All costs associated with the provision of the community meal service at Liberty Hall will be met by the Town Council. NPT will also receive a suitable indemnity to warrant against any additional charges it might face as a result of this delegation being granted.

Integrated Impact Assessment

19. A first stage Impact Assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage assessment, attached at Appendix 1, has indicated that a more in-depth assessment is not required

Legal Impacts

20. The legal impacts are as set out in paragraphs 7 to 12 of this report.

Risk Management

21. Failure to grant a delegation would mean the provision of a community meal service at Liberty Hall Briton Ferry would come to an end. It should be noted that NPT have no legal obligation to provide this delegation, but does so on the basis that it will enable the Town Council to continue providing the same. In the event that the Town Council determines to cease provision of the service at Liberty Hall, the delegation will come to an end and the service will conclude. NPT will not be obliged to step in and continue providing the service. Such provisions will be considered as part of any formal delegation granted.

Consultation

22. There is no requirement for external consultation on this report

Recommendation

23. It is recommended that, having due regard to the integrated impact screening assessment that Neath Port Talbot County Borough Council grant a one year delegation to Briton Ferry Town Council pursuant to section 101 of the Local Government Act 1972 and section 19 of the Local Government Act 2000 to operate a community meals service at Liberty Hall, Briton Ferry in accordance with the Health and Social Services and Social Security Adjudications Act 1983 and Chronically Sick and Disabled Persons Act 1970 and that delegated authority be granted to the Head of Adult Services in consultation with the Head of Legal and Democratic Services to enter into a suitable agreement to document this delegation.

Reason for Decision

24. Failure to grant a delegation would mean the provision of a community meal service at Liberty Hall Briton Ferry would come to an end.

Implementation of Decision

25. The decision is proposed for implementation after the three day call in period.

Appendices

26. Appendix 1 - Integrated Impact Assessment Screening

List of Background Papers

27. None

Officer Contact

Angela Thomas
Head of Adult Services
Tel (01639) 763794
Email a.j.thomas@npt.gov.uk

Craig Griffiths
Head of Legal and Democratic Services
Tel (01639) 763767
Email c.griffiths2@npt.gov.uk

Appendix 1 – Integrated Impact Assessment Screening

1. Details of the initiative

Initiative description and summary: Delegation under Local Government Legislation to Briton Ferry Town Council regarding the provision of a day service
Service Area: Adult Services
Directorate: Social Services, Health and Housing

2. Does the initiative affect:

	Yes	No
Service users	x	
Staff		x
Wider community		x
Internal administrative process only	x	

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x					The granting of a delegation to Briton Ferry Town Council will enable them to continue providing a day meal service to elderly and disabled users. The purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service.
Disability	x					The granting of a delegation to Briton Ferry Town Council will enable them to continue providing a day meal service to elderly and disabled users. The purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service.
Gender Reassignment		x				There would be no impact on this particular characteristic as the current service provision focusses on the provision of community meals to the elderly and disabled and the purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service.
Marriage/Civil Partnership		x				There would be no impact on this particular characteristic as the current service provision focusses on the provision of community meals to the elderly and disabled and the purpose of this report is not to change any service provision on the part of NPT Council but to

						grant a delegation to Briton Ferry Town Council to provide a service.
Pregnancy/Maternity		x				There would be no impact on this particular characteristic as the current service provision focusses on the provision of community meals to the elderly and disabled and the purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service.
Race		x				There would be no impact on this particular characteristic as the current service provision focusses on the provision of community meals to the elderly and disabled and the purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service.
Religion/Belief		x				There would be no impact on this particular characteristic as the current service provision focusses on the provision of community meals to the elderly and disabled and the purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service.
Sex		x				There would be no impact on this particular characteristic as the current service provision focusses on the provision of community meals to the elderly and disabled and the purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service.

Sexual orientation		x				There would be no impact on this particular characteristic as the current service provision focusses on the provision of community meals to the elderly and disabled and the purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service.
--------------------	--	---	--	--	--	--

4. Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language		x				There is no impact on the opportunity to use the Welsh Language
Treating the Welsh language no less favourably than English		x				There is no impact on treating the Welsh language less favourable than English

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?

To maintain and enhance biodiversity		x				There is no impact on the maintenance and enhancement of biodiversity
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				There is no impact on the promotion of the resilience of ecosystems

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	x		Failure to grant a delegation would mean the provision of a community meal service at Liberty Hall Briton Ferry would come to an end. It should be noted that NPT have no legal obligation to provide this delegation, but does so on the basis that it will enable the Town Council to continue providing the same. In the event that the Town Council determines to cease provision of the service at Liberty Hall, the delegation will come to an end and the service will conclude. NPT will not be obliged to step in and continue providing the service. Such provisions will be considered as part of any formal delegation granted.
Integration - how the initiative impacts upon our wellbeing objectives	x		Briton Ferry Town Council are currently providing a subsidised meal service to both the elderly and disabled people of Briton Ferry that they provide from the Liberty Hall Day Centre, Briton Ferry. The Town Council currently meets the salary costs of the members of staff (2 full time and one

			<p>part time) at the facility (a contribution of £52,000 per year) and meets the cost of food provision (in the sum of £25,000 per year) along with other ancillary expenditure (i.e. utility bills, cleaning materials, equipment).</p> <p>This will contribute to all wellbeing objectives held by Neath Port Talbot Council</p>
Involvement - how people have been involved in developing the initiative	x		<p>A formal request has been made from Briton Ferry Town Council and discussions have been had with them to identify a solution. Consideration to this request has now been made by officers and it is suggested that to enable the Town Council to continue to run this facility, NPT formally grant a delegation to the Town Council for the duration of one calendar year initially, to be subject to further possible extension.</p>
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		<p>A formal request has been made from Briton Ferry Town Council and discussions have been had with them to identify a solution. Consideration to this request has now been made by officers and it is suggested that to enable the Town Council to continue to run this facility, NPT formally grant a delegation to the Town Council for the duration of one calendar year initially, to be subject to further possible extension. This will enable the Town Council to continue providing the service initially whilst a review is undertaken of additional ways they could continue to provide the service without the need for such a delegation. This could be by exploring ways under the GPC mentioned above or looking at ways to address its expenditure of the subsidy. NPT will work with the Town Council to see what avenues could potentially be open to them in this regard but the provision of this delegation, will in the first instance, allow the service to continue operating pending more detailed consideration</p>
Prevention - how the initiative will prevent problems occurring or getting worse	x		<p>Failure to grant a delegation would mean the provision of a community meal service at Liberty Hall Briton Ferry would come to an end. It should be noted that NPT have no legal obligation to provide this delegation, but does</p>

			so on the basis that it will enable the Town Council to continue providing the same. In the event that the Town Council determines to cease provision of the service at Liberty Hall, the delegation will come to an end and the service will conclude. NPT will not be obliged to step in and continue providing the service. Such provisions will be considered as part of any formal delegation granted.
--	--	--	---

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	x
Reasons for this conclusion	
There would be no impact on particular characteristics as the current service provision focusses on the provision of community meals to the elderly and disabled and the purpose of this report is not to change any service provision on the part of NPT Council but to grant a delegation to Briton Ferry Town Council to provide a service. Failure to grant a delegation would mean the provision of a community meal service at Liberty Hall Briton Ferry would come to an end. It should be noted that NPT have no legal obligation to provide this delegation, but does so on the basis that it will enable the Town Council to continue providing the same. In the event that the Town Council determines to cease provision of the service at Liberty Hall, the delegation will come to an end and the service will conclude. NPT will not be obliged to step in and continue providing the service. Such provisions will be considered as part of any formal delegation granted.	

This page is intentionally left blank



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNCIL Social Services, Housing & Community Safety Cabinet Board

21st September 2023

**Report of the Heads of Children's Services, Adult Services and
Housing & Community Safety (Keri Warren, Angela Thomas &
Chele Howard)**

Matter for Monitoring

Wards Affected: All

**Report Title: CHILDREN & YOUNG PEOPLE, ADULT SERVICES
and HOUSING & COMMUNITY SAFETY – 1st QUARTER (April
2023– June 2023) PERFORMANCE REPORT**

Purpose of the Report:

1. The purpose of this report is to provide Members with Performance Information and Complaints & Compliments Data for Children & Young People Services, Adult Services and Housing & Community Safety for the 1st Quarter Period (April 2023 – June 2023). This will enable the Social Care, Health & Well Being Cabinet Board and Scrutiny Members to discharge their functions in relation to performance management.

Executive Summary:

2. This report specifically relates to a selection of Key Performance Indicators (KPI's), the number of Complaints and Compliments

received by the Directorate during the 1st Quarter Period (April 2023 – June 2023), as well as a number of Service specific High-Level Measures for both Children & Young People and Adult Services.

Please note, the Statutory Welsh Government Performance Metrics for Social Services are not included as part of the agreed quarterly performance reporting arrangements but will be included as an additional appendix within the End of Year (Quarter 4) Performance Report.

Background:

3. Failure to produce a compliant performance monitoring report within timescale could lead to non-compliance within our Constitution and hinder the full and transparent scrutiny of performance across the Directorate. This report enables Members to monitor and challenge performance across Children & Young People and Adult Services, whilst taking into account required reporting obligations.

Financial Impacts:

4. No Implications

Integrated Impact Assessment:

5. There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

Valleys Communities Impacts:

6. No Implications.

Workforce Impacts:

7. No implications.

Legal Impacts:

8. No implications

Risk Management Impacts:

9. There is little or no risks associated with the information contained in this report.

Crime and Disorder Impacts:

10. Section 17 of the Crime and Disorder Act 1998 places a duty on the Council in the exercise of its functions to have “due regard to the likely effect of the exercise of those functions on and the need to do all that it reasonably can to prevent:
 - a) Crime and disorder in its area (including anti-social and other behaviour adversely affecting the local environment); and
 - b) The misuse of drugs, alcohol and other substances in its area; and
 - c) Re-offending the area”

11. There is no impact under the Section 17 of the Crime and Disorder Act 1998 through the information contained in this report.

Counter Terrorism Impacts:

12. The information contained in this report is likely to have no impact on the duty to prevent people from being drawn into terrorism.

Violence Against Women, Domestic Abuse and Sexual Violence Impacts:

13. Section 2(1) of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 introduced a general duty where a person exercising relevant functions must have regard (along with all other relevant matters) to the need to remove or minimise any factors which —
 - (a) increase the risk of violence against women and girls, or
 - (b) exacerbate the impact of such violence on victims.
14. The information contained in this report is likely to have no impact on the above duty.

Consultation:

15. There is no requirement for external consultation on this item.

Recommendations:

16. Not applicable.

Reasons for Proposed Decision:

17. Not applicable.

Implementation of Decision:

18. No decision to be made. For information only.

Appendices:

19. Appendices listed as follows: -

- a. **Appendix 1** – Children & Young People Services 1st Quarter Performance Measures (April 2023 – June 2023).
- b. **Appendix 2** – Adult Services 1st Quarter Performance Measures (April 2023 – June 2023).
- c. **Appendix 3** – Housing & Community Safety 1st Quarter Performance Measures (April 2023 – June 2023).
- d. **Appendix 4** – Social Services, Housing & Community Safety 1st Quarter Compliment & Complaints (April 2023 – June 2023).
- e. **Appendix 5** – Children & Young People Services and Adult Services High Level Measures Report
- f. **Appendix 6** – Children & Young People Services Quality Assurance Overview Report

List of Background Papers:

20. None.

Officer Contacts

David Harding – Operation & Development Support Manager
(Children’s Services). Email: d.harding@npt.gov.uk

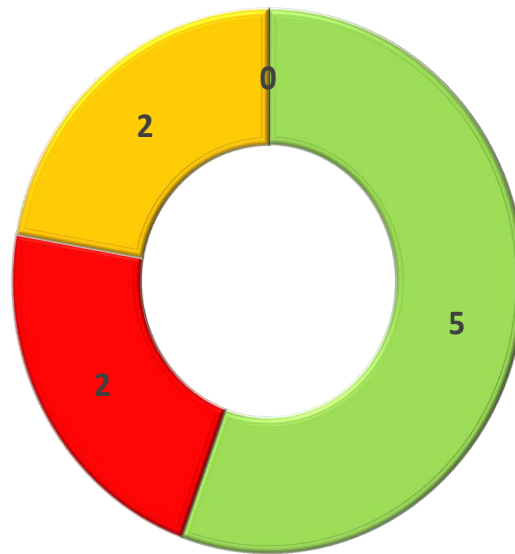
Lynette Jones – Business Strategy Officer (Performance - Adult
Services). Email: l.jones7@not.gov.uk



Performance Measures

Appendix 1 - CYPS – Children Services Level Measures Quarter 1 (1st April - 30th June) - 2023/24

Performance Measures Summary



Performance Key BRAG (Blue, Red, Amber, Green)

**Not suitable
for
comparison**

**5% or more
below target
or previous
years
performance**

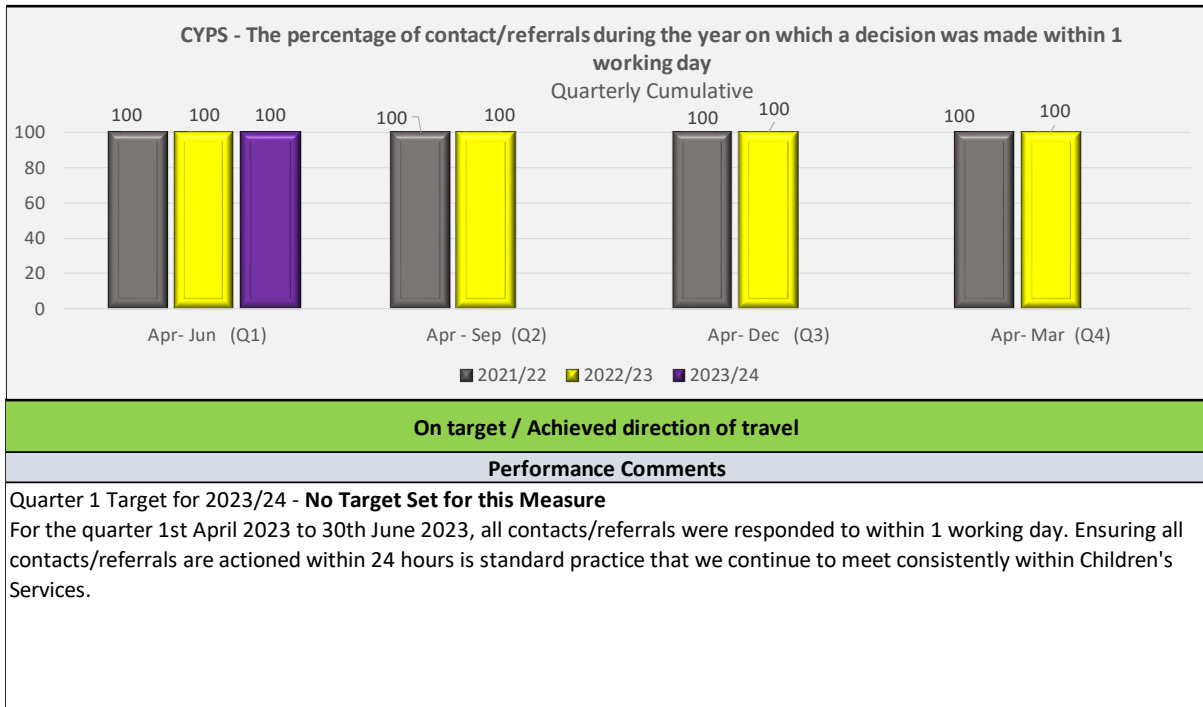
**Within 5% of
target or
previous
years
performance**

**on target /
Achieved
direction of
travel**

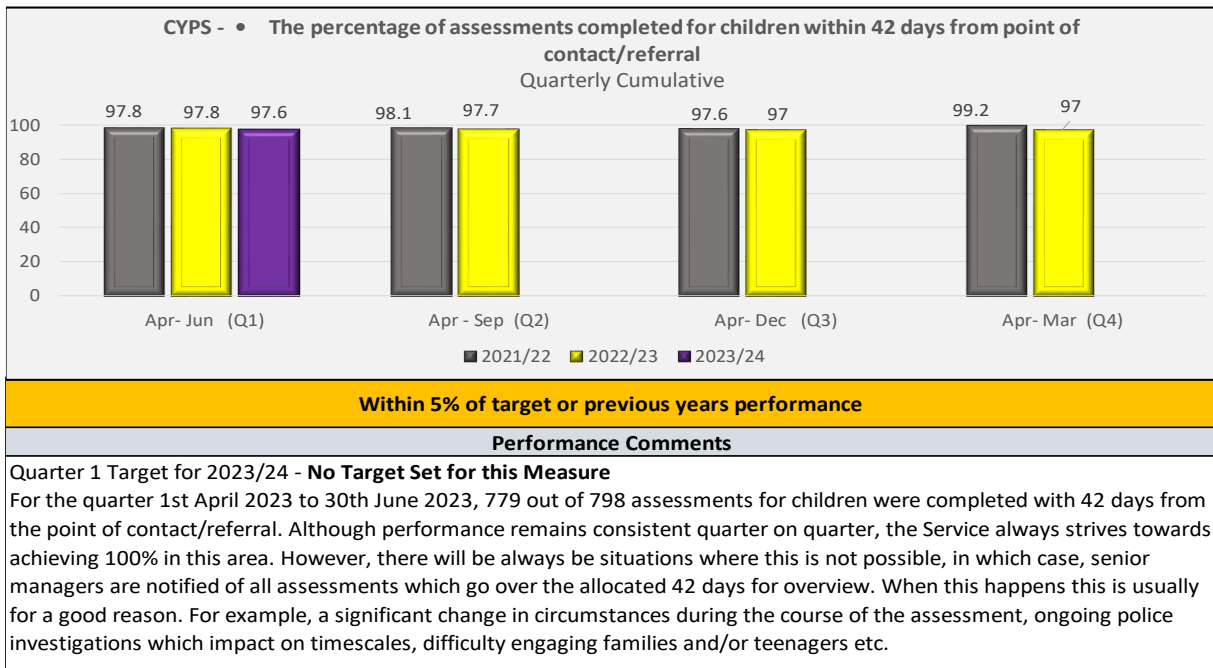


Well Being Objective 1 - Best Start In Life

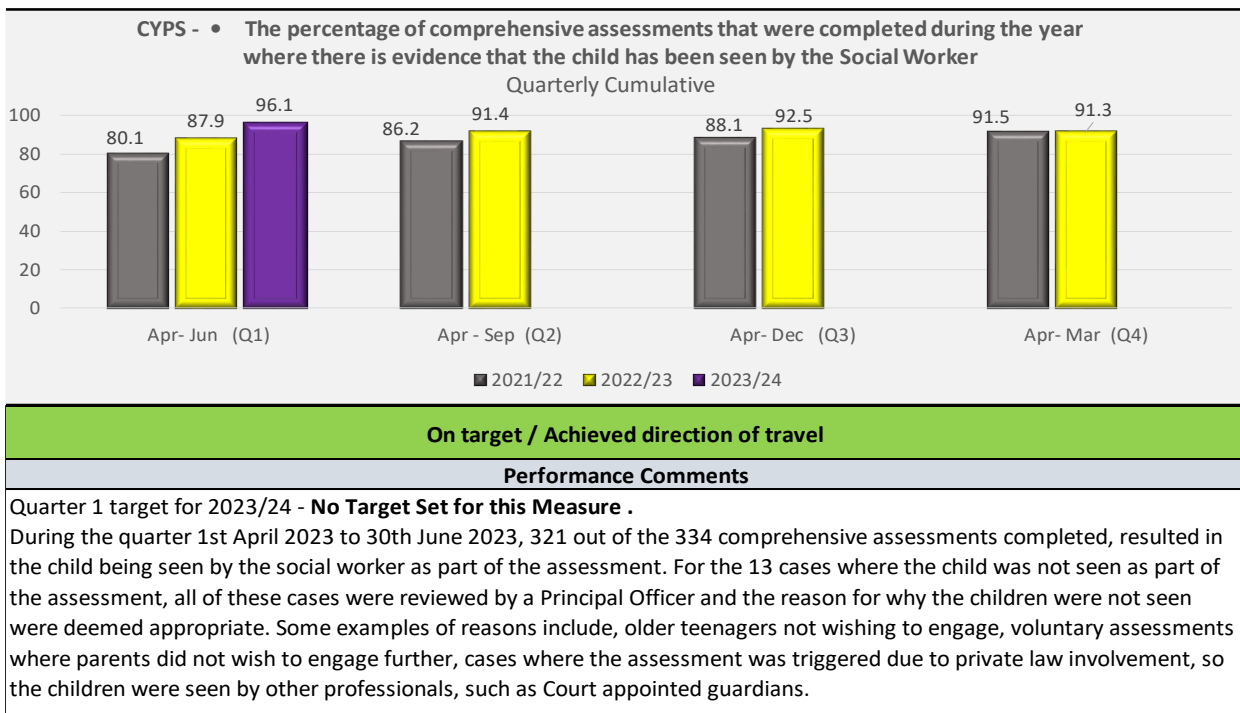
1.



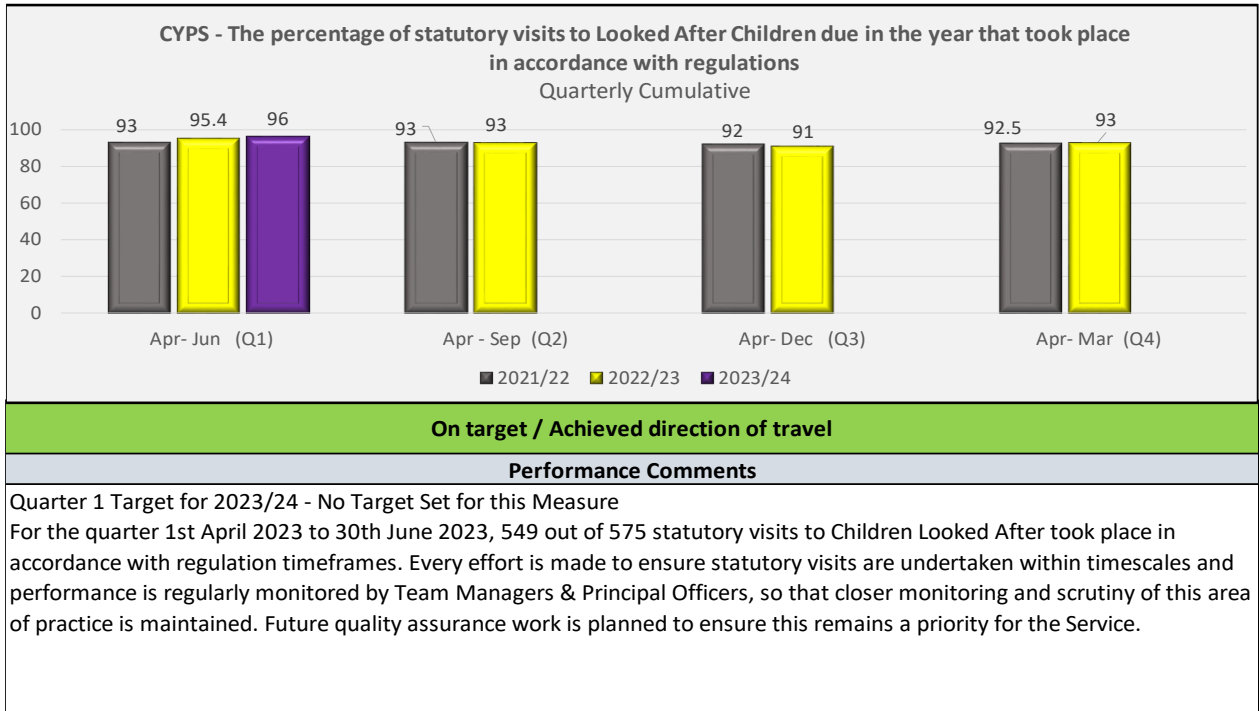
2.



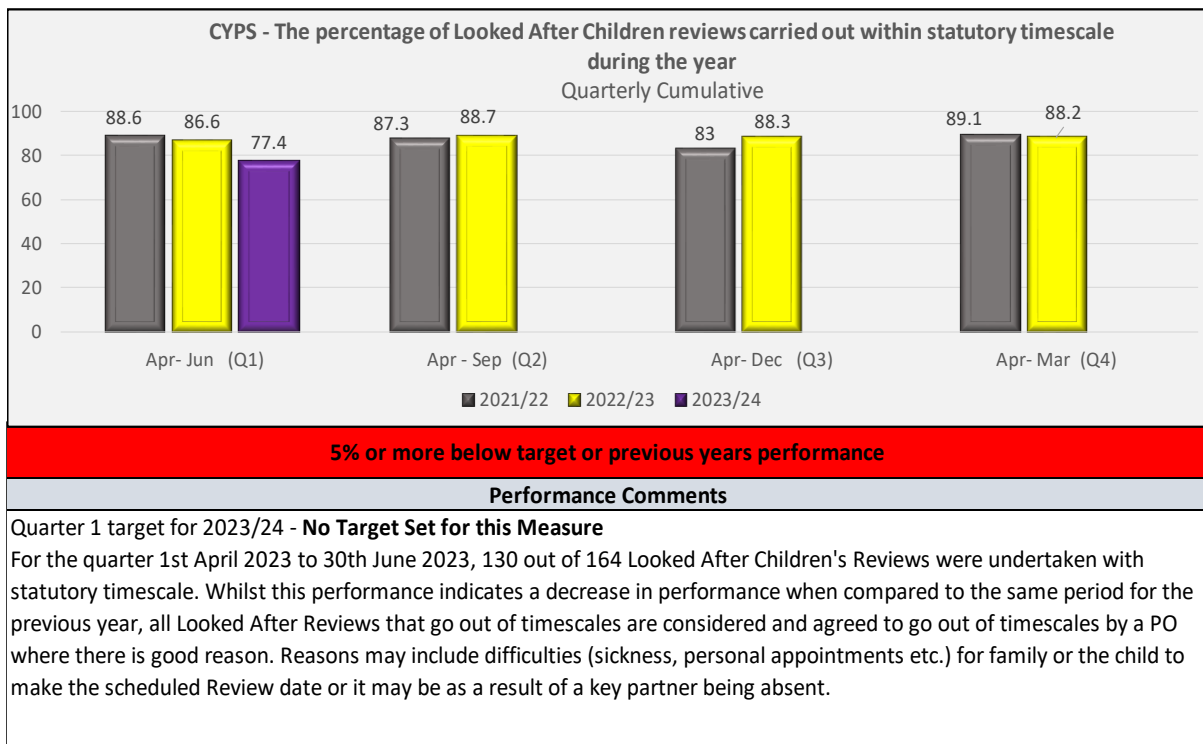
3.



4.

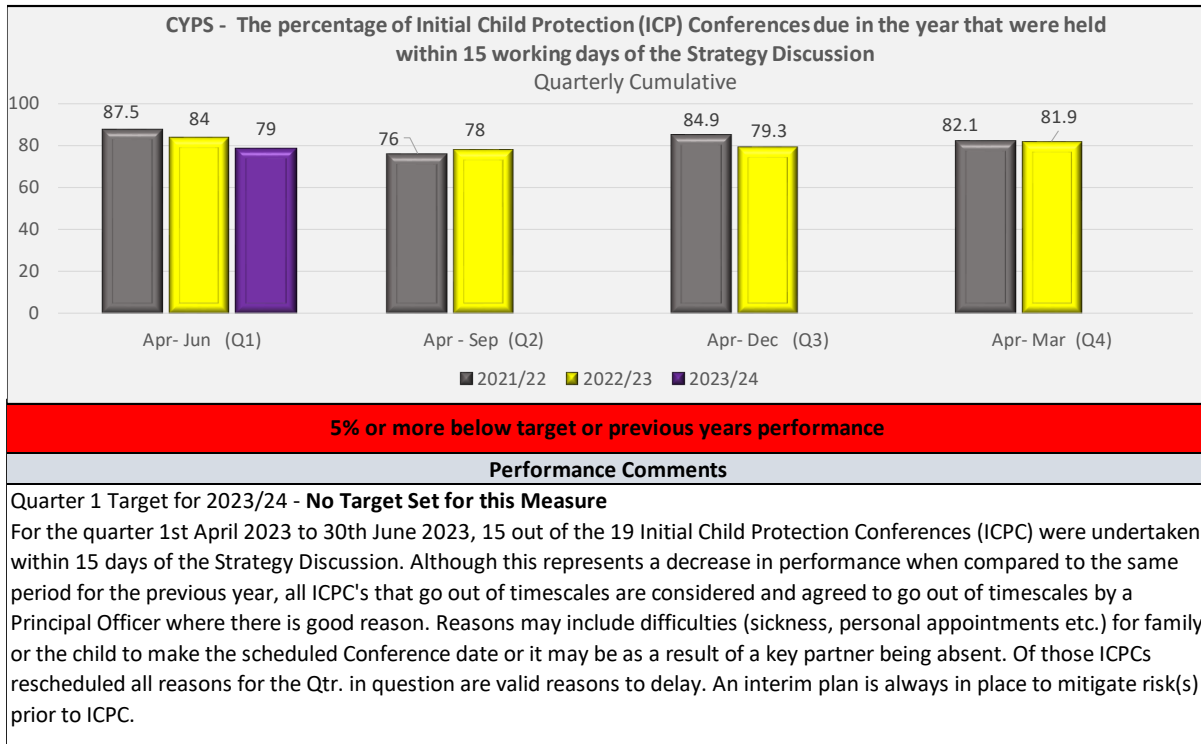


5.

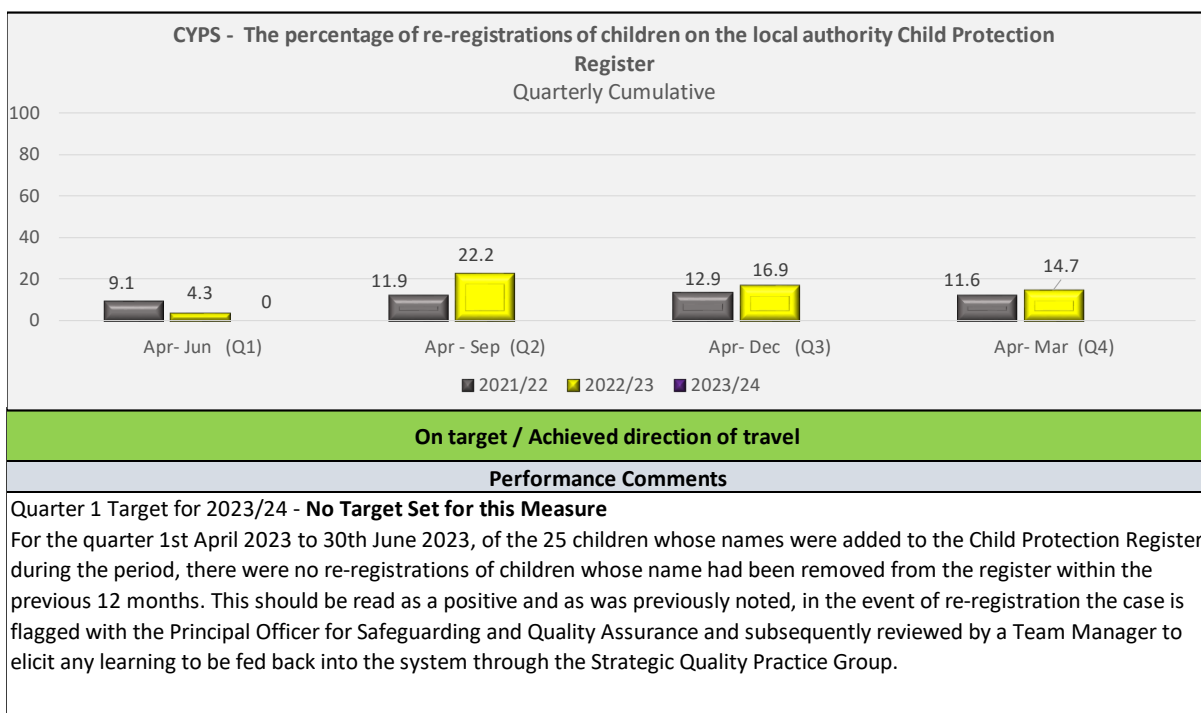




6.

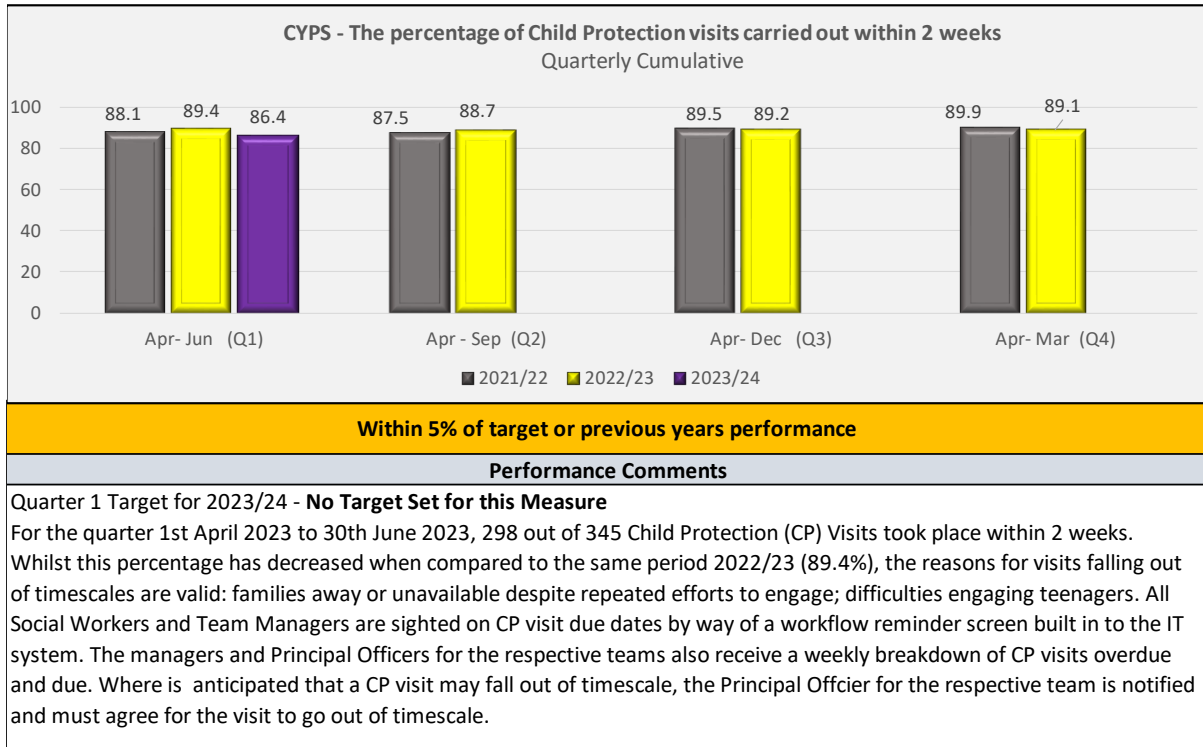


7.

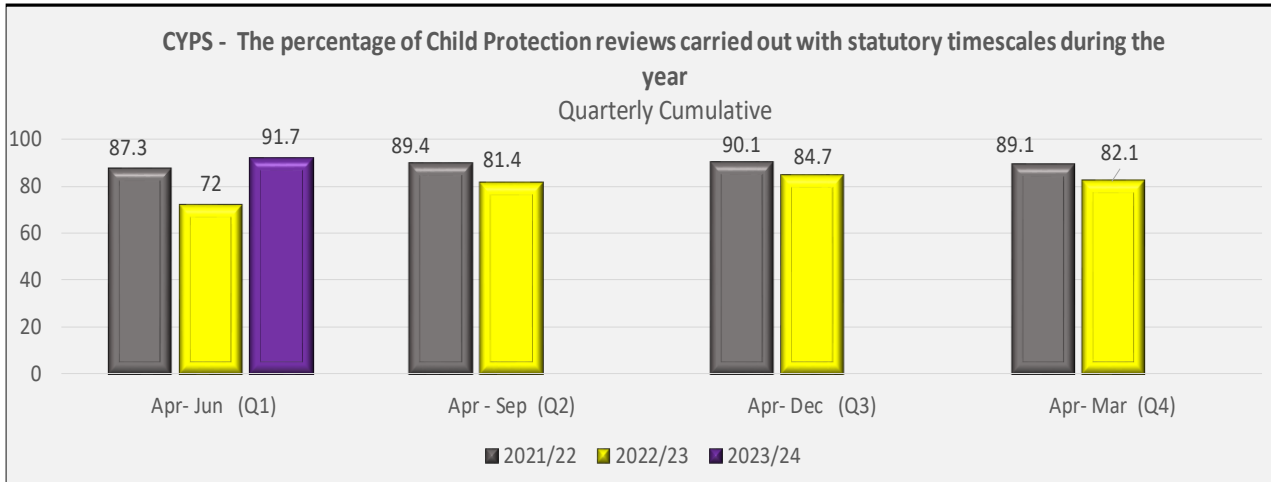




8.



9.



On target / Achieved direction of travel

Performance Comments

Quarter 1 target for 2023/24 - No Target Set for this Measure

For the quarter 1st April 2023 to 30th June 2023, 33 out of 36 Child Protection Reviews were carried out within statutory timescale. There are no issues to note in this performance measure; senior officers oversee the request to go out of timescales for review conferences and reasons are considered to ensure they are proportionate and appropriate.

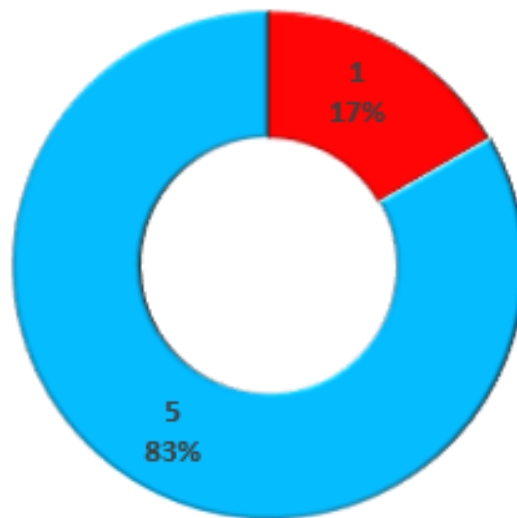
This page is intentionally left blank



Performance Measures

Appendix 2 - Cabinet – Adult Services Level Measures -
Quarter 1 (1st April - 30th June) - 2023/24

Performance Measures Summary



Performance Key BRAG (Blue, Red, Amber, Green)

Not suitable for comparison

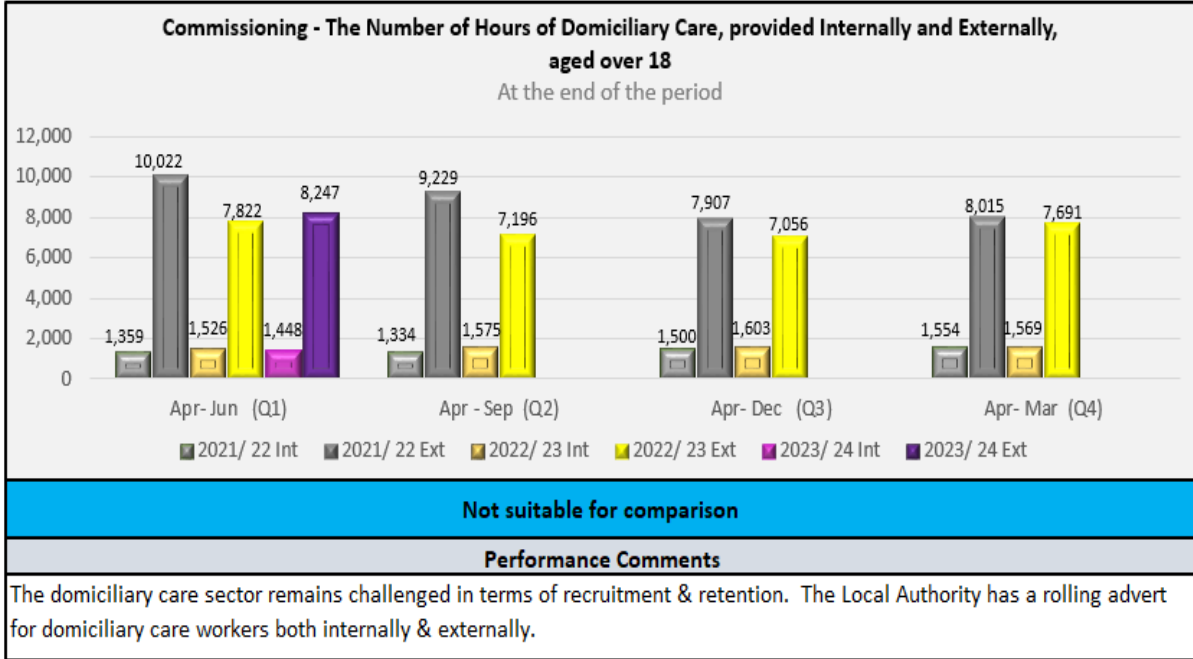
5% or more below target or previous years performance

Within 5% of target or previous years performance

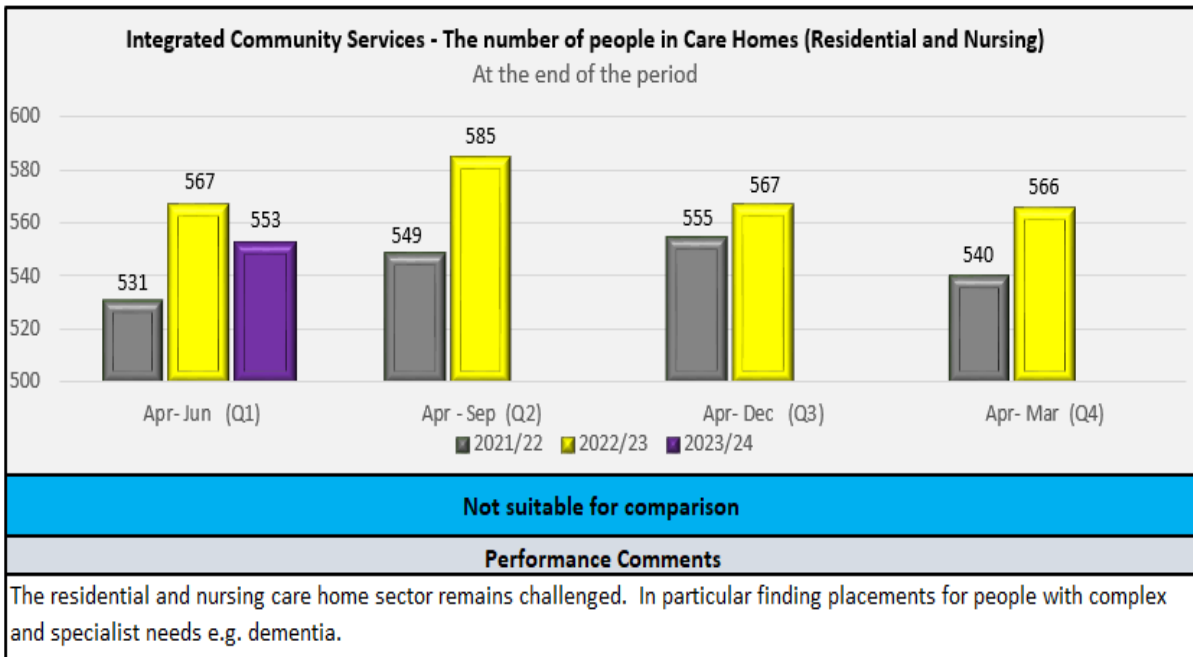
On target / Achieved direction of travel

Well Being Objective 2 - All communities are thriving and sustainable

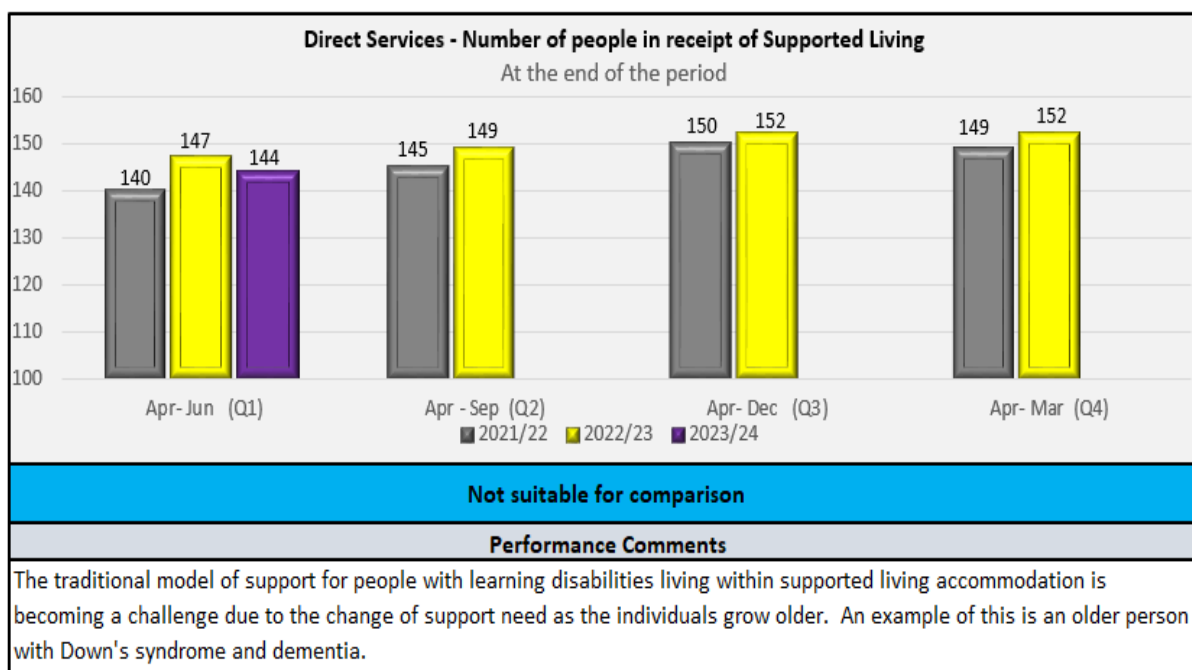
1.



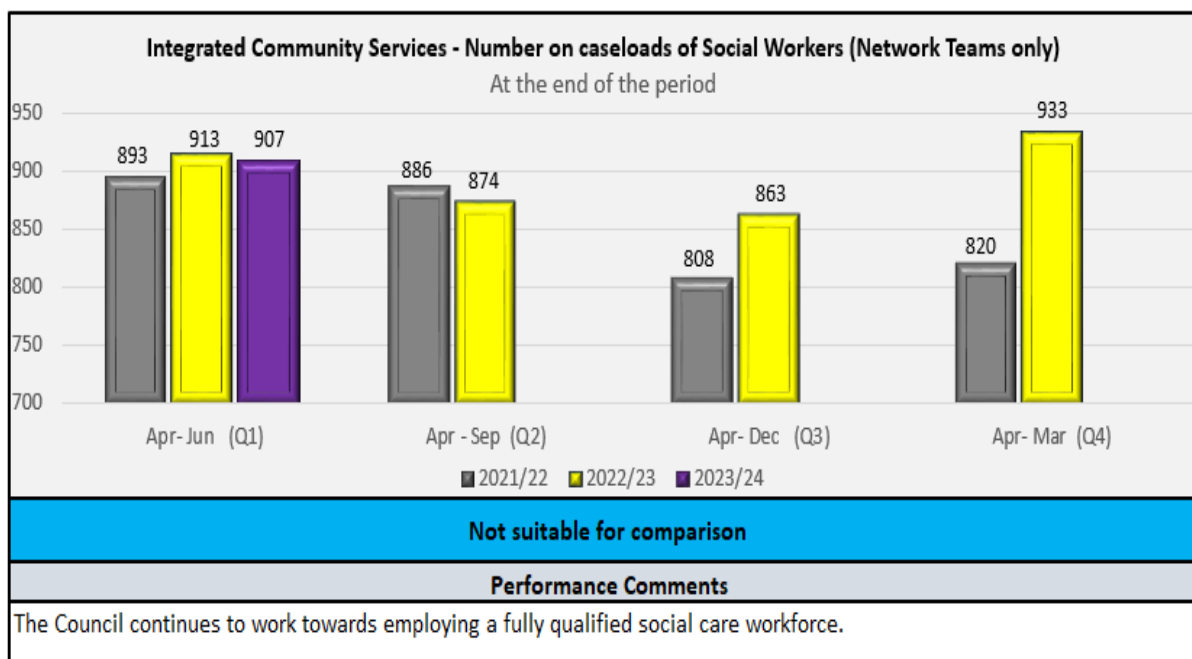
2.



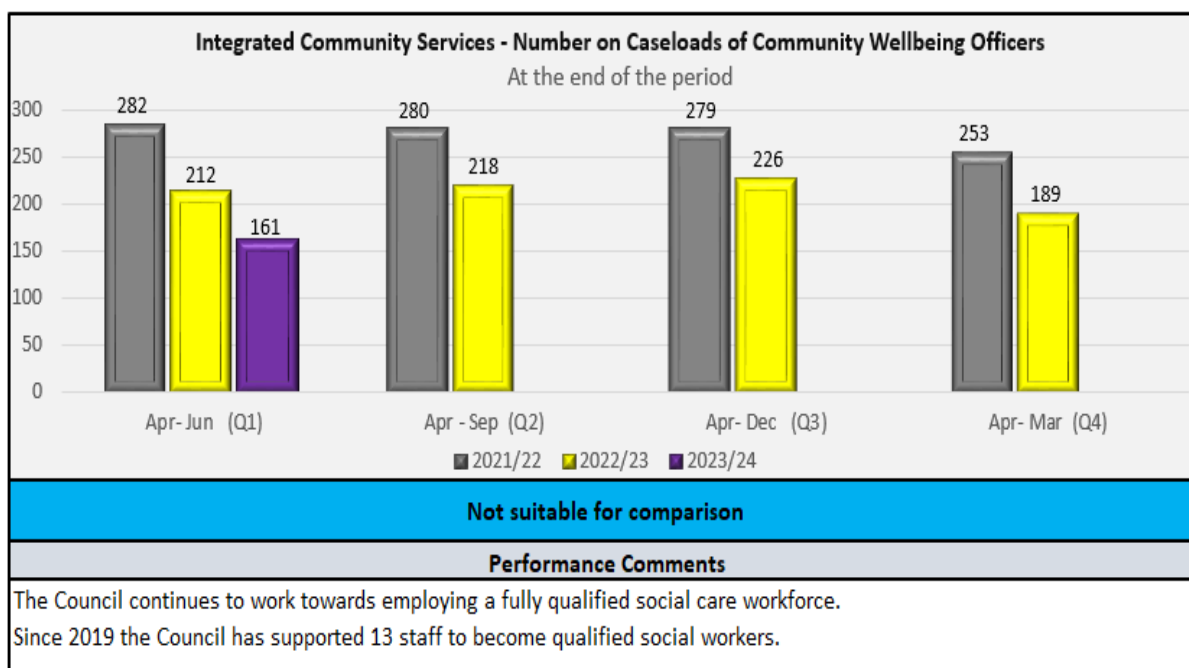
3.



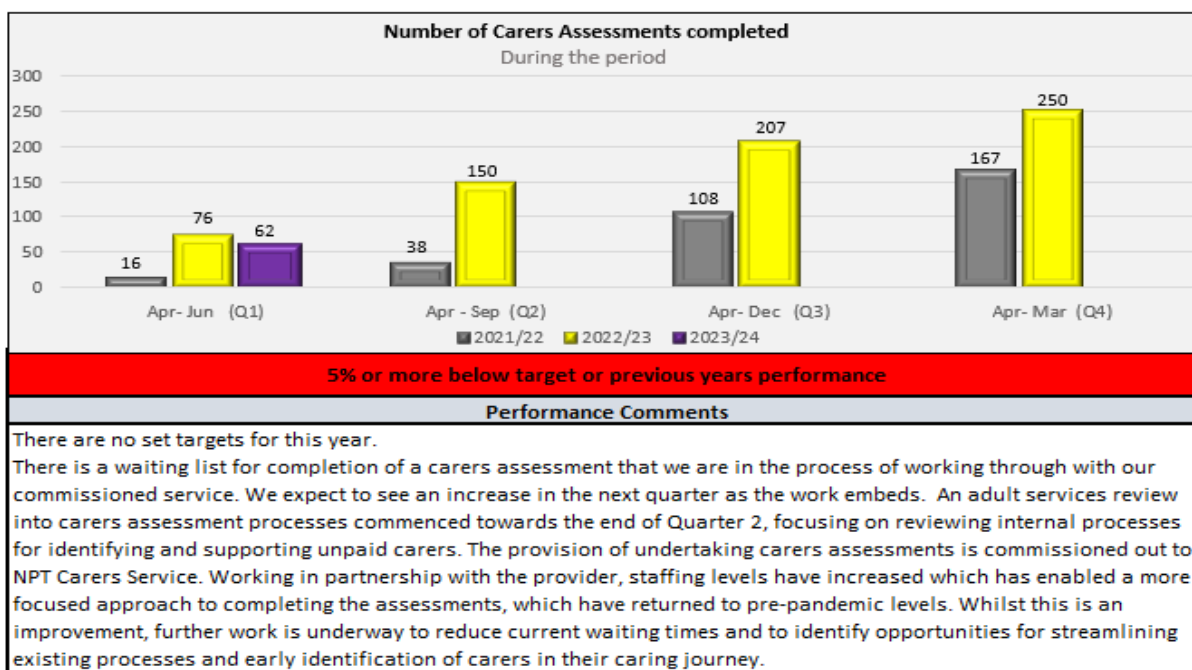
4.



5.



6.

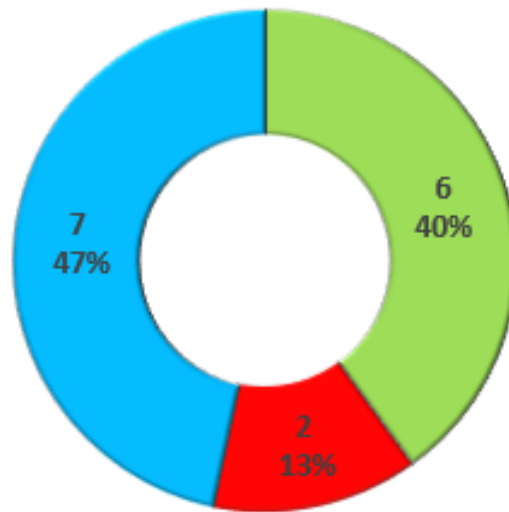




Performance Measures

Appendix 3 - Cabinet – Housing & Community Safety Performance Measures Quarter 1 (1st April - 30th June) - 2023/24

Performance Measures Summary



Performance Key BRAG (Blue, Red, Amber, Green)

**Not suitable
for
comparison**

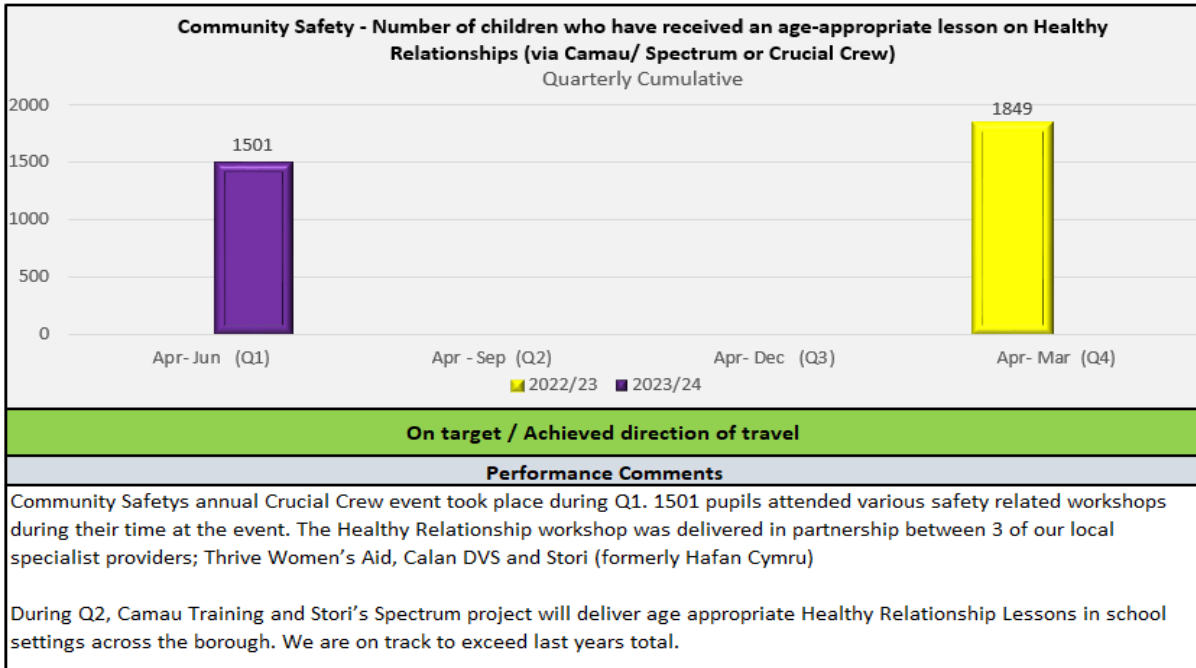
**5% or more
below target
or previous
years
performance**

**Within 5% of
target or
previous
years
performance**

**On target /
Achieved
direction of
travel**

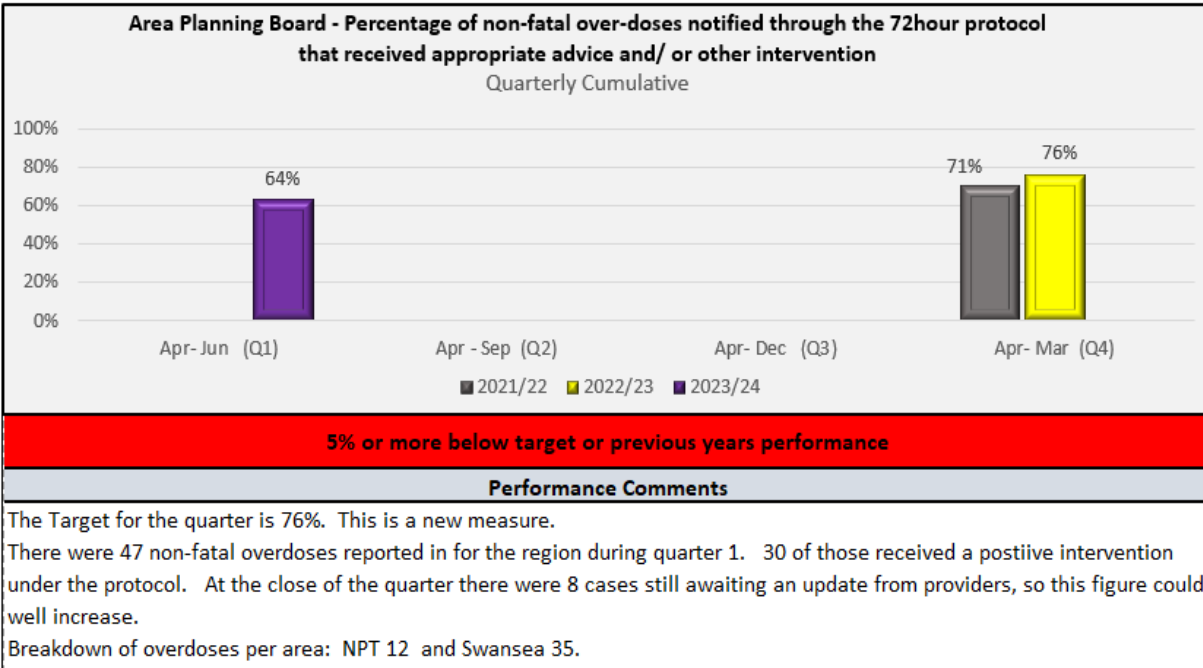
Well Being Objective 1 - Best Start In Life

1.

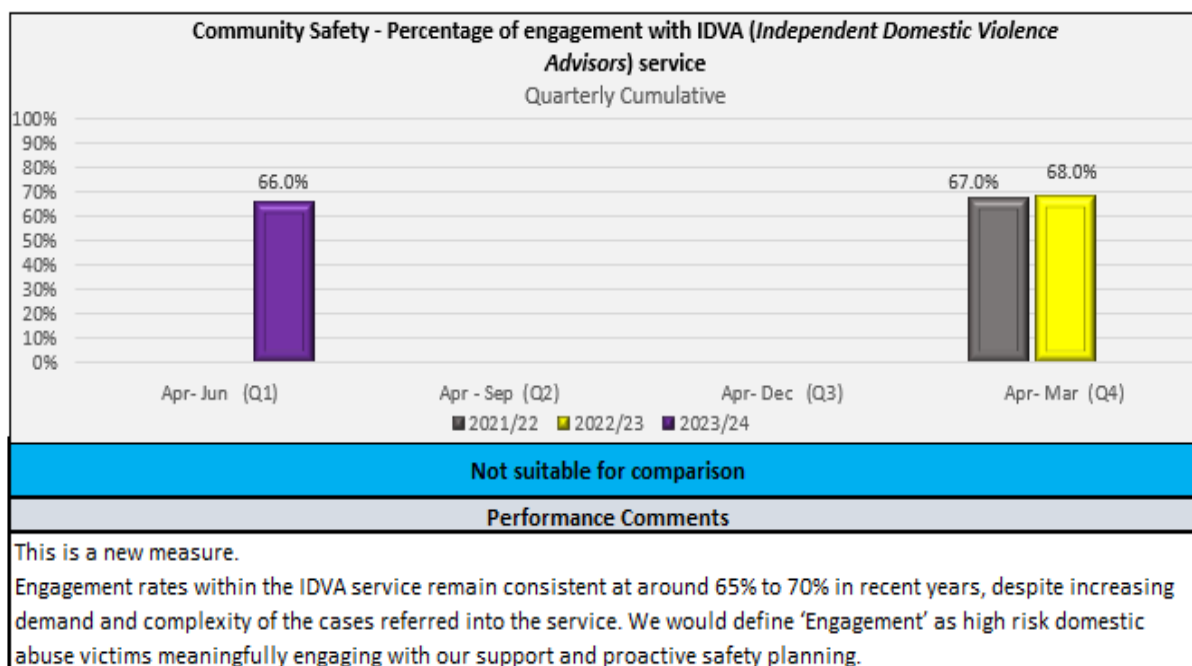


Well Being Objective 2 - All communities are thriving and sustainable

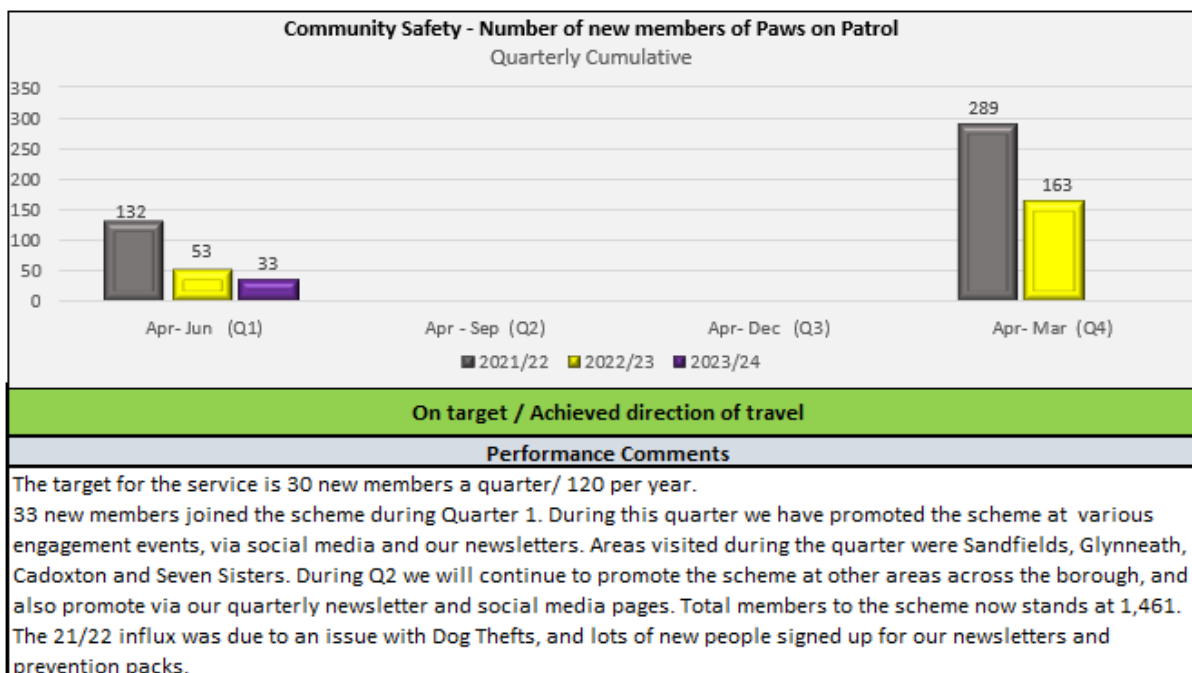
2.



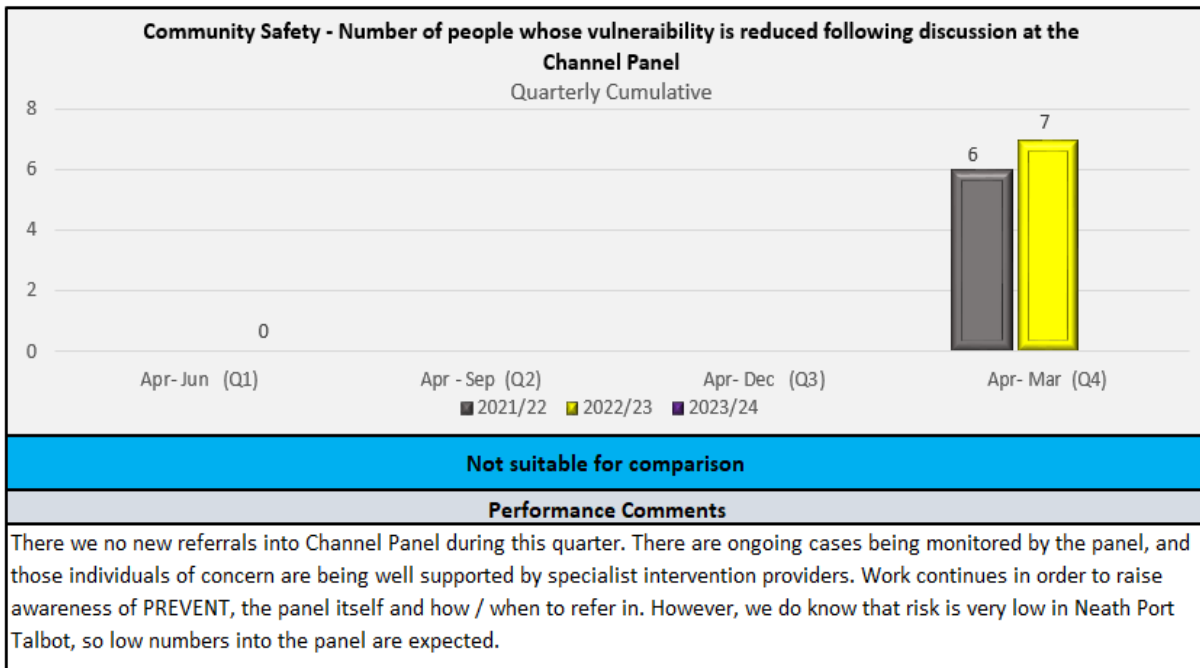
3.



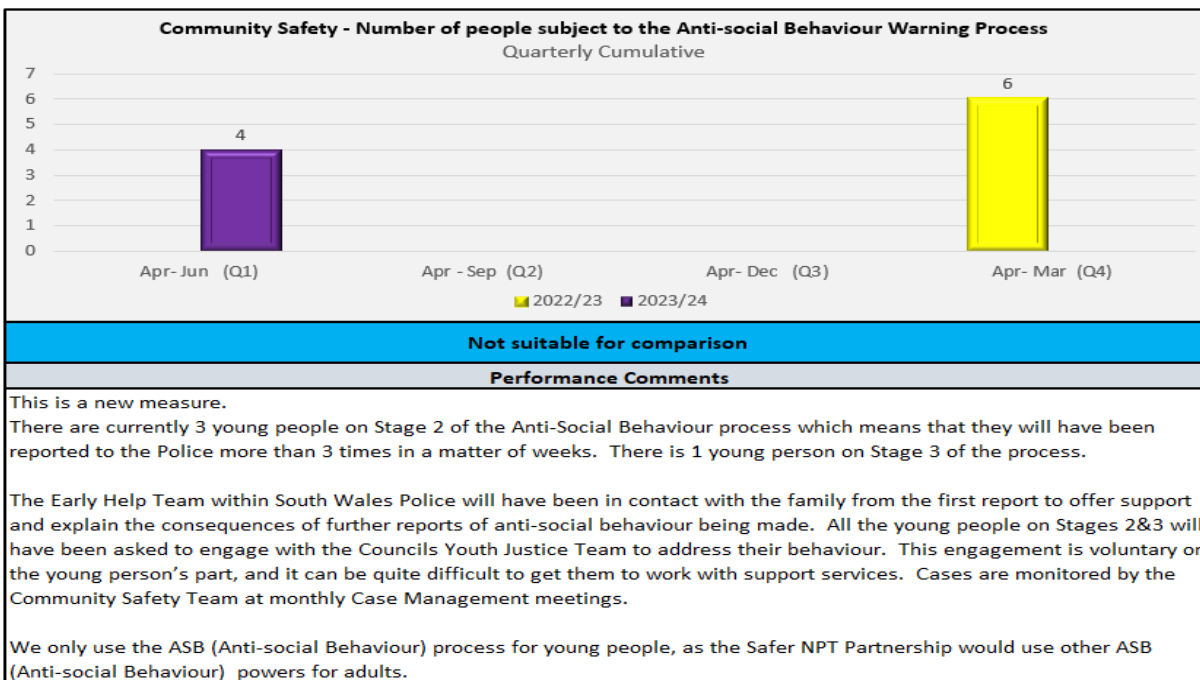
4.



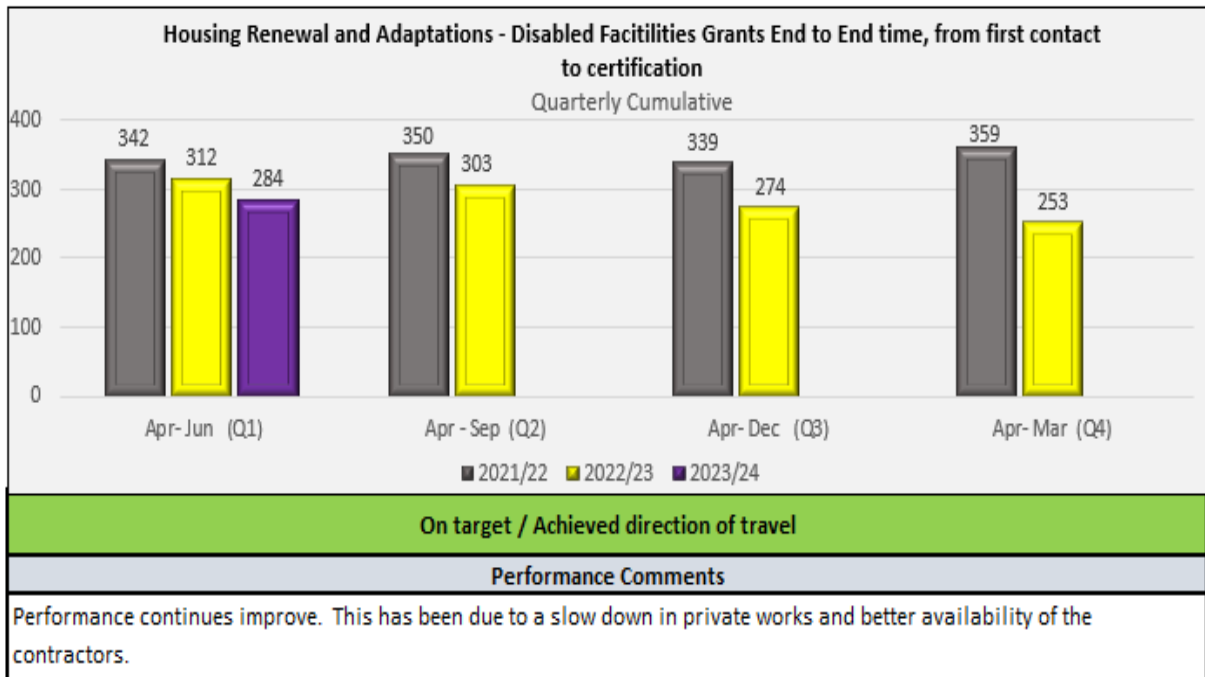
5.



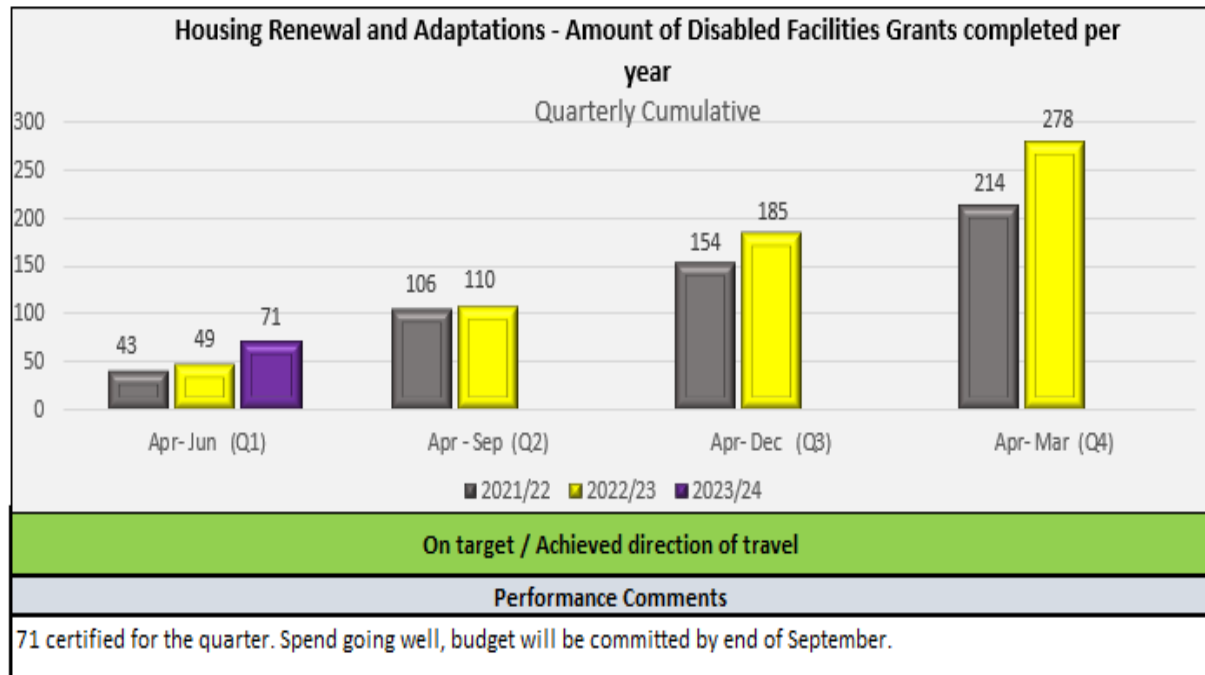
6.



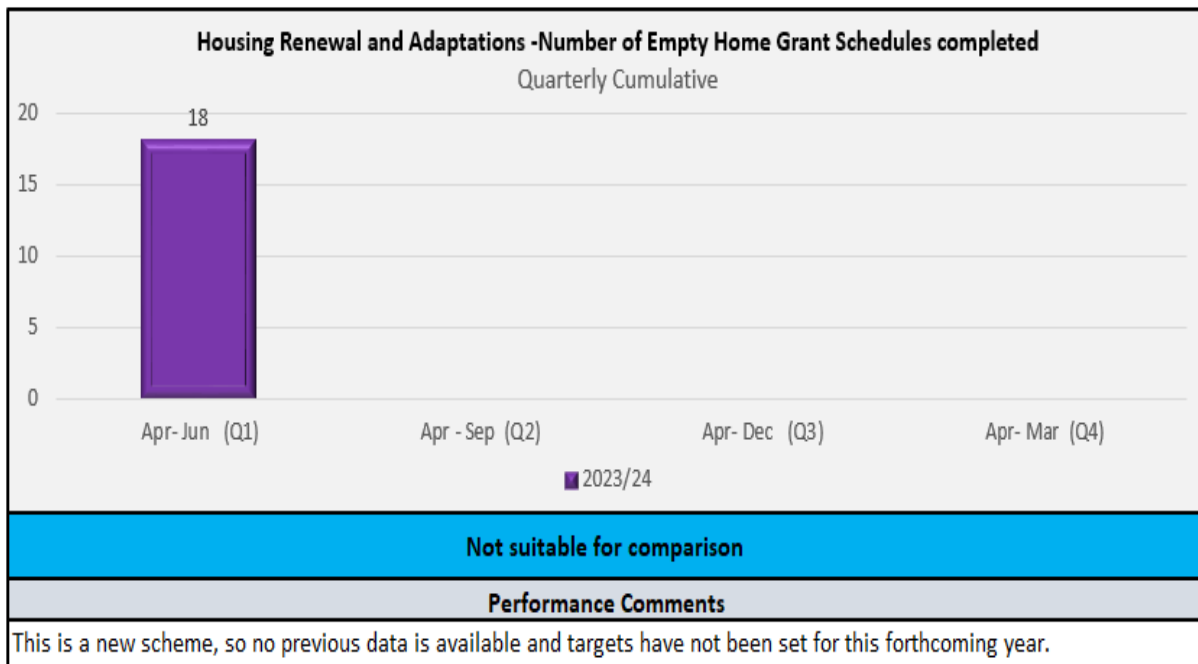
7.



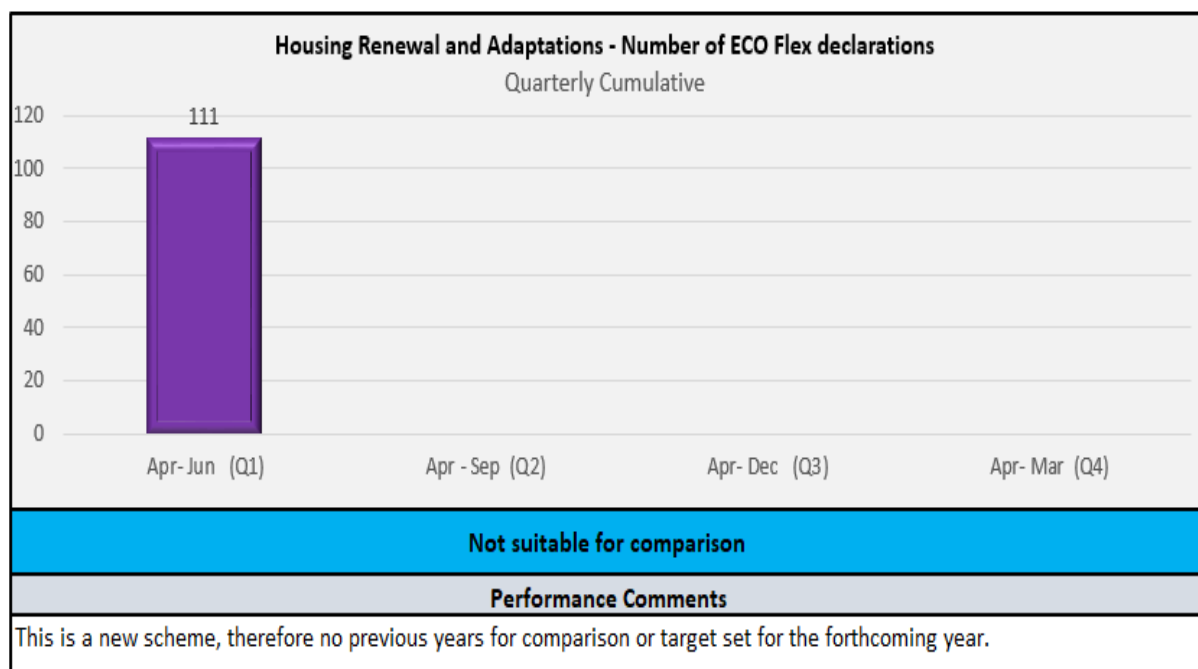
8.



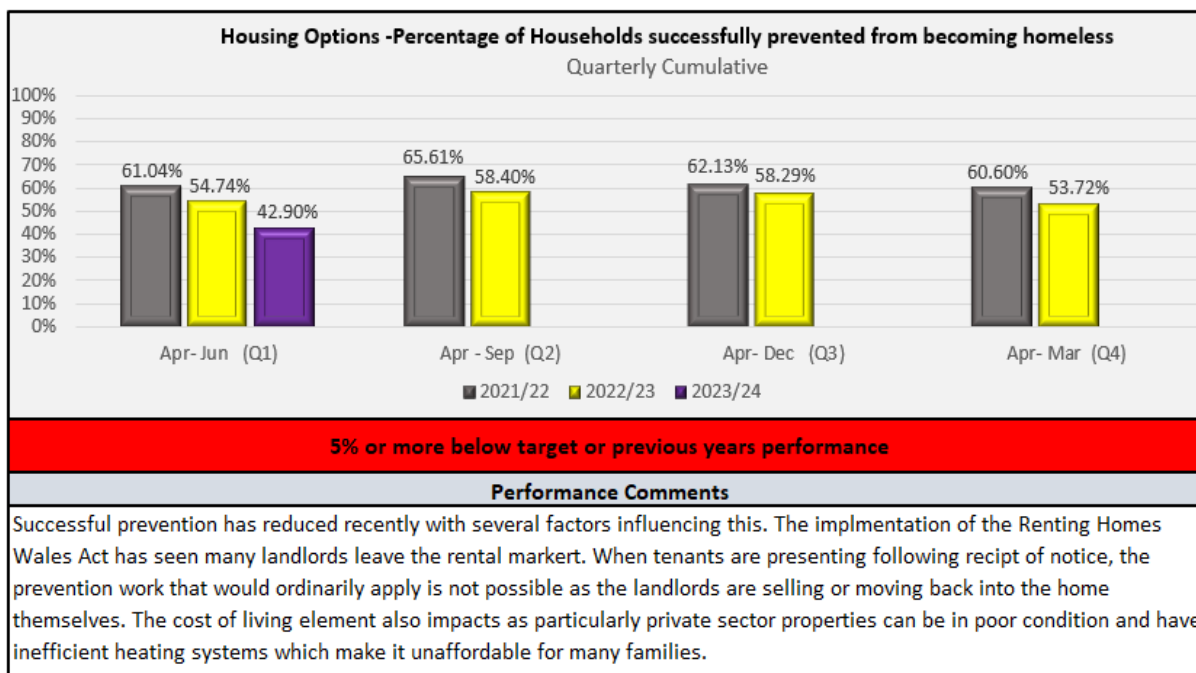
9.



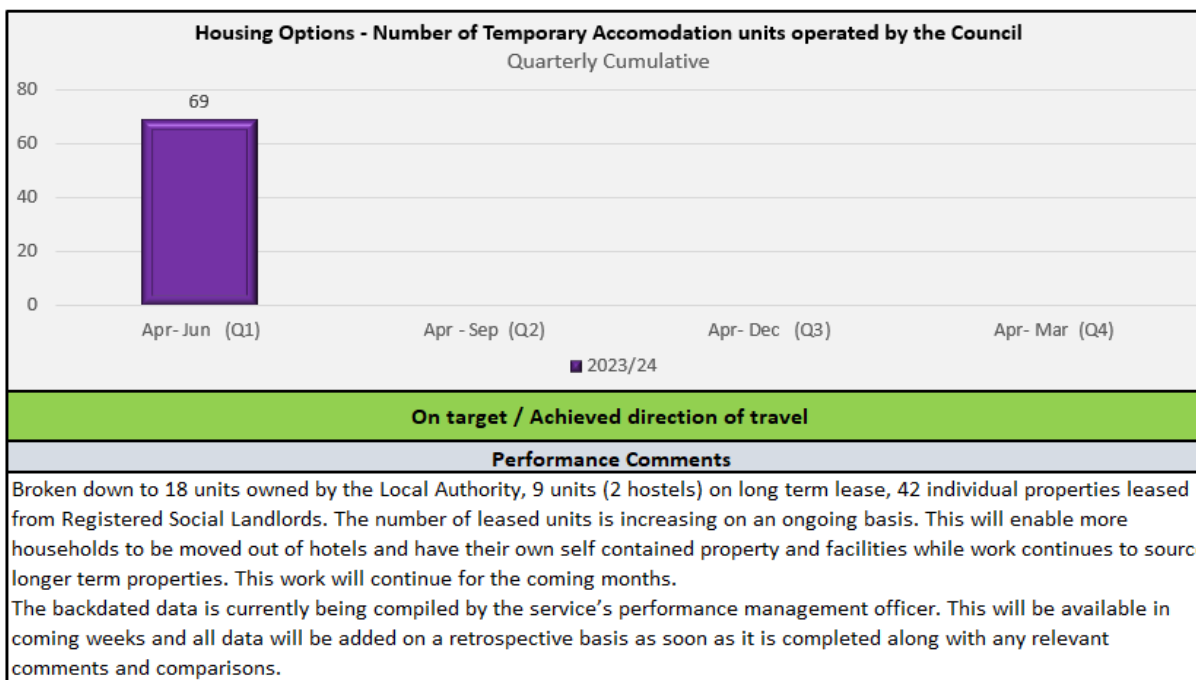
10.



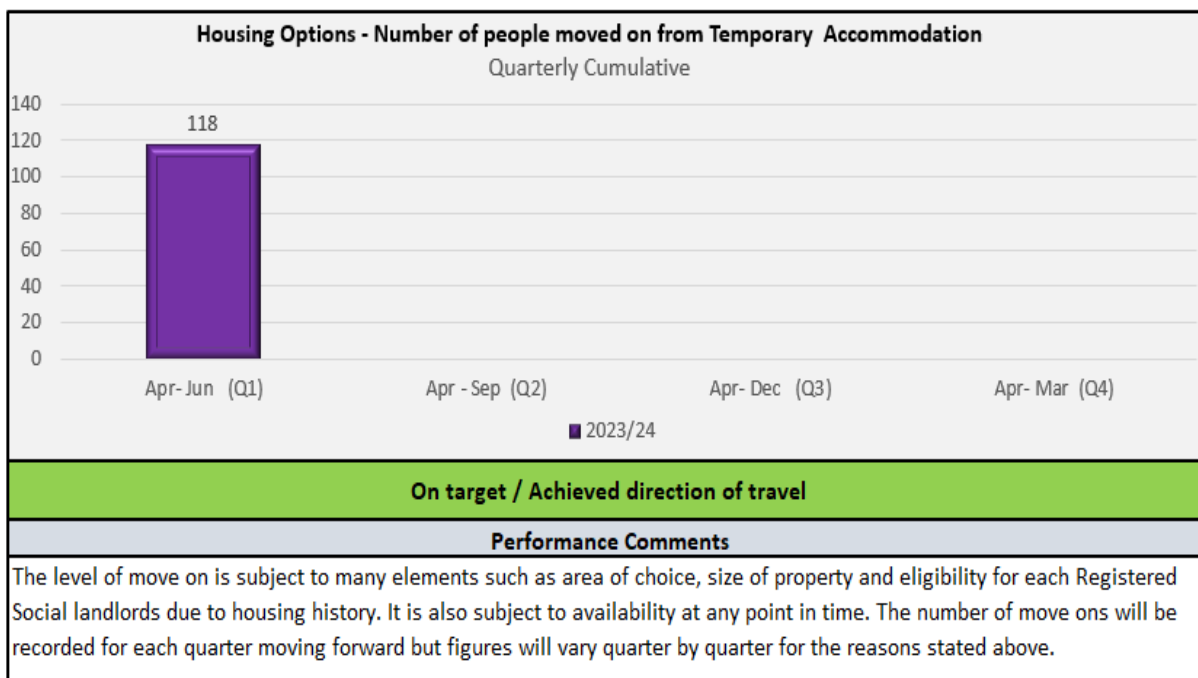
11.



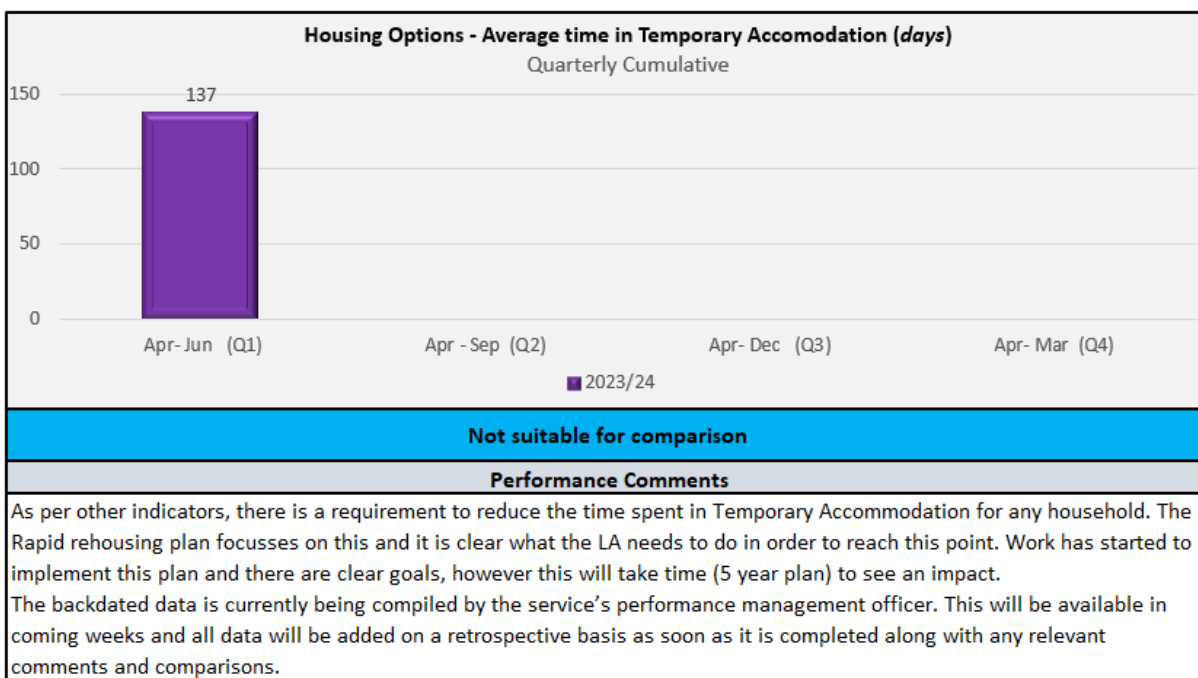
12.



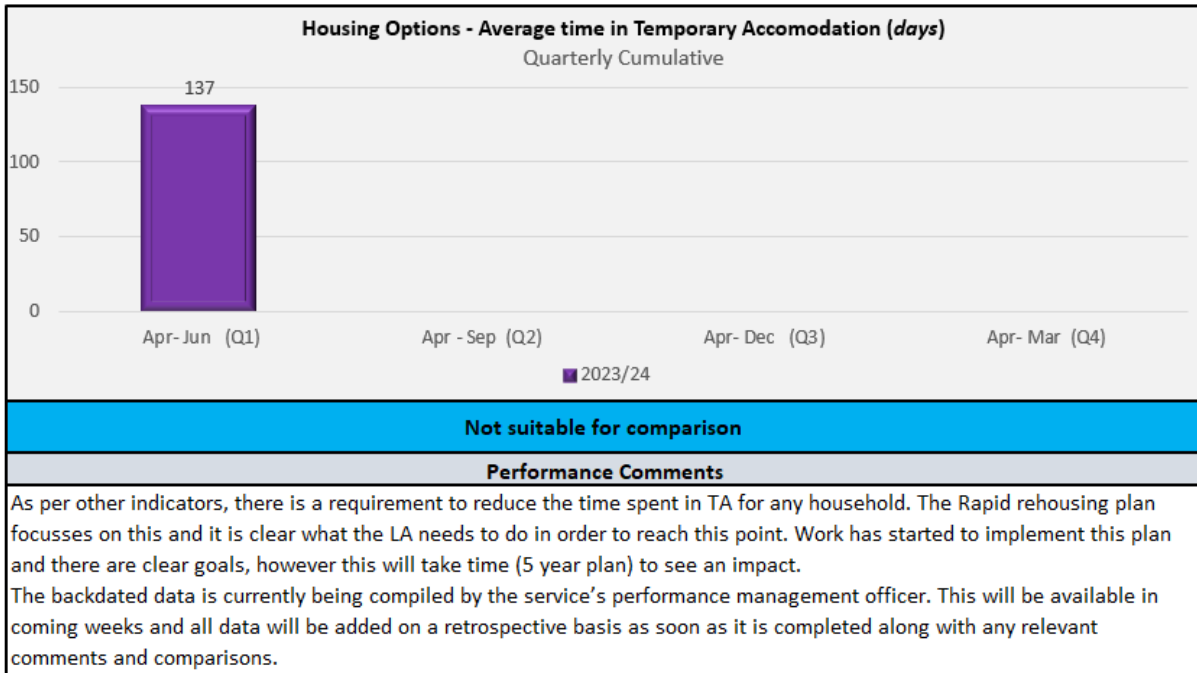
13.



14.



15.



This page is intentionally left blank

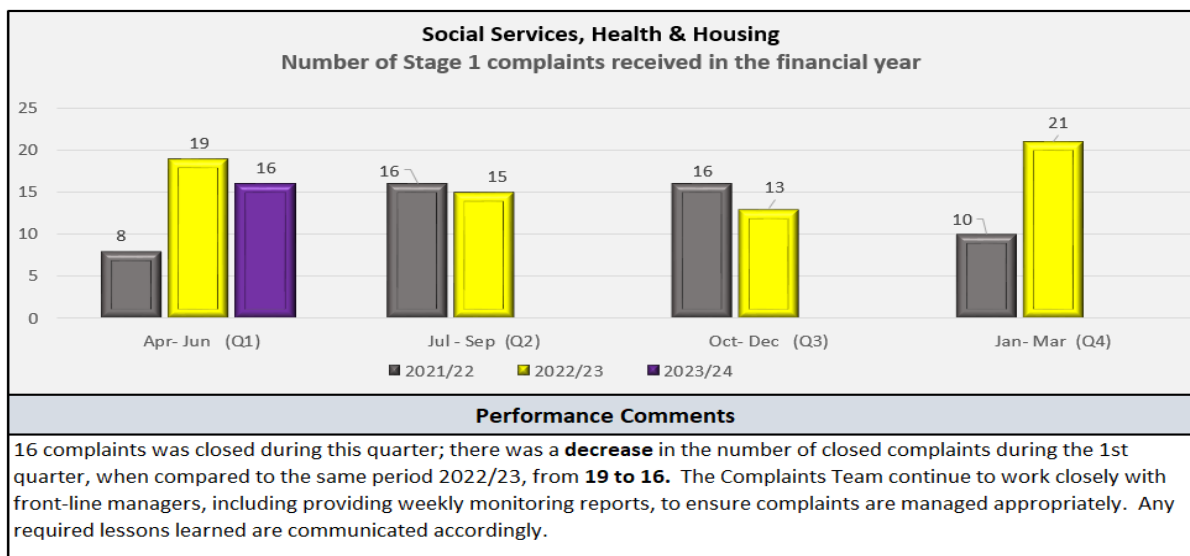


Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

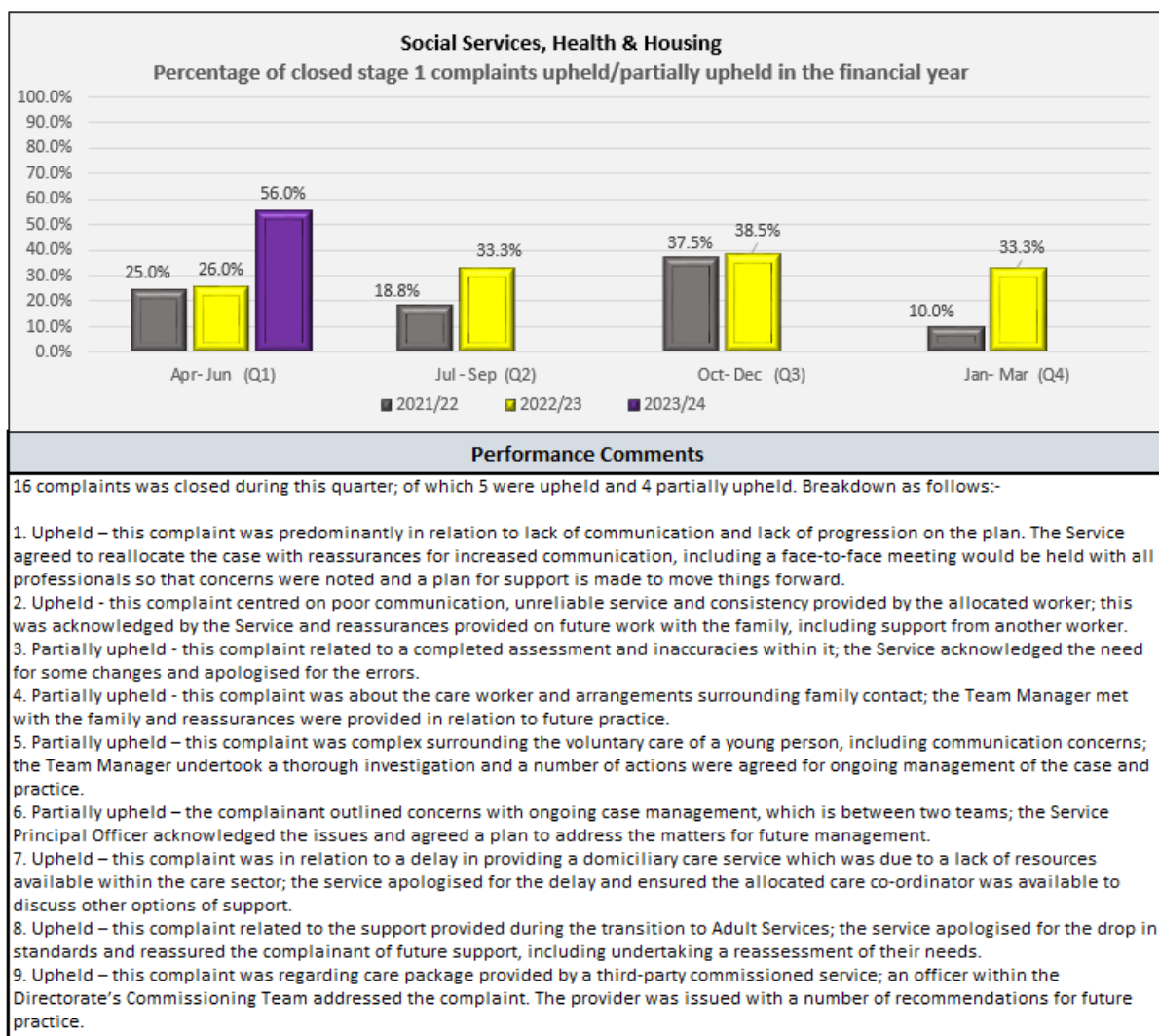
Performance Measures

Appendix 4 - Social Services, Health and Housing
& Community Safety
– Compliments and Complaints
Quarter 1 (1st April - 30th June) - 2023/24

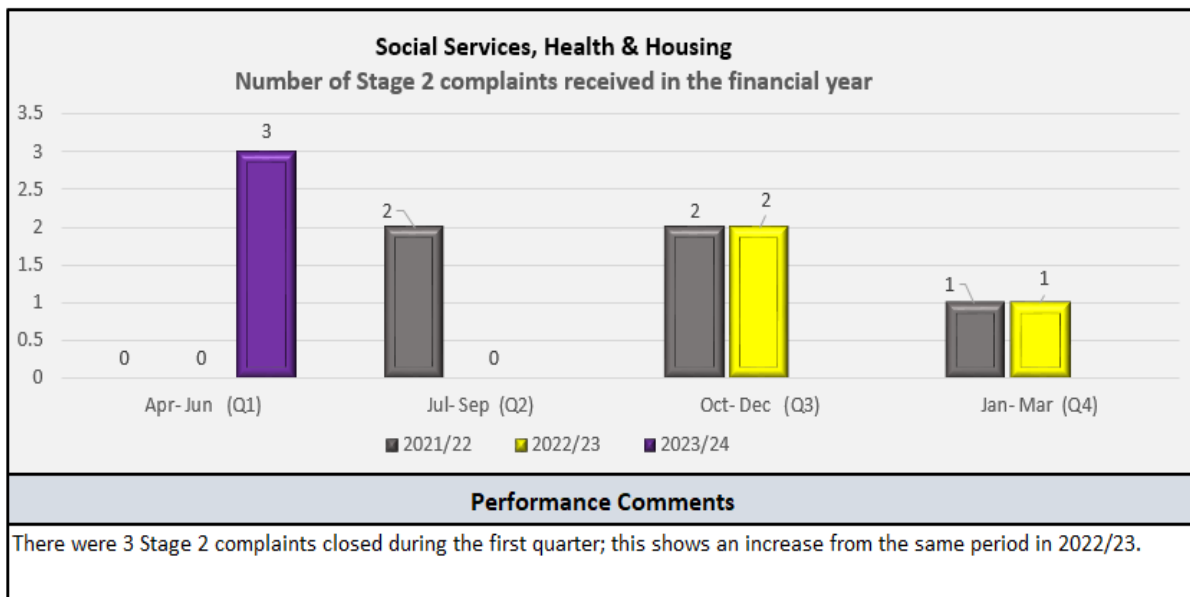
1.



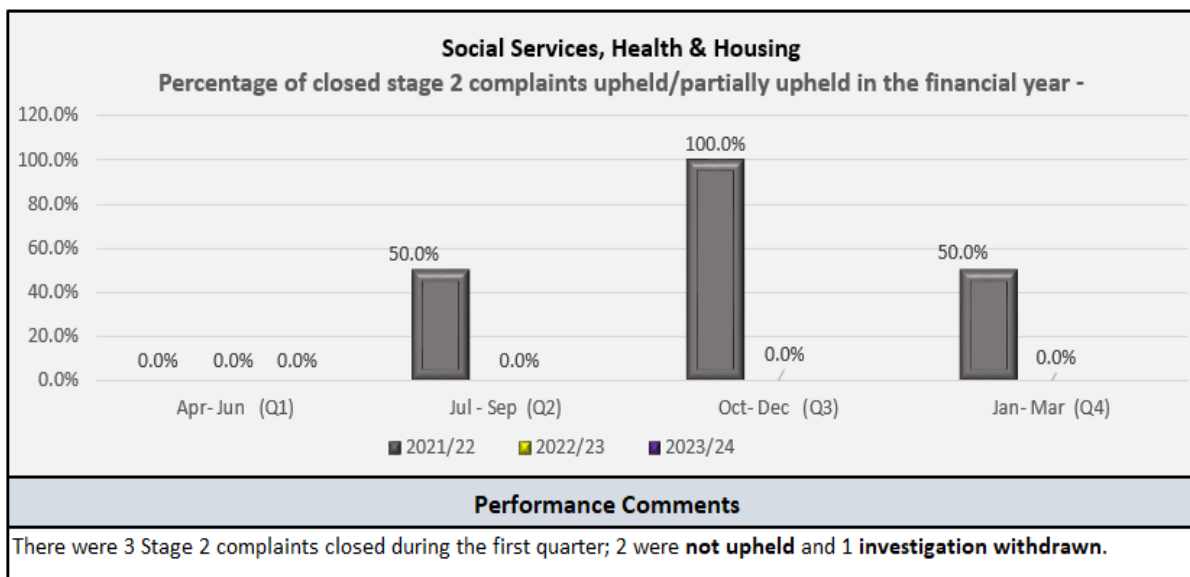
2.



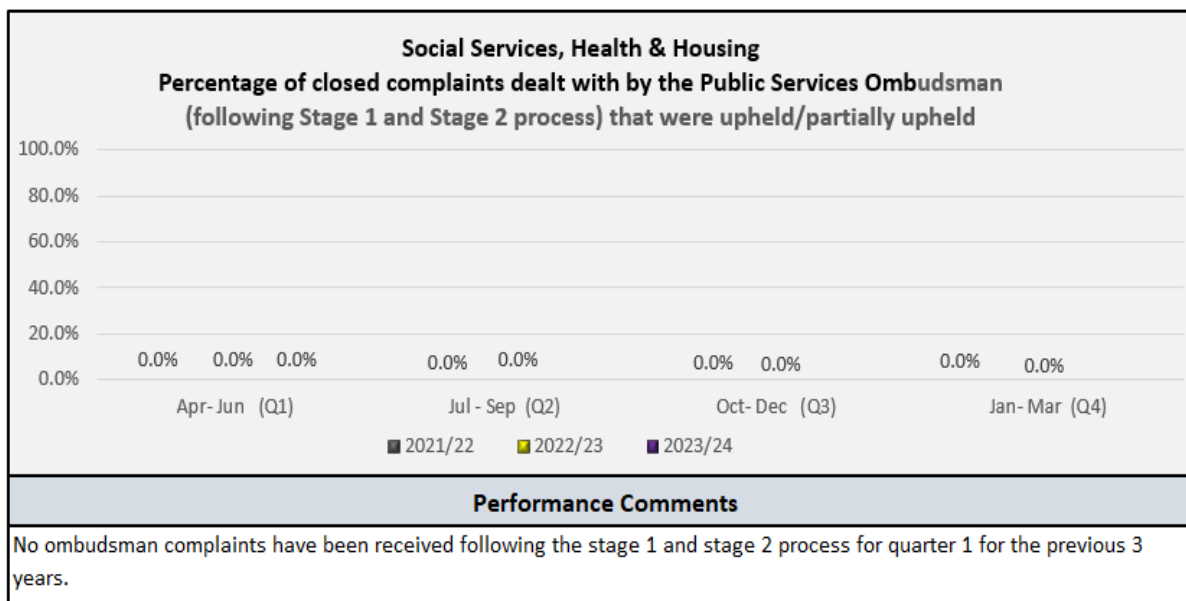
3.



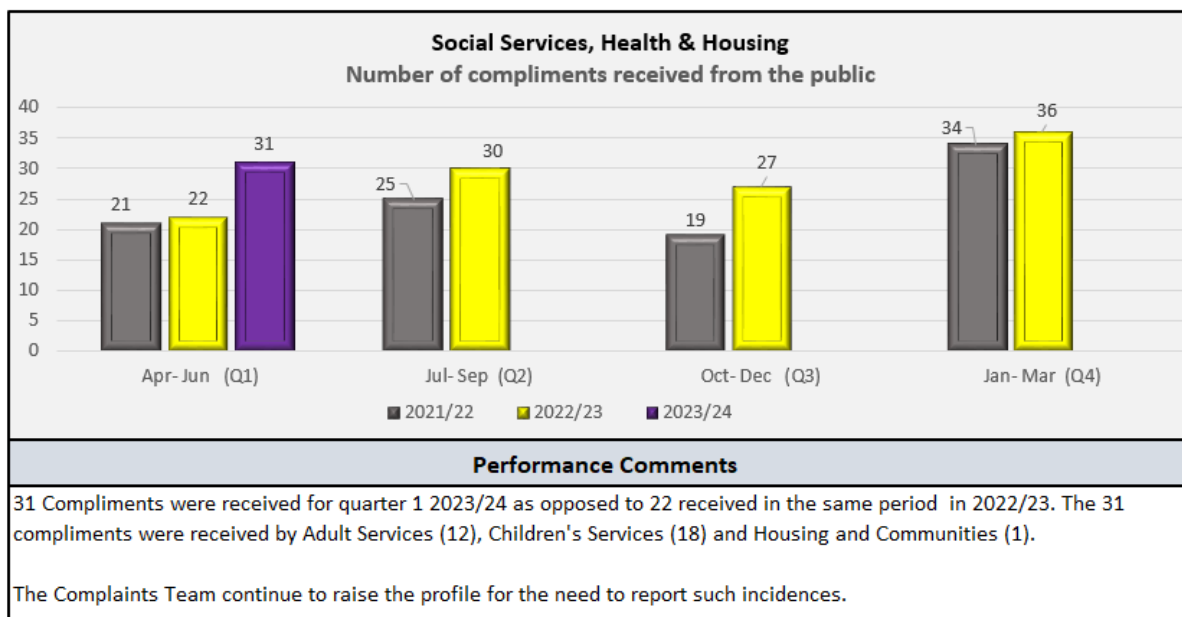
4.



5.



6.





Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Appendix 5
Children & Young People
And
Adult Services
High Level Measures

Contents

Page 3: High Level Measure 1 (Adult Services) - Average Caseloads as at a date for Social Workers only

Page 4: High Level Measure 2 (Adult Services) - SPOC New & Secondary Contacts received during the month

Page 5: High Level Measure 3 (Adult Services) - Percentage of Supervisions Completed within Timescale

Page 6: High Level Measure 4 (Adult Services) - Number of overdue reviews as at the end of the month

Page 7: High Level Measure 5 (Adult Services) - Number of brand new care home admissions during the month

Page 8: High Level Measure 6 (Children & Young People Services) – Contacts Received into the Service

Pages 9 – 11: High Level Measure 7 (Children & Young People Services) – Staff Supervision Rates

Page 12: High Level Measure 8 (Children & Young People Services) – Average Number of Cases held by Qualified Workers across the Service.

Page 13-14: High Level Measure 9 (Children & Young People Services) – The Number of Social Worker Vacancies (includes number of starters/leavers/agency staff/long-term sickness), Disciplinarys and Grievances across the Service.

Page 15: High Level Measure 10 (Children & Young People Services) – Quality Assurance Overview Report

Page 16 – 18: High Level Measure 11 (Children & Young People Services) – Number of Looked After Children (Quarterly), Children on the Child Protection Register (Quarterly) and Children Receiving Care & Support (Quarterly)

Page 19: High Level Measure 12 (Children & Young People Services) – Looked after Children & Child Protection Admissions and Discharges.

Page 20: High Level Measure 13 (Children & Young People Services) – Personal Outcomes

Page 21 – 26: High Level Measure 13 (Children & Young People Services) – Participation & Engagement (Voice of the Child)

HLM1 - Average caseload analysis as @ a date for Adult Services Social Workers

Caseload Analysis as @ 31st July 2023

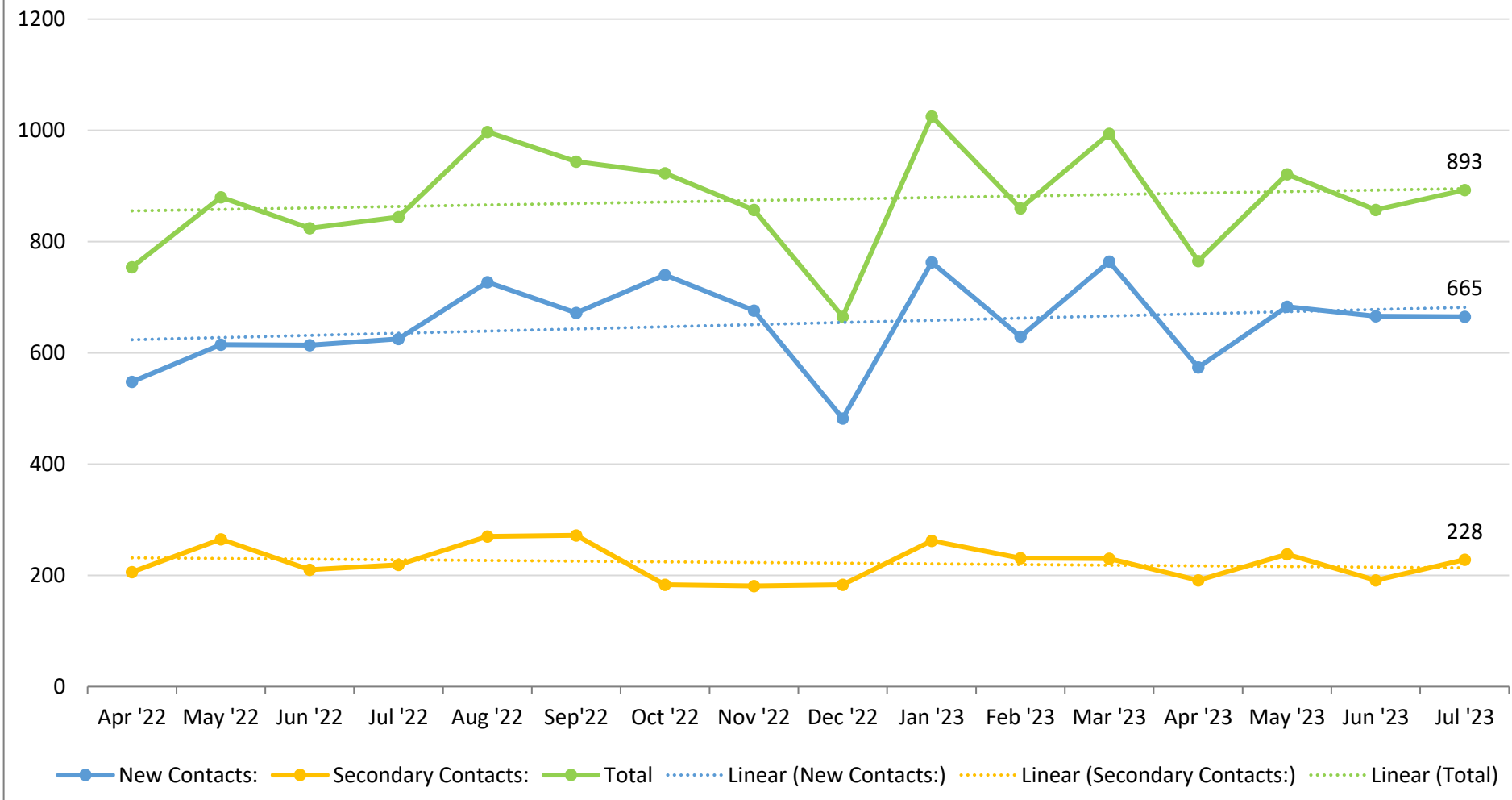
Team	Available Hours	FTE Equivalent	Active Cases	Highest Worker Caseload	Average Caseload per Worker
Afan Network	444	12	308	39	22.67
Neath Network	592	16	239	19	14.94
Upper Valleys	319	8.62	191	23	21.22
CMHT Tonna	222	6	78	16	13.00
CMHT Forge	185	5	60	19	12
Complex Disability	412	11.13	218	25	18.17
Totals	2,174.0	58.75	1,094		
Average FTE Caseload				18.62	

Page 167

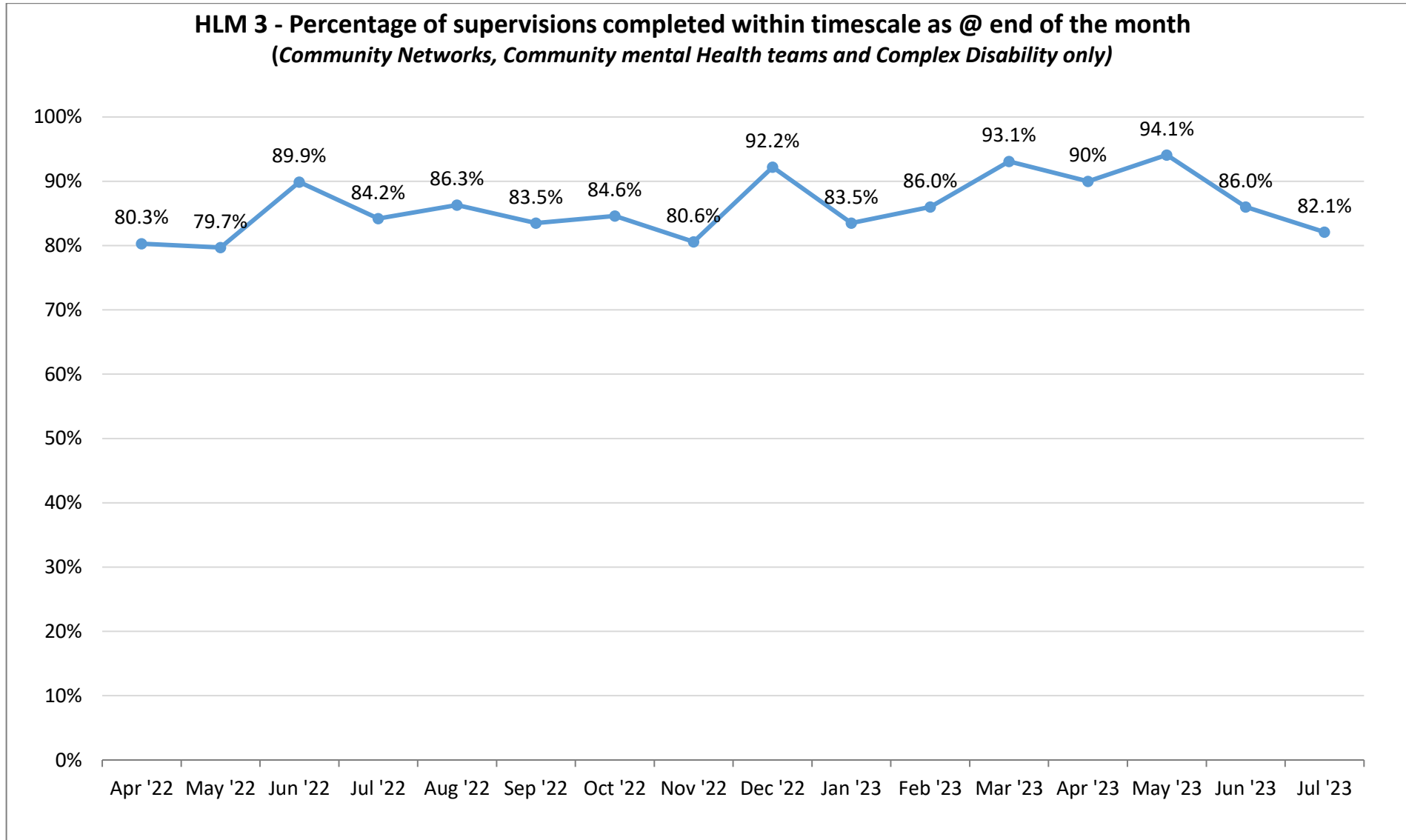
HLM 1 – Includes Social Workers only and excludes: Consultant Social Workers, Team Managers & Deputy Team Managers. Please note that only staff with service users on their caseloads have been included in the analysis. For example, if a worker is a FTE within a team but has a caseload of 0 (e.g. due to long term sickness etc.), they have been excluded. Also, within each team there will be staff on phased return after a period of sickness, newly qualified staff, staff helping out in Care Homes etc. which will have a reduced caseload compared to other FTE's which will bring the average caseload figures down.

HLM 2 - Adult Services SPOC (Single Point of Contact) New & Secondary Contacts received during the month

Page 168

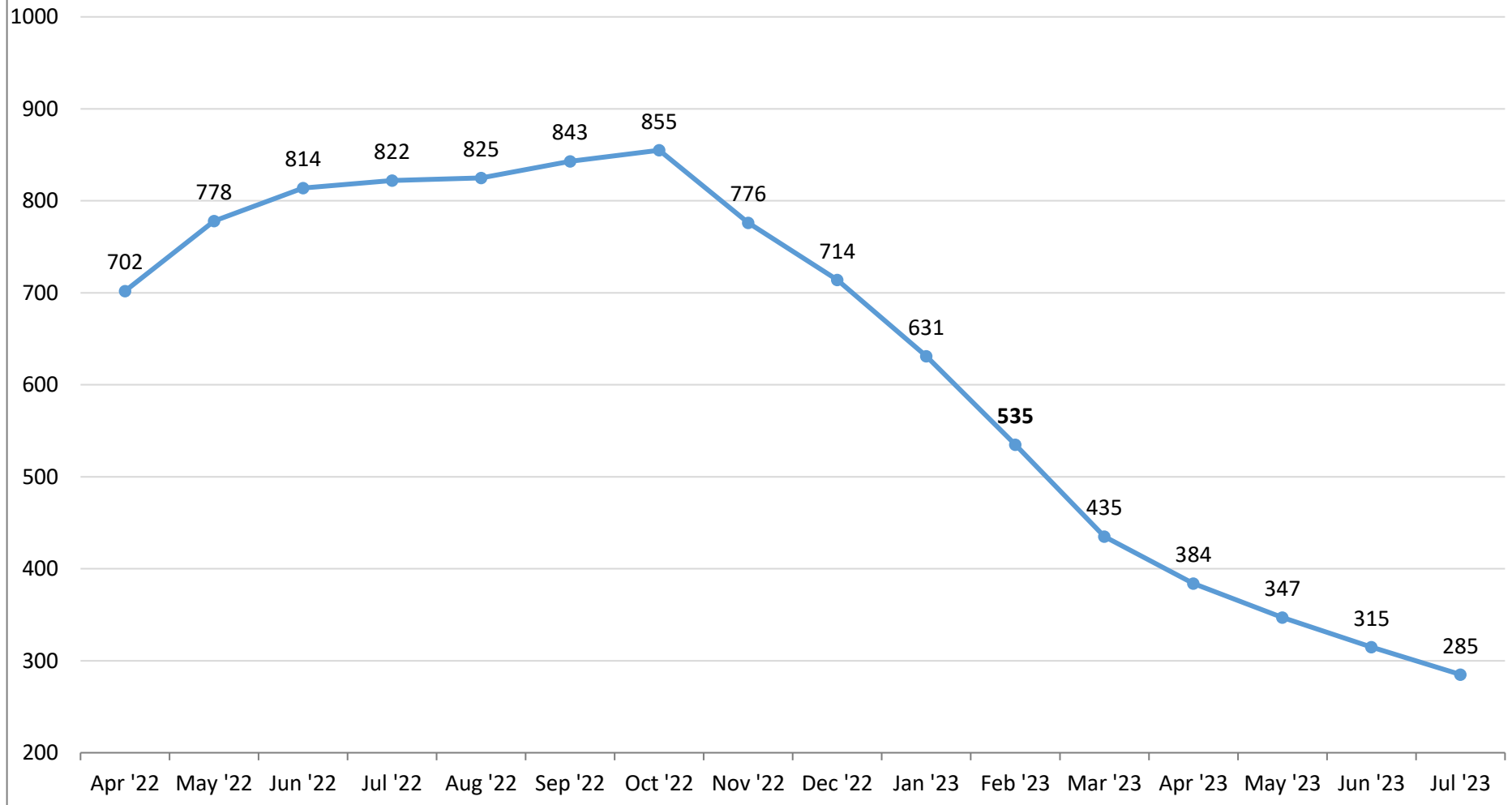


HLM 2 – ‘New Contacts’ are those which are not currently known to the service. **‘Secondary contacts’** are those which are known to the service and are currently open to a team.



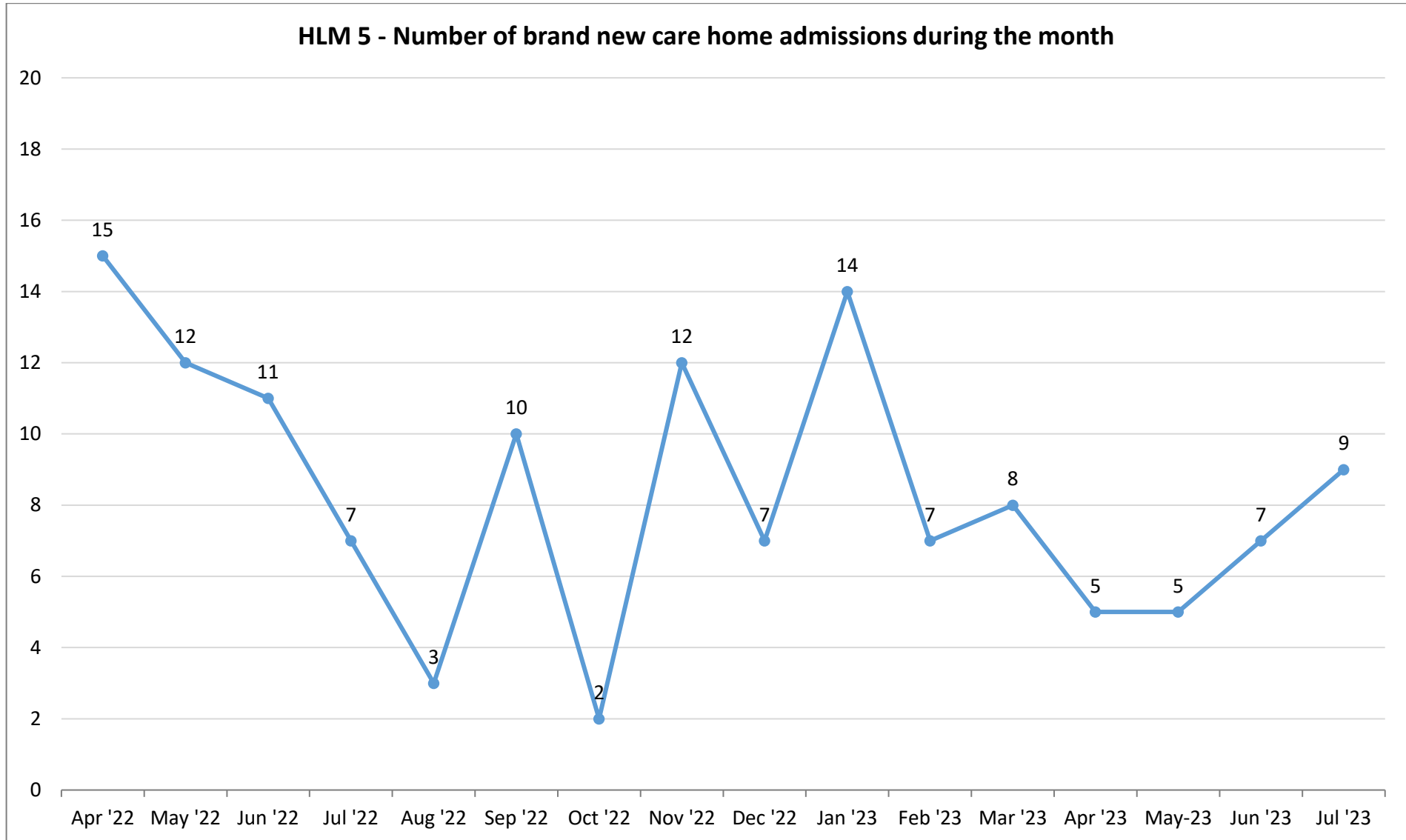
HLM 3 – Percentage of completed supervisions of caseload holding staff within 28 working days as at the end of each month.

HLM 4 - Number of overdue reviews as @ end of the month
(Community Networks, Community mental Health teams and Complex Disability only)



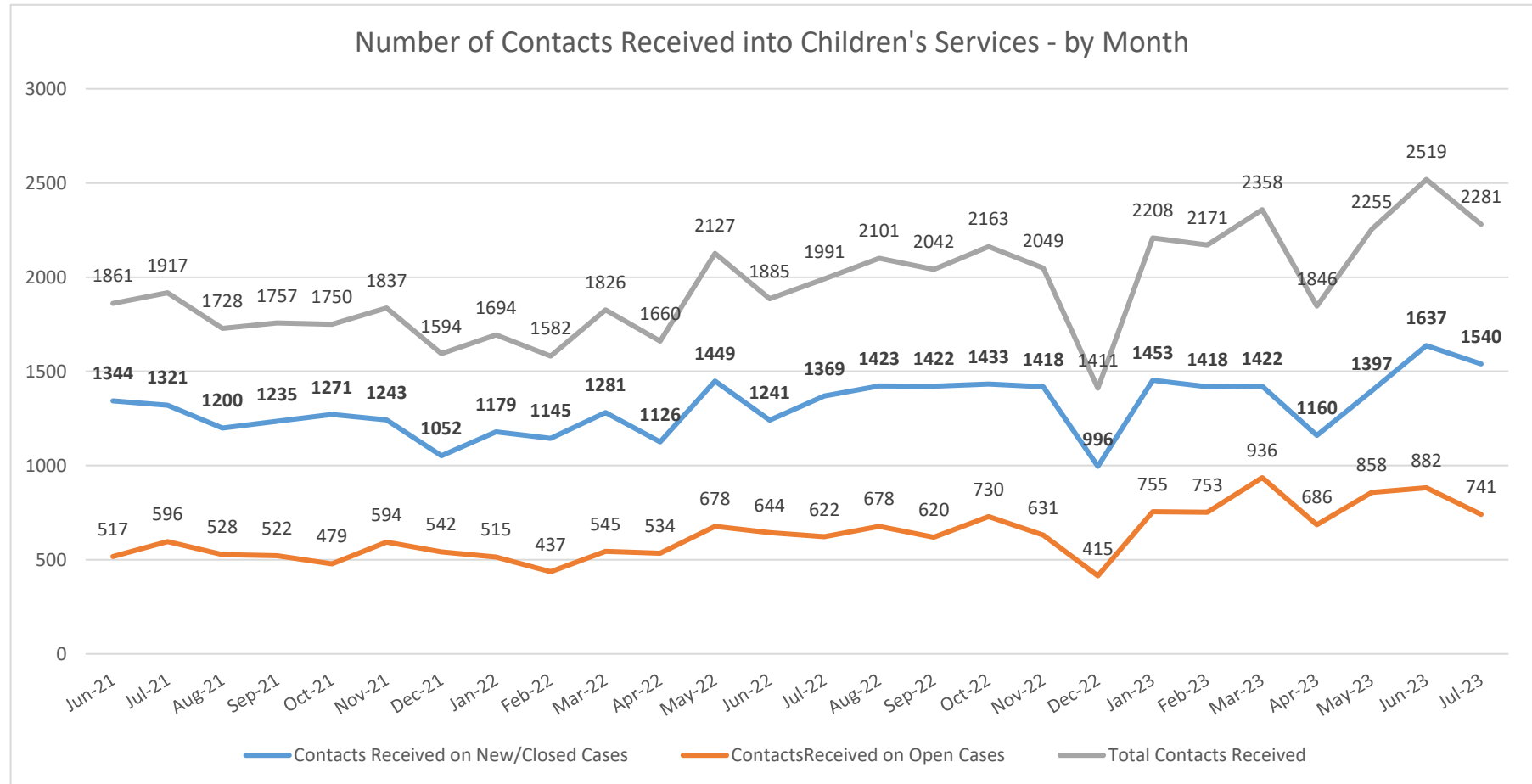
Page 170

HLM 4– All reviews which are overdue / in the red at the end of each month. The data shows all reviews that are overdue as at a date and not just for that month. There is a statutory requirement to review a service user’s care plan every 12 months.

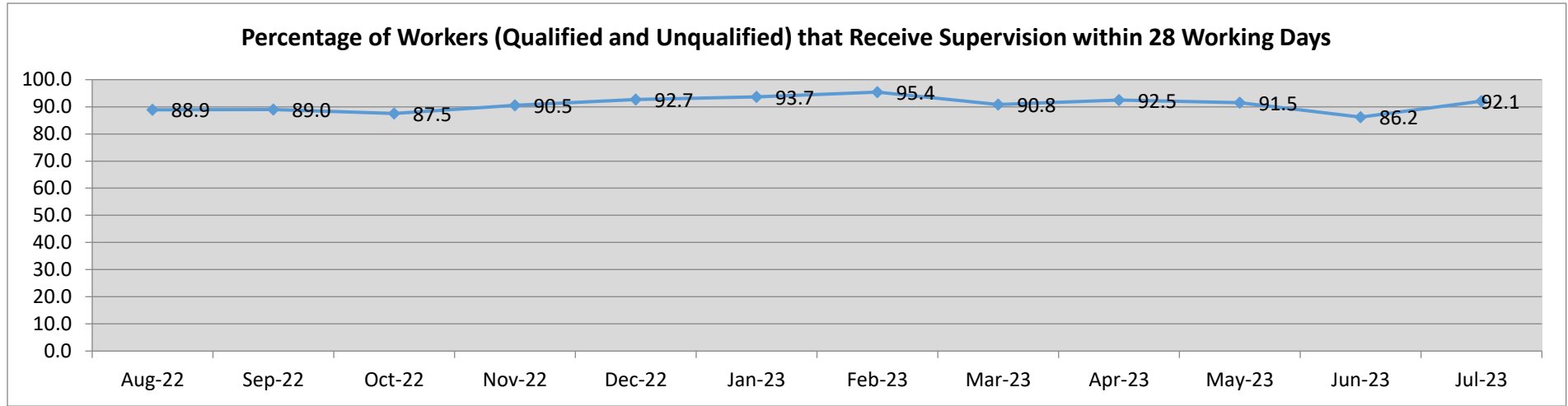


HLM 5 – Brand new residential and nursing care home admissions (within NPT and border homes), aged 18+ years during each month. (Excludes Respite, Supported Living, Residential Reablement and Out of County placements).

- **High Level Measure 6 (Children & Young People Services) – Number of Contacts Received into the Service**

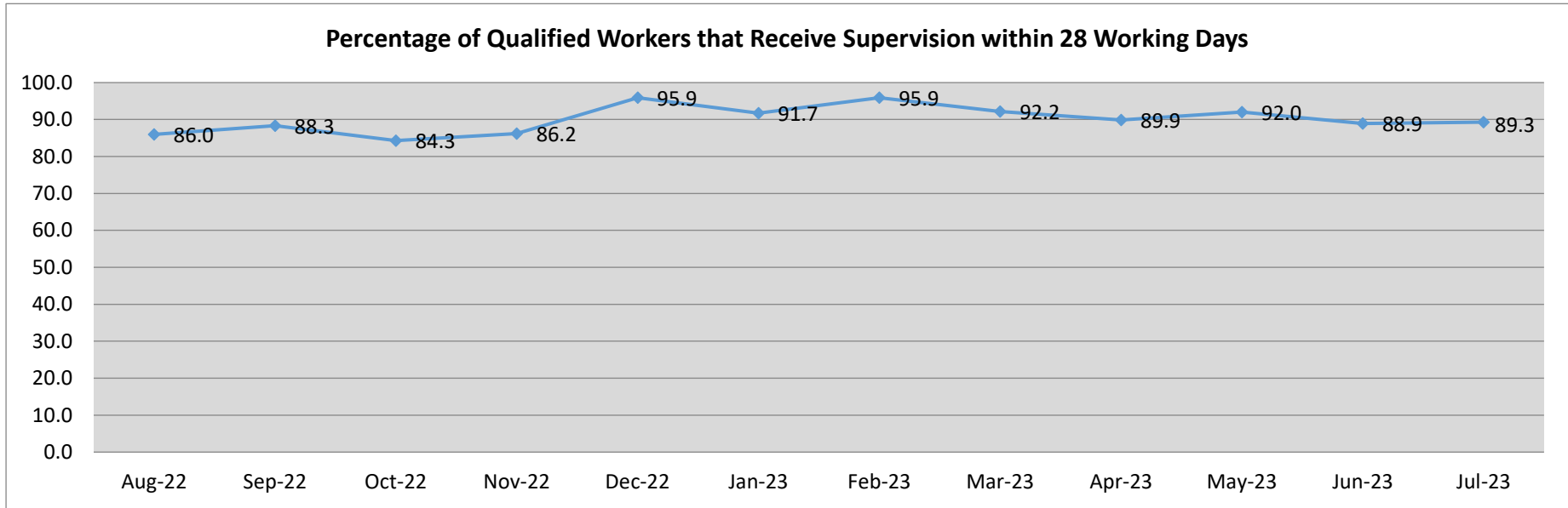


• **High Level Measure 7 (Children & Young People Services) – Staff Supervision Rates**

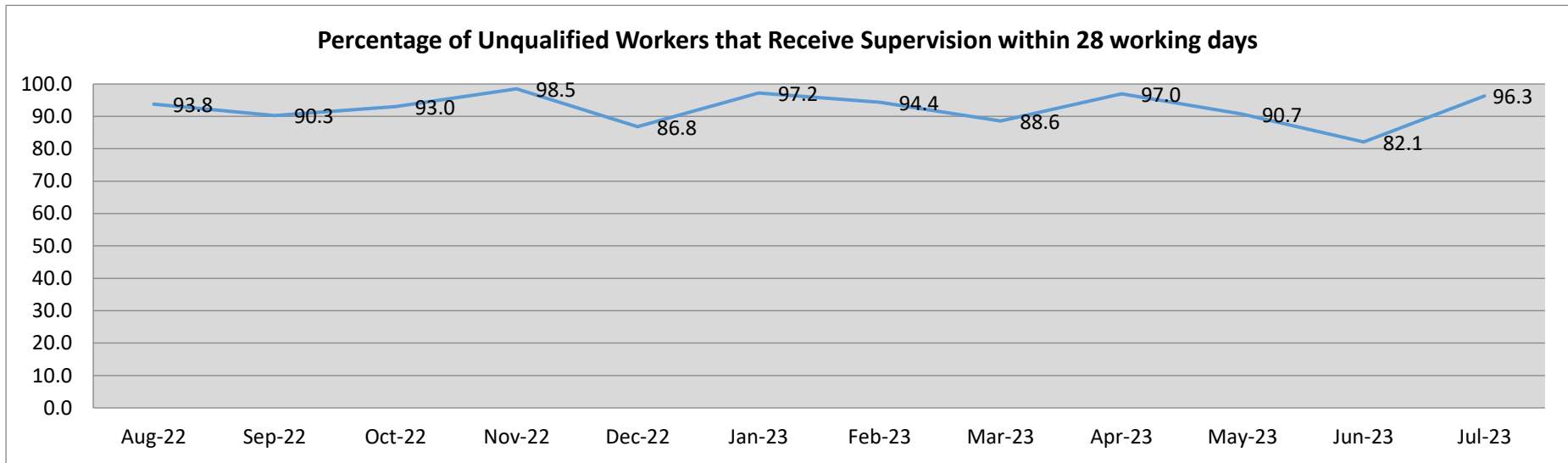


Page 173

	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Performance Indicator/Measure	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
The % of all workers that receive Supervision within 28 working days	88.9	89	87.5	90.5	92.7	93.7	95.4	90.8	92.5	91.5	86.2	92.1
Number of workers due Supervision	171	182	184	190	191	191	194	185	186	199	195	202
Of which, were undertaken in 28 working days	152	162	159	172	177	179	185	168	172	182	168	186



	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Performance Indicator/Measure	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
The % of Qualified Workers that receive Supervision within 28 working days	86	88.3	84.3	86.2	95.9	91.7	95.9	92.2	89.9	92	88.9	89.3
Number of workers due Supervision	107	120	121	123	123	120	123	115	119	113	117	121
Of which, were undertaken in 28 working days	92	106	101	106	118	110	118	106	107	104	104	108



	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23
Per for mance Indicator/Measure	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual
The % of Unqualified Workers that receive Supervision within 28 working days	93.8	90.3	93	98.5	86.8	97.2	94.4	88.6	97	90.7	82.1	96.3
Number of workers due Supervision	64	62	63	67	68	71	71	70	67	86	78	81
Of which, were undertaken in 28 working days	60	56	58	66	59	69	67	62	65	78	64	78

- **High Level Measure 8 (Children & Young People Services) – Average Number of Cases held by Qualified Workers across the Service**

As at 31st July 2023

Caseload Information - Qualified Workers, including Deputy Team Managers

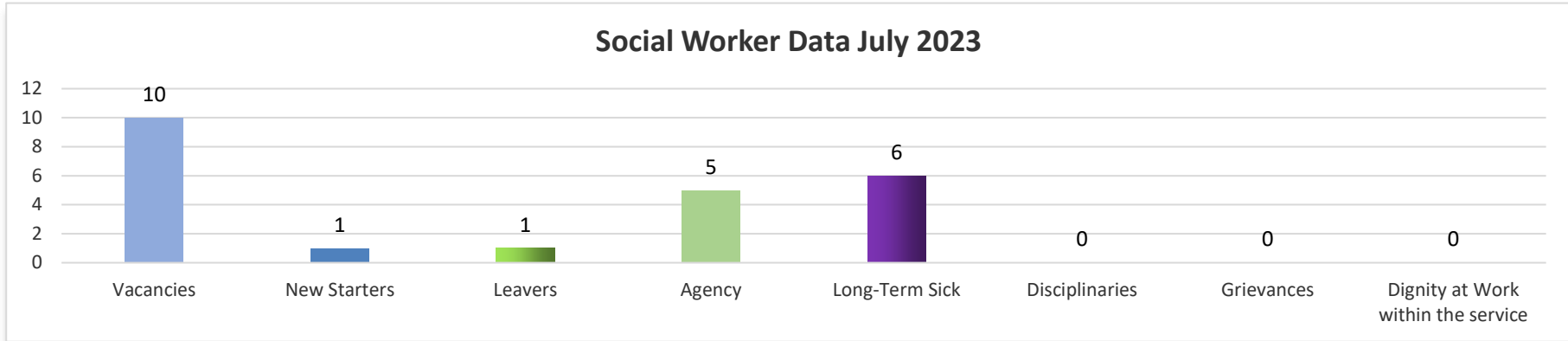
Team	Available Hours	FTE Equivalent	Team Caseload	Highest Worker Caseload	Average Caseload per Worker
Cwrt Sart	333.0	9.0	95	16	10.6
Disability Team	433.0	11.7	216	26	18.5
LAC Team	400.5	10.8	107	15	9.9
Llangatwg	407.0	11.0	167	17	15.2
Sandfields	370.0	10.0	105	14	10.5
Route 16	241.5	6.5	75	13	11.5
Dyffryn	344.5	9.3	105	15	11.3
Intake	444.0	12.0	181	26	15.1
Totals	2,973.5	80.4	1,051.0		
Average Caseload - CYPS				17.8	13.1

Page 176

Please Note:

1. Cases held by Deputy Team Managers and Part-Time Workers are included in the above figures.
2. The '*Available Hours*' do not include staff absences e.g. sickness, maternity leave, placement, etc., unless cover has been provided for the post.

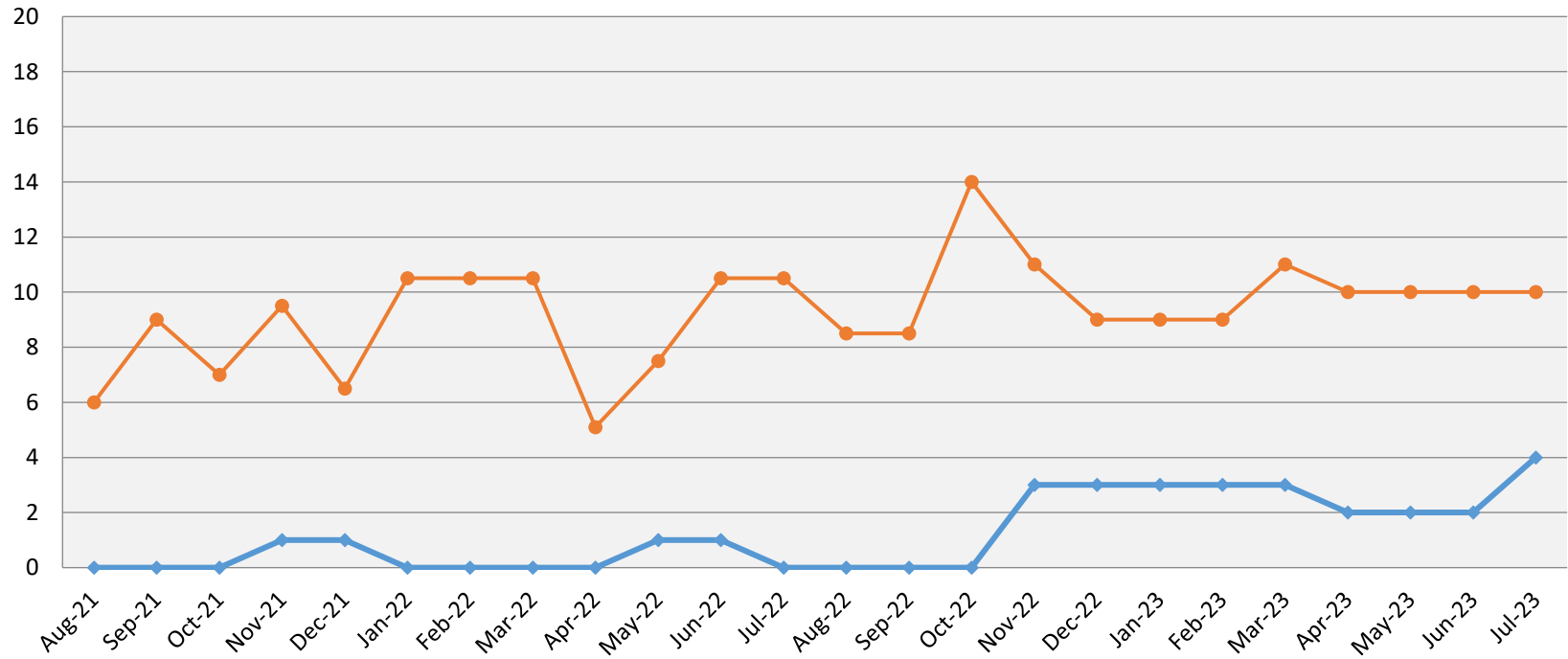
- **High Level Measure 9 (Children & Young People Services) – The Number of Social Worker Vacancies (includes number of starters/leavers/agency staff/long-term sickness), Disciplinarys and Grievances across the Service.**



	Team Manager (out of 9)	Deputy Manager (out of 16)	Social Worker (out of 63.6)	Peripatetic Social Worker	IRO (out of 11.5)	Consultant Social Worker (out of 9)	Support Worker (out of 21)	Total
Vacancies		1	9					10
New Starters			1					1
Leavers						1		1
Agency			5					5
Long-Term Sick		1	5					6
Disciplinarys								0
Grievances								0
Dignity at Work within the service								0

Summary of Agency Staff and Vacancies across the Service

**Summary of Agency Staff and Vacancies Across the Service
(Aug 21 - Jul 23)**

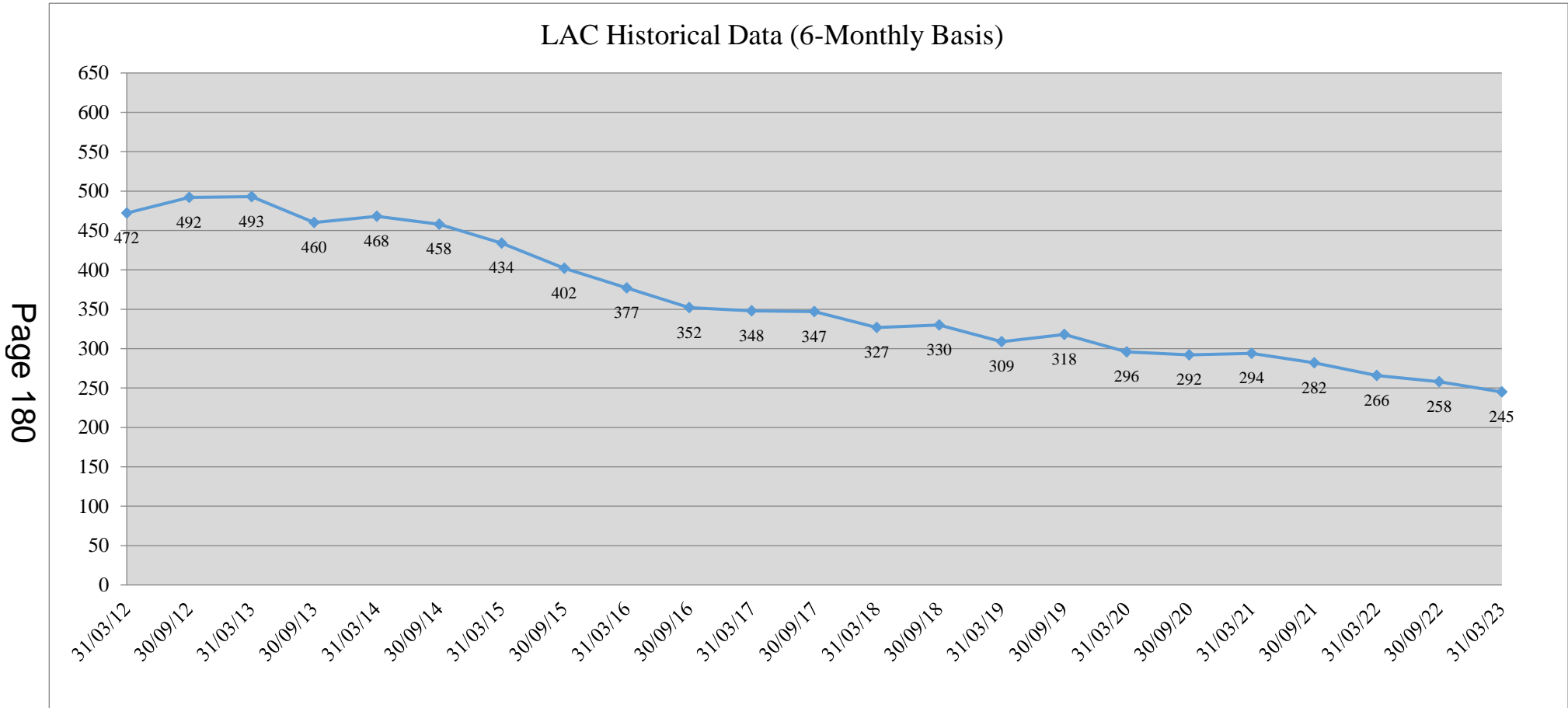


Agency Staff	0	0	0	1	1	0	0	0	0	1	1	0	0	0	0	3	3	3	3	3	2	2	2	4
Vacancies	6	9	7	9.5	6.5	10.5	10.5	10.5	5.1	7.5	10.5	10.5	8.5	8.5	14	11	9	9	9	11	10	10	10	10

- **High Level Measure 10 (Children & Young People Services) – Quality Assurance Overview Report**

There is a Quality Assurance (QA) Programme in place, which facilitates the scrutiny of various aspects of activity within Children & Young People Services. The findings of the QA activity undertaken during the **1st Quarter Period (Apr 23 – Jun 23)**, can be seen at **Appendix 6**

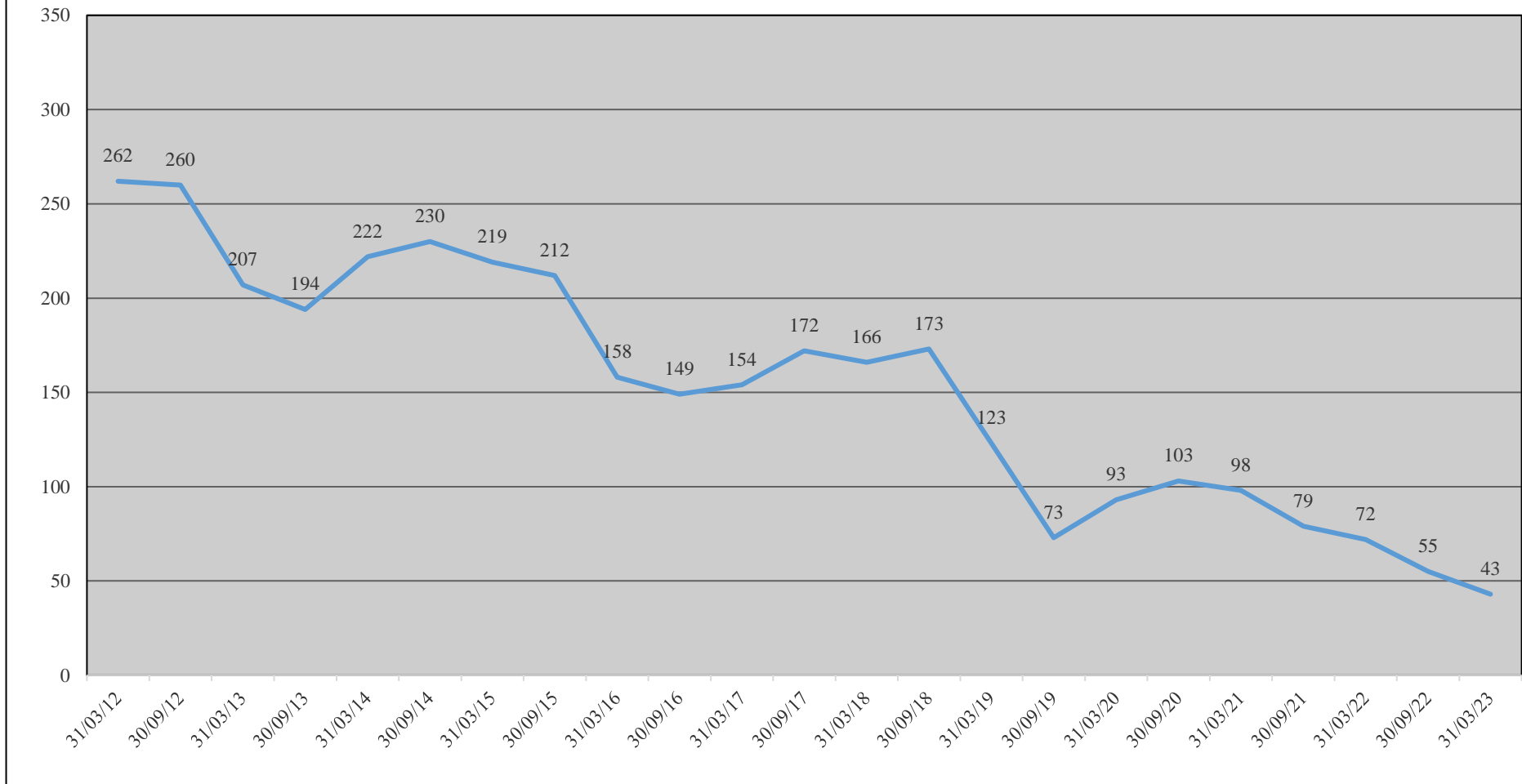
• **High Level Measure 11 (Children & Young People Services) – Number of Looked After Children (Quarterly)**



Please Note: The number of Looked after Children as at 31/07/2023 – **229**

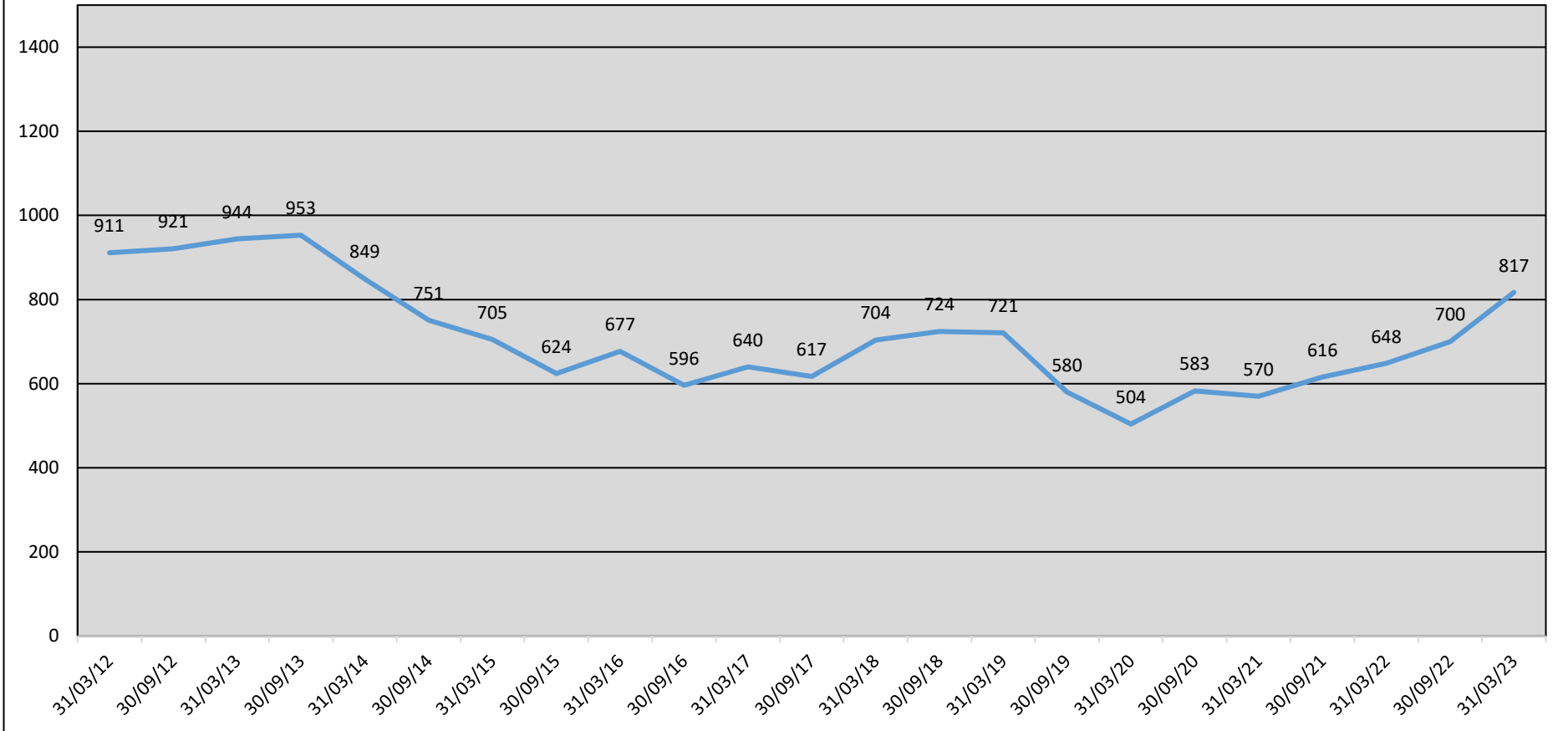
The number of Unaccompanied Asylum Seekers who are Looked After as at 31/07/2023 – **17**

CP Historical Data (6-Monthly Basis)



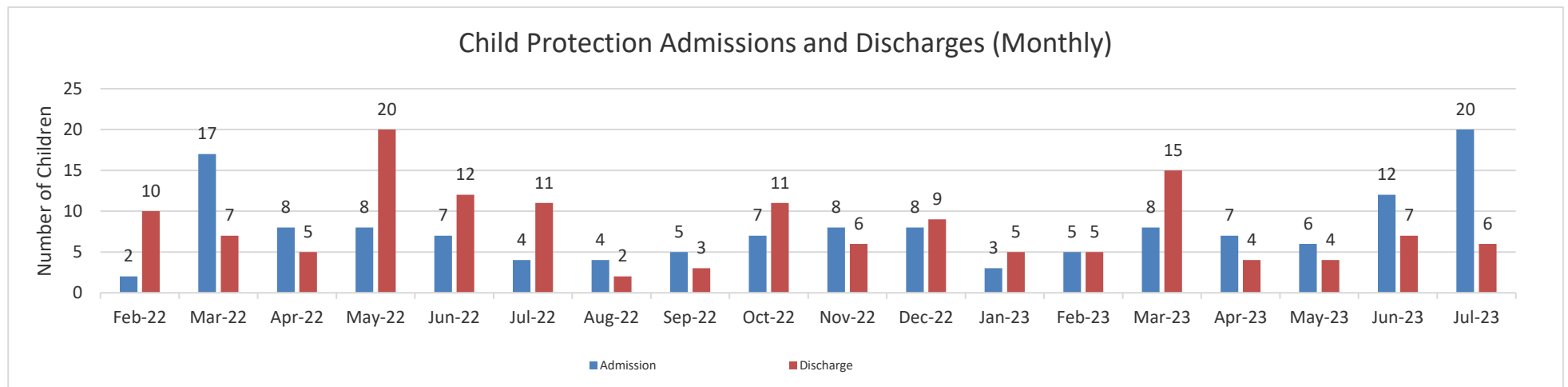
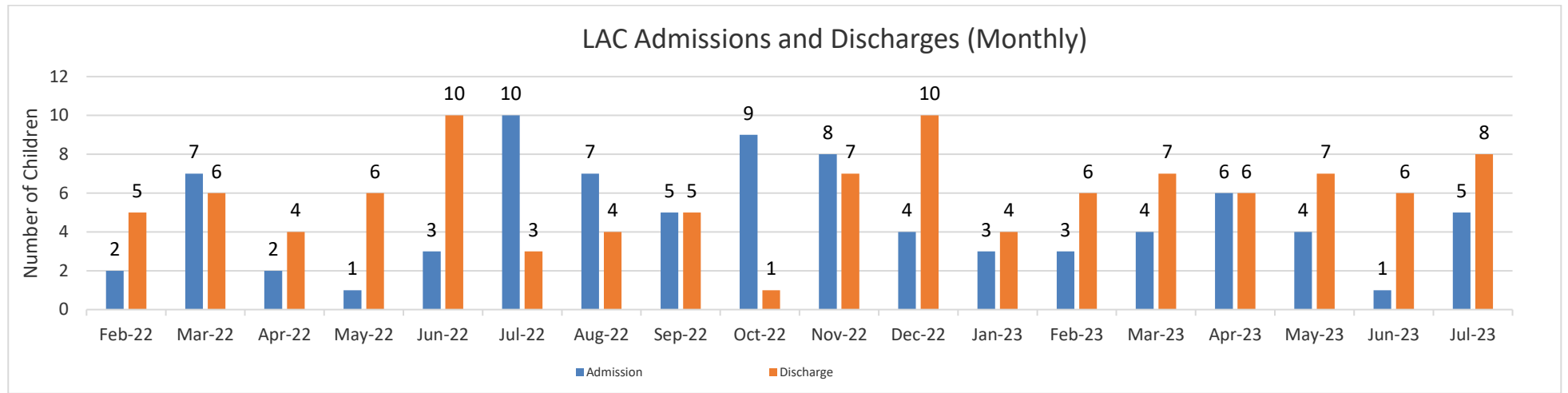
Please Note: The number of children's names on the Child Protection Register as at 31/07/23 – 67

Children Receiving Care and Support Historical Data (6-Monthly Basis)



Please Note: The number of Children Receiving Care and Support as at 31/07/23 – **680**

- **High Level Measure 12 (Children & Young People Services) – Looked after Children & Child Protection Admissions and Discharges.**



- **High Level Measure 13 (Children & Young People Services) – Personal Outcomes**

We have continued to implement the Outcomes Focussed Approach introduced via the Framework for Strength based Practice - Working to Achieve Outcomes across all services which was co-produced with Social Care Wales.

We focused training and development on linking in co-production, improving case recordings and working with parents and partners. Training is now part of all induction for new starters and students working in the authority to ensure that all are aware of the underpinning ethos of NPT to support the people we work with to better outcomes.

Following the auditing of care plans within children’s services, we have identified the need for additional training regarding care plans and have developed mandatory training led by our Principal Officer, Maria Selby. This training will specifically look at how care plans are co-produced with families to ensure we are consistently capturing the voice of the children and families we work with. This will also look at the introduction of the use of one page profiles in practice.

Consultant Social Workers (CSW) have continued to champion outcome focused practice within their teams holding peer group reflection sessions and this has been supported by three multi-agency training days completed on a patch basis with partner agencies from, health, housing and third sector organisations. This training looked to improve joint understanding of communities and strengthen collaborative working and relationships between multiagency practitioners. There have been some challenges with this work to ensure that we get the right people to attend however it is hope that we will continue to build on this and hold regular repeats of the training to continue to spread the word across the children’s community teams. Discussions have begun regarding how this can be replicated in adult services.

Following five of our experienced workers completing a ‘train the trainer’ programme with Cardiff University in respect of Motivational Interviewing within a social work setting, a new eight day strength based, outcome focused training programme will be developed. The aim will be to synthesise existing training on the outcome focussed approach, to include the integrated family support services model, outcome focused case recording, scaling, direct work skills and motivational interviewing. The pilot for this will commence in April 24 and will be rolled out to children’s services.

- **High Level Measure 14 (Children & Young People Services) – Participation & Engagement (Voice of the Child)**

NPT Children’s Services has a growing number of Unaided Asylum Seeking Young People living within the authority and based in Swansea. The Engagement & Participation Officer (EPO) is working with the Unaided Asylum Seeking Children’s (UASC) Team to provide a programme of activities over the summer and beyond. With the input of the young people an exciting array of activities have been organised to provide the group with new experiences, improve their language and most significantly look after their well-being. Using established partnerships in the community the group will be enjoying weekly outdoor activities such as gorge walking, coasteering, hiking, SUP Boarding and cannoning, weekly climbing sessions at The Climbing Hangar are available along with food, visits to Bulldogs Gym and Bush craft experiences. Further opportunities are being sought for the group such as art classes and music.

To continue our commitment to a Children’s Rights based approach, the development of a Children’s Charter has been completed and signed off by the Children’s Senior Management Group (CSMG). The Charter can be best described as a set of promises to which we as a Service will work to. The Charter was developed with children & young people, staff and foster carers and will be widely promoted in the coming months alongside a new Children’s Comments, Compliments and Complaints procedure. The Engagement & Participation Team are pleased to report another successful Young Persons’ Interview Panel. Working in close partnership with Human Resources and Management, a 3 young person interview panel assisted in interviewing candidates for a temporary Team Management position. The Service is now committed to involving children & young people during the recruitment process for managerial positions.



The ever popular Beaches 2 Beacons project has continued to attract the interest of young people. The summer schedule includes taking the group up Pen-Y-Fan, hiking around Waterfall Country with Mid & West Wales Fire & Rescue Service and learning about water safety and a day of water sports at Spring Valley Lakes. More recently the group enjoyed a day learning about our rivers and local eco systems at Craig-Y-Nos Country Park. The Brecon Beacons Park staff are committed to teaching the group about our natural environment and working towards a John Muir Award. Twelve young people are currently enrolled on the project.

Throughout June and July the EPO has been organising a programme of events for the summer holidays along with supporting other Teams with the planning and promotion of further activities. Events include weekly surf sessions at Aberavon Beach, Beaches 2 Beacons, Hope Fashion Project, Foster Wales recruitment, UASC programme and consultation work. The events calendar is shared via Padlet for all staff to access and share. Events will be an opportunity for children and young people to have their say in the 'Let's Keep Talking' consultation. The consultation will be adapted to ensure it's accessible to all children & young people. Summer events will also provide opportunities to further consult on the 'Language We Use' consultation.

The EPO and the Youth Justice and Early Intervention Service (YJEIS) have continued to deliver the Life Skills programme to support care leavers and the YJEIS service users. Over an 8 week period young people attend every Tuesday 10am to 1pm. The participants successfully learn a range of culinary skills and become competent at cooking healthy, budget meals. Further training around budgeting and laundry are also delivered. It has become evident the project offers more than basic life skills as the participants enjoy the social aspect and improved wellbeing from regular interaction with peers and professionals. The voice of the young people continues to be captured in the Exit Questionnaire conducted when young people no longer need the support of the service.

Girls' Rights Group HOPE have been busy planning the upcoming Fashion Project. The projects objective is to highlight language they would like to change and find alternatives that are child and young person friendly. Hope will be working with a local fashion designer to upcycle clothes and decorate with important messages. This will conclude with a fashion show and promoted on social media. Hope's recent work on raising awareness of sexual harassment was celebrated on BBC Wales News and art work from the project will soon be displayed in Neath Civic Centre.

The EPO has established links with Roots Foundation to work in partnership to provide cooking classes for care experienced mums. The sessions will educate young mums on preparing healthy and cheap meals for babies and toddlers. The project will be based at Roots in Swansea to begin with and follow NHS guidelines. Roots have secured funding for the project and have an outstanding venue to support young mums and their children.

Along with current children and young person groups Hope, Yovo & Music Group at Ysgol Hendrefelin, the EPO continues to support other Children's & Young Peoples groups in the Service. Young people in Hillside attend LOVE (Let Your Voices Explode) and young people receiving support from Team around the Family (TAF) attend Aspire.

Appendix 6 - Children & Young People Services Quarter 1 Quality Assurance Overview Report.

This report seeks to provide members with an overview of some of the quality assurance activity that has taken place or been reported during quarter 1 in 2023-24.

Quality Assurance Audits

During this quarter we have reported on the findings of the Adult at Risk (AAR) audit:

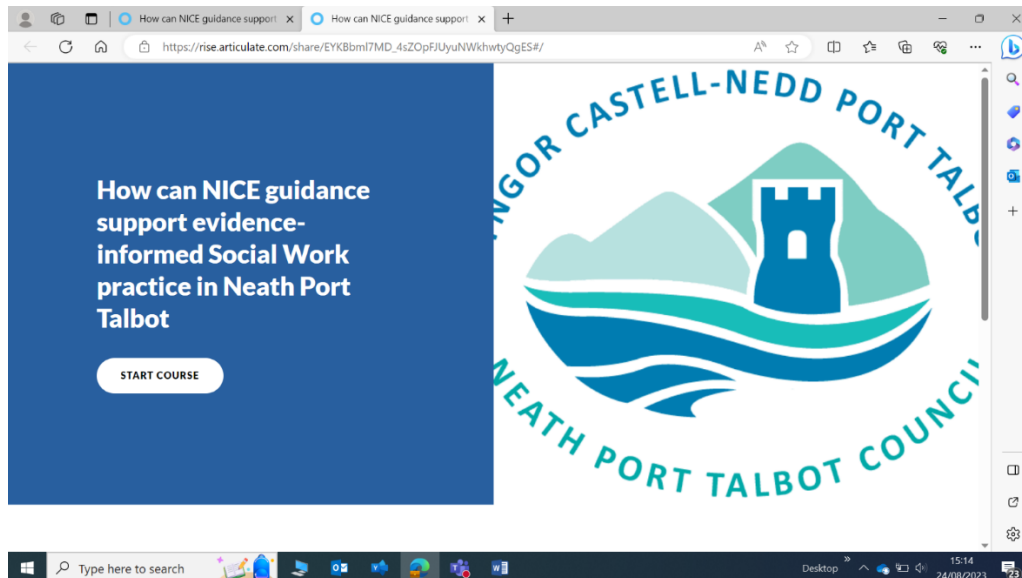
- All or the AAR reports dealt with by the Single Point of Contact were completed within 7 days
- The screening of the AAR reports determined whether or not there was a reasonable cause to suspect an adult is experiencing abuse and/or neglect
- All cases managed by Safeguarding it was evident that the screening had considered any care and support needs of the adult
- Most of the audits completed evidenced that the mental capacity of the AAR had been considered
- Where there were further actions to be taken these were evident on all the cases audited
- We will ensure that all referrals receive a formal acknowledgement sent to the report maker following receipt of an AAR report
- We will strengthen lateral checks undertaken at the point of referral and clarify that consent has been obtained or detail the reasons if it has not been obtained

Following the audit taking place and the findings disseminated to the relevant Principal Officer and Team Managers, regular meetings are now set up for the ongoing review and monitoring of current practice and how this area of the service will evolve in anticipation of the embedding of the new IT system.

Placement Meeting Audit – Within the previous report it was outlined that an audit was reported on in relation to when a child/young person is first placed in foster care. One of the actions in relation to the findings was to consider producing a practice guide for staff to enhance consistency in practice in this area. Since the audit was disseminated through senior and team managers, a working group was developed to scrutinise the findings of the report and to make decisions on the content of the best practice guide. The Quality Practice Team then developed a practice guide, taking into account the views of the working group and the relevant parts of the Part 6 Code of Practice of the Social Services and Wellbeing Act. Following the practice guide being signed off by Senior Management, Head of Service has requested that a version of the guide is produced for children and young people, this will be taken forward by the Engagement and Participation Team through consultation with relevant children and young people.

Championing a Research Culture

In 2022 two Consultant Social Workers in Neath Port Talbot were successful in their bid to National Institute for Health and Social Care Research (NIHR) for the Practice Based Research Leaders Award. Liza Turton and Rachel Scourfield developed the “Championing a Research Culture” programme. The aims of the project were to DEVELOP, BUILD, INCORPORATE and SUSTAIN the use of research in social care policy, practice and decision making. The programme focuses on 3 pilot teams within Adult services, but has also been influencing on a whole organisation level.



What have we done so far?

- Both consultant social workers have moved over to the Quality, Practice and Performance Team so they are able to fully commit to the project. They are setting out the foundation work for the award by meeting with the pilot teams that have been identified in Adult Services; Neath Network, Complex Disability and Occupational Therapy.
- The ‘How can NICE guidance support evidenced informed practice in NPT’ has been delivered to over 50 staff members face to face and is also available in an eLearning format for further dissemination. This training was highly regarded with very positive feedback received.
- Nick Andrews, working with University of Swansea and co-founder of DEEP (Developing Evidence Enriched Practice) is keen to explore the work being undertaken and will support the project in carrying out community enquiries with the pilot teams to gauge our practitioner’s views on evidence based research.

The next stages will include:

- Further roll out of the eLearning to staff and teams in Adult Social Care.

- Begin to evidence that practitioners are using research to inform their practice by utilising tools such as the eLearning, case mapping sessions and for supervision sessions to include consideration of the evidence base. We will measure this by audits of assessments, care plans and supervision records.
- Whilst this work is being undertaken, themes for practice will be gathered to inform the 'social care toolkit'. This toolkit will be resource for practitioners to access when considering practices topics and will be available on the intranet.

By providing the opportunity for our Consultant Social Workers to be involved in a research project such as this has led to a number of collaborations that we are able to utilise with other organisations such as the London School of Economics, Social Care Wales (SCW), NICE, Swansea University, CARE and Cardiff University and the IMPACT Assembly. Research like this is often undertaken led by academics so for practitioners to be afforded the opportunity to do this is firmly putting Neath Port Talbot on the map in respect of the developing and championing a research culture within the organisation. An example of this can be seen in NICE case study on the following link <https://case-studies.nice.org.uk/Port-Talbot-social-work/index.html>

UPDATES

Contacts with other bodies to develop work and potential of the programme.

Social Care Wales (SCW) – Our project matches the call out from SCW for practitioners in social care in Wales to be given the opportunity to undertake research within our communities and workforce to enrich our knowledge and learning about social care in Wales. We have hosted all Wales learning events for the Evidence Community on the programme and we are working together to host a joint conference to disseminate the learning from our project and the message from SCW.

SCW showcase our project with other local authorities who are keen to access the training packages we have created and also to access our learning as they are eager to start their journey for Evidence informed practice.

In support of our pilot teams learning and gaining confidence in using research skills and tools Liza and Rachel, SCW and the NHS E library team hosted a live search session. The attendees were introduced to the NHS E library and were shown how it can be used to access social care research. Comments from the staff attending were highly positive. One commented "I am excited, we have been waiting for something like this for years". Others felt that it would take time to embed the skill of using the search engine, but felt that the positive learning and outcomes for cases made it worthwhile. This skill will be developed through the case mapping clinics with Rachel and Liza encouraging group searches to build confidence and knowledge. Another comment received from a deputy team manager

within one of the pilot teams was “the face-to-face training was really well received by our team and we are seeing NICE referenced far more routinely in assessment work. As managers, we now direct people to these guides as part of our case guidance and direction. So it’s a big thanks for us. Looking forward to the session tomorrow”.

NICE – Julie Vile Field worker for Wales *“We’re really grateful for all the work you’re doing to promote NICE content and look forward to continuing to work with you on fresh ventures over the next year. Please let me know if there’s anything else I can help with”.*

Julie has shared our work within the NICE organisation and an English Authority has taken the idea of the E learning and is creating their own training for health and social care staff.

In the next quarter Liza and Rachel will be hosting a learning event for Carmarthenshire with SCW and NICE. Carmarthenshire are keen to learn from the learning achieved by the project and are looking to emulate the spirit of the project to embed research and evidence into decision making and practice.

Wulf Livingston of Bangor University – Wulf feels that North Wales needs to hear more about the project and is supporting Rachel and Liza with academic guidance, he has asked that we include North Wales in our conference appearances and that once finalised for our report to be made available. Wulf felt there would be a good case for getting the final report written up and published to add to the learning of Wales.

London School of Economics (LSE) Valuing Care Guidance study - Liza and Rachel are a part of the LSE project and have been working with the team to assess the cost implications of following best practice. They have presented a number of times about their work and undertook and presentation and a question and answer session. Annette Bauer the lead researcher sent this message of thanks following the informative session.

“I just wanted to thank you for such a wonderful presentation. It was very well received and found a lot of interest.

Apologies if some questions were a bit challenging but that can happen when you get certain researchers together and you managed it so well so thanks a lot.”

FUTURE PLANS:

Feedback from Principal Officers in Adults and Childrens services is that they feel the programme initially for the three pilot teams is something that all teams would benefit from. Questions are being asked if Liza and Rachel can extend their work even before the final report is written.

Most Significant Change (MSC) Stories and Story Telling Panel

As outlined in the previous quarterly report we have embarked on a journey of capturing stories from individuals on the receiving end of services. We are steadily building a repository of these stories and are cataloguing them as they come in to the service. The next stage in this process is to use some of them to inform strategic planning and to truly understand what is important to individuals. The first story telling panel is set up for early autumn and will be based on stories in relation to domestic abuse. The story telling panel will be facilitated by Nick Andrews (Academic from Swansea University/Social Care Wales) and the knowledge gained from this panel will support and feed into the NPT Response to Domestic Abuse Report. Another story gathered as part of this process is included within this report as an appendix (1), we have had agreement from the individual that there are no restrictions on the sharing of his story as he wants everyone to hear it.

Quality Practice Team

As members are already aware we are now in the implementation phase of the new IT system being developed for the department. This entails a large amount of resource to the future success of the project by ensuring that key individuals from all areas of the service have an input to the development of the system. The Quality Practice Team is naturally involved in these developments to ensure that processes and practice reflects best practice, legislation, ease of use for practitioners and supports quality recordings. The Manager of the team is part of the core team that make decisions on elements of the new IT system and is the operational arm of the strategic group. However, quality assurance will continue to take place during this time to inform the development of the system and provide assurances to senior managers of current practice.

Mel Weaver

Quality, Performance and Practice Manager

Appendix 1

"Happy"

By Clive

Clive is a 61 year old man, living in Tir Morfa home. He is originally from the Afan Valley. Clive had a bike accident at age 16. He loves football and supports Liverpool. Clive is really proud of what he's achieved recently. Clive has a photo book and scrap book to record what he's been up to.

Opening question: Over the last 6 months, what good or bad *changes* have come about as a result of working with Social Services?

- *"Swimming"*
- *"Going to try surfing"*
- *Been bowling*
- *Feeling "great", "last year I was down".*

Second question: Which *one* of these changes is the **most significant to you and why?**

- *"Swimming. Because I didn't think I'd be able to do this"*

Regarding this change - what it was like **before?**

- *"Bored"*

Clive wasn't going out before. There was a lack of opportunities, a lack of staff because of COVID and lots of agency staff.

What it is like **now?**

- *"Confident now" Clive is more confident in speaking to staff.*
- *"it's ok"*

What do you think **made the changes come about?**

- *“Since I’ve had a Social Worker”*

Julie, Clive’s sister in law, has raised issues on Clive’s behalf.

Date story gathered	29.08.2023	
Name of person sharing their story	Clive	
Name of person gathering the story	Carla Dewick, Consultant Social Worker	
Contact details of person sharing their story	01639 881928 – Tir Morfa	
Does the person sharing their story give consent for it to be shared with others? Note: For example by managers who want to learn from people’s experience	<u>YES</u>	NO
Details of consent (e.g. restrictions, request for anonymity etc) No restrictions given. Clive wants everyone to hear his story.		

This page is intentionally left blank



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

Report of the Head of Legal and Democratic Services

Name and date of Meeting

ACCESS TO MEETINGS/EXCLUSION OF THE PUBLIC

Purpose:	To consider whether the Public should be excluded from the following items of business.
Item (s):	<p>Agenda Item 13: Business Case For Establishing An In-House Adult Family Placement Service.</p> <p>Agenda Item 14: In-house Delivery of Assistive Technology Installations, Maintenance and Removals.</p> <p>Agenda Item 15: Audit Report No.13 – Hillside Secure Children’s Home.</p>
Recommendation(s):	That the public be excluded from the meeting during consideration of the following item(s) of business on the grounds that it/they involve(s) the likely disclosure of exempt information as set out in the Paragraphs listed below of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007 subject to the Public Interest Test (where appropriate) being applied.
Relevant Paragraph(s):	14

1. Purpose of Report

To enable Members to consider whether the public should be excluded from the meeting in relation to the item(s) listed above.

Section 100A (4) of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007, allows a Principal Council to pass a resolution excluding the public from a meeting during an item of business.

Such a resolution is dependant on whether it is likely, in view of the nature of the business to be transacted or the nature of the proceedings that if members of the public were present during that item there would be disclosure to them of exempt information, as defined in section 100I of the Local Government Act 1972.

2. Exclusion of the Public/Public Interest Test

In order to comply with the above mentioned legislation, Members will be requested to exclude the public from the meeting during consideration of the item(s) of business identified in the recommendation(s) to the report on the grounds that it/they involve(s) the likely disclosure of exempt information as set out in the Exclusion Paragraphs of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

Information which falls within paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended is exempt information if and so long as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

The specific Exclusion Paragraphs and the Public Interest Tests to be applied are listed in Appendix A.

Where paragraph 16 of the Schedule 12A applies there is no public interest test. Members are able to consider whether they wish to waive their legal privilege in the information, however, given that this may place the Council in a position of risk, it is not something that should be done as a matter of routine.

3. Financial Implications

Not applicable

4. Integrated Impact Assessment

Not applicable

5. Valleys Communities Impact

Not applicable

6. Workforce Impact

Not applicable.

7. Legal Implications

The legislative provisions are set out in the report.

Members must consider with regard to each item of business the following matters.

- (a) Whether in relation to that item of business the information is capable of being exempt information, because it falls into one of the paragraphs set out in Schedule 12A of the Local Government Act 1972 as amended and reproduced in Appendix A to this report.

and either

- (b) If the information does fall within one or more of paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended, the public interest test in maintaining the exemption outweighs the public interest in disclosing the information; or
- (c) if the information falls within the paragraph 16 of Schedule 12A of the Local Government Act 1972 in considering whether to exclude the public members are not required to apply the public interest test by must consider whether they wish to waive their privilege in relation to that item for any reason.

8. Risk Management

To allow Members to consider risk associated with exempt information.

9. Recommendation(s)

As detailed at the start of the report.

10. Reason for Proposed Decision(s):

To ensure that all items are considered in the appropriate manner.

11. Implementation of Decision(s):

The decision(s) will be implemented immediately.

12. List of Background Papers:

Schedule 12A of the Local Government Act 1972

13. Appendices:

Appendix A – List of Exemptions

Appendix A

NO	Relevant Paragraphs in Schedule 12A
12	Information relating to a particular individual
13	Information which is likely to reveal the identity of an individual
14	Information relating to the financial or business affairs of any particular person (including the authority holding that information).
15	Information relating to any consultations or negotiations, or contemplated consultations or negotiations in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority
16	Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.
17	Information which reveals that the authority proposes: <ul style="list-style-type: none">• To give under any enactment a notice under or by virtue of which requirements are imposed on a person, or• To make an order or direction under any enactment.
18	Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime.

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 14 of Part 4 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank