



***SOUTH WEST WALES CORPORATE JOINT  
COMMITTEE - OVERVIEW AND SCRUTINY SUB-  
COMMITTEE***

***2.00 PM TUESDAY, 3 SEPTEMBER 2024***

***VIA MICROSOFT TEAMS***

**All mobile telephones to be switched to silent for the duration of the meeting**

**Webcasting/Hybrid Meetings**

This meeting will be recorded for broadcast via the Council's Internet Site. By participating you are consenting to being filmed and the possible use of those images and sound recordings for training purposes.

1. Chair's Announcements
2. Declarations of Interest
3. Minutes of the previous meeting (*Pages 3 - 8*)
  - 16 July 2024
4. Quarter 1 Financial Monitoring 24/25 (*Pages 9 - 14*)
5. Regional Transport Plan Policy (Draft) & Consultation Update (*Pages 15 - 70*)
6. Joint Equality, Diversity and Inclusion Strategy - Strategic Equality Plan (*Pages 71 - 136*)
7. Forward Work Programme 2024-2025 (*Pages 137 - 142*)
  - South West Wales Corporate Joint Committee Forward Work Programme 2024-2025

- South West Wales Corporate Joint Committee – Overview and Scrutiny Committee 2024-2025

8. Urgent Items

Any urgent items at the discretion of the Chairperson pursuant to Section 100BA(6)(b) of the Local Government Act 1972 (as amended).

**W.Bramble**  
**Chief Executive**

**Civic Centre**  
**Port Talbot**

**28 August 2024**

**Committee Membership:**

**Chairperson:** Councillor R.Sparks

**Vice  
Chairperson:** Councillor T.Bowen

**Councillors:** R.Davies, S.Purseley, D.Howlett, M.John,  
M.Tierney, E.Schiavone, P.Black, W.Lewis and  
D.Cundy

**Co-Opted Non-  
Voting  
Members:** Councillor Dr. S.Hancock

## South West Wales Corporate Joint Committee - Overview and Scrutiny Sub-Committee

(via Microsoft Teams)

**Members Present:**

**16 July 2024**

**Chairperson:** Councillor R.Sparks

**Vice Chairperson:** Councillor T.Bowen

**Councillors:** S.Pursey, D.Howlett, M.John, M.Tierney, P.Black and D.Cundy

**Officers In Attendance** K.Tillman, R.Brown, S.Jones, A.Thomas and L.Willis

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### 1. **Chair's Announcements**

The chair welcomed everyone to the meeting.

### 2. **Declarations of Interest**

There were no declarations of interest received.

### 3. **Minutes of the previous meeting**

The minutes of the meetings held on 16<sup>th</sup> January 2024 and 15<sup>th</sup> February 2024 were approved as a true and accurate record.

### 4. **South West Wales Regional Transport Plan - Programme Update**

Officers provided an overview of the report as contained within the agenda pack.

Members referred to page 14 of the report which stated concerns are held by the working group in relation to finance and the final completion timeline. Members referenced the letter from the Cabinet

Secretary for North Wales and Transport, contained within the agenda pack, and expressed concern that money may be taken from local transport grants to fund the regional transport policies; this would impact on local authority work programmes. Members questioned whether further representation has been made to Welsh Government on this matter.

Officers confirmed that concerns have been raised with Welsh Government in relation to funding levels. The Cabinet Secretary has highlighted that the allocated funding is to be used towards the regional transport plan as well as the development of the strategic development plan. The Chair of the South West Wales Corporate Joint Committee (SWWCJC) has responded to Welsh Government explaining the constraints faced by the limited budget. The level of approved funding will cover the cost of the consultation work but not the development of the strategic plan. It was noted that this position is mirrored in other Corporate Joint Committee's (CJC's) across Wales.

Members suggested that the Chair of the SWWCJC is advised that members share these concerns. The Scrutiny Committee Chair asked officers to confirm support of the committee to the Chair of the SWWCJC.

Members noted the report.

#### 5. **Welsh Language Standards update**

Officers provided members with an overview of the report as contained within the agenda pack.

Members noted the report.

#### 6. **Corporate Plan 2023-2028 Corporate Priorities 24/25**

Officers provided a brief overview of the report contained within the agenda pack.

Members referred to the action plan contained within the agenda pack, and requested further information on how the Regeneration Directors Group interacts with the CJC. It was noted that there were gaps in information for some actions.

Officers confirmed that four sub committees were formed in relation to the wellbeing objectives to ensure governance, decision making, and information, ideas and suggestions were cascaded from regions to the CJC and vice versa. The CJC Constitution sets out executive leads and political leads for each wellbeing objective, as follows:

- Regional Transport – executive lead - Swansea, political lead - Carmarthenshire.
- Economic Development & Economic Wellbeing - executive lead - Carmarthenshire, political lead - Swansea.
- Regional Energy - executive lead – Neath Port Talbot, political lead - Pembrokeshire.
- Strategic Planning - executive lead – Pembrokeshire, political lead – Neath Port Talbot.

Prior to the formation of the CJC, core and director working groups were formed. In each authority the Directors leading each theme, report back to the programme board and steering group formed under the CJC.

Members expressed concern that some progress updates were deferred to the Regional Regeneration Directors Group, without comment; any progress should be noted in the document. There is ambiguity around the group which is outside of the CJC structure.

Officers stated there had been consultation on the actions, going forward, the focus was for increased activity and engagement from stakeholders. A workshop has been arranged for November to look at the priorities and whether they remain relevant for 2025-2026, there are opportunities for continuous improvement. The well-being objectives are not subject to change, but the actions need to be reviewed. As part of participation and engagement work there is a need to ensure appropriate engagement, this includes communities as well as existing working groups and officers in each authority.

Members expressed concern in relation to the level of stakeholder engagement and questioned the value of a consultation with limited responses; the level of responses across the region is varied. Members questioned how people can be made aware of the aims. Members noted that an organisation called 'For the Region' has conducted work in Carmarthenshire recently and asked who is being engaged with to carry out the consultation on behalf of the committee.

Officers confirmed that the Corporate Plan has been published and promoted through the SWWCJC website. There is an independent follow up consultation on the well-being objectives and functions. The consultation is live and further details are detailed on the webpage. There is representation on the working groups from officers from each authority, Welsh government, and other specialist bodies. The consultation is built upon from findings gained from implementation of the initial corporate plan and building on feedback and highlighting opportunities for improvement. Each authority is promoting the consultation through their social media channels and their own independent websites.

Members referred to the plan showing the transport network and national parks on page 124 of the report and questioned why the A477 to Pembroke Dock was not highlighted as a strategic route.

Officers were unable to answer fully at present, however it was confirmed that prior to the case for change being approved, members raised the importance of ensuring that all regions were considered fully, especially rural areas; this was included within the scope of the case for change document. Officers confirmed that it may be more appropriate to discuss this further following development of a policy document and findings of the consultation that are due to be presented to scrutiny committee and the CJC in early September.

Members expressed concern that this matter has been raised previously; it would be useful for members to have assurance that the feedback given by members is noted.

Officers responded, that in terms of the document, it was important to highlight that the contents of the corporate plan have not changed, changes have taken place within the appendices. Members views are built into the feedback that is gathered from each of the committees, and what is approved in CJC. Members were reminded that a workshop was planned for the autumn; where the current position can be considered, and new priorities and actions can be put in place for 2025-2026.

Members noted the report.

7. **Forward Work Programme 2024-2025**

Members were given the opportunity to select items for consideration on the Forward Work Programme.

Members set the Forward Work Programme for the forthcoming meeting.

8. **Urgent Items**

There were no urgent items.

**CHAIRPERSON**

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**Overview and Scrutiny Sub Committee**

3<sup>rd</sup> September 2024

**Report of the Chief Finance Officer**

**Report Title: Quarter 1 Financial Monitoring 2024/25**

<p><b>Purpose of Report</b></p>	<p><b>For Information</b></p> <p>To provide the Members of the Overview and Scrutiny Committee for the South West Wales Corporate Joint Committee (SWWCJC) with the Quarter 1 Financial Monitoring for year ended 2024/25 as noted at SWWCJC on 30<sup>th</sup> July 2024.</p>
<p><b>Recommendation</b></p>	<p>That the South West Wales Corporate Joint Committee (SWWCJC) receive the Quarter 1 Financial Monitoring for year ended 2024/25.</p> <p><b>Note.</b>                  The report is for information and was noted at SWWCJC on 30th July 2024.</p>
<p><b>Report Author</b></p>	<p>Chris Moore</p>
<p><b>Finance Officer</b></p>	<p>Chris Moore</p>
<p><b>Legal Officer</b></p>	<p>Craig Griffiths</p>

**1.0 Background:**

1.1 The SWWCJC was formally constituted on 13<sup>th</sup> January 2022. Carmarthenshire County Council is acting as the Accountable Body responsible for discharging the councils' obligations in relation to the South West Wales Corporate Joint Committee (SWWCJC).

1.2 On 23<sup>rd</sup> January 2024 the SWWCJC approved the 2024/25 budget which was set at £615,049 with a levy from each of the constituent authorities, reduced by 10% through the utilisation of reserves.



Cyngor Castell-nedd Port Talbot  
 Neath Port Talbot Council



Parc Cenedlaethol  
 Arfordir Penfro  
 Pembrokeshire Coast  
 National Park



## 2.0 Forecast Outturn 2024/25:

2.1 The forecast outturn in **Appendix A** shows a total surplus of £132.7k

2.2 The main variances are:

2.2.1. The Accountable Body is expected to be overspent by £2.2k due to in External Audit work incorporating a performance audit within their scope.

2.2.2. Support Services are predicting an underspend of £43.6k which is due to the budgeted Senior Accountant post remaining vacant as not yet required due to the level of activity.

2.2.3. The Sub-Committee expenditure shows a forecast underspend of £86.7k, in respect of underspend on Planning and Programme management expenditure.

2.2.4. The Regional Management Office shows an underspend of £63.7k with the main differences being £47.8k Consultancy and Specialist Adviser work not being commissioned, £10.5k due to reduced usage of Translation Services, £1k training and £1.3k ICT and computer hardware budget not currently being needed.

2.2.5 No provision has been made for any Contingency/Reserves due to the surplus position.

2.3 A reserve was set up for the underspends in 2022/23 of £384.8k and 2023/24 of £458.7k, and any further underspend in 2024/25 would increase the balance of this reserve.

2.4 The CJC is funded by the 4 local authorities, with the total budgeted amount split by population size (mid-year 2020 – Statswales.gov.uk) shown below:

<u>Local Authority Levy 2024/25</u>	<u>£</u>
City and County of Swansea Council (Levy)	191,188
Carmarthenshire County Council (Levy)	151,281
Neath Port Talbot CBC (Levy)	114,094
Pembrokeshire County Council (Levy)	99,414
	<b>555,978</b>



Under the current legislation the National Park Authorities (NPAs) are only financially obligated to support the strategic planning aspects of the CJC. Given that there is likely to be limited activity in terms of the Strategic Development Plan in 2024/2025 (with a budget of £20,600 allocated to the strategic planning sub-committee), it is not considered appropriate to raise a levy upon the NPA's in 2024/2025.

### **3.0 Financial Impact:**

3.1 The Quarter 1 Forecast Outturn for 2024/25 shows a surplus of £132.7k.

### **4.0 Integrated Impact Assessment:**

4.1 The CJC is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage.
- Consider opportunities for people to use the Welsh language.
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

4.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental, and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals.'

4.3 There is no requirement for an Integrated Impact Assessment for this report as the setting up of the CJC is underpinned by legislation and this report is to establish financial arrangements in accordance with legislation.

### **5.0 Workforce Impacts:**

5.1 There are no workforce impacts for this report.



## 6.0 Legal Impacts:

6.1 The SWWCJC is responsible for undertaking periodic financial monitoring against approved budget in accordance with legislation and failure to do so would render the SWWCJC in breach of its obligations.

## 7.0 Risk Management Impacts:

7.1 The SWWCJC is responsible for putting appropriate Governance arrangements in place for the management of risk and portfolio delivery. Failure to prepare Annual Return, on this occasion, would result in a breach of legal obligation.

## 8.0 Consultation:

8.1 There is no requirement for formal consultation.

## 9.0 Reasons for Proposed Decision:

9.1 To receive the Quarter 1 Financial monitoring for financial year 2024/25.

## 10.0 Implementation of Decision:

10.1 The report is for information and was noted at SWWCJC on 30<sup>th</sup> July 2024.

## Appendices:

Appendix A – Quarter 1 Financial Monitoring 2024/25

## List of Background Papers:


[Agenda for South West Wales Corporate Joint Committee on Tuesday, 30th July, 2024, 2.00 pm: NPT CBC](#)



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council



Bannau  
Brycheiniog

	<b>South West Wales Corporate Joint Committee</b> <b>Q1 Financial Monitoring</b> <i>Financial Year 2024/25</i>
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Description	Actual 2023/24 (£)	Budget 2024/25 (£)	Q1 Predicted Outturn 2024/25 (£)	Variance (£)	Notes
<b>Expenditure</b>					
<b>Joint Committee</b>					
<b>Democratic Services</b>					
Democratic, Scrutiny and Legal Support Costs	87,800	76,648	76,648	-	Provided by NPT
<b>Democratic Services Total</b>	<b>87,800</b>	<b>76,648</b>	<b>76,648</b>	-	
<b>Legal and Governance</b>					
Monitoring Officer and Service Support	17,000	19,448	19,448	-	Provided by NPT
<b>Legal and Governance Total</b>	<b>17,000</b>	<b>19,448</b>	<b>19,448</b>	-	
<b>Accountable Body</b>					
Audit Wales Financial Audit	4,104	1,877	4,104	2,227	
Section 151 Officer Recharge	20,693	21,521	21,521	-	Provided by CCC
<b>Accountable Body Total</b>	<b>24,797</b>	<b>23,398</b>	<b>25,625</b>	<b>2,227</b>	
<b>Governance &amp; Internal Audit</b>					
Internal Audit	14,600	23,170	23,170	-	Provided by Pems
Sub-Committee Support Costs & Expenses	5,000	18,150	18,150	-	Provided by Pems
<b>Governance &amp; Internal Audit Total</b>	<b>19,600</b>	<b>41,320</b>	<b>41,320</b>	-	
<b>Support Services</b>					
ICT & Data Protection Services	20,000	22,880	22,880	-	Provided by NPT
Financial Services	5,000	59,289	15,702	- 43,588	Provided by CCC
HR Services	-	11,440	11,440	-	Provided by NPT
<b>Support Services Total</b>	<b>25,000</b>	<b>93,609</b>	<b>50,022</b>	<b>- 43,588</b>	
<b>Joint Committee Total</b>	<b>174,197</b>	<b>254,423</b>	<b>213,062</b>	<b>- 41,361</b>	
<b>Joint Scrutiny Committee</b>					
Room Hire	-	-	-	-	Included within Democratic Service costs
Subsistence & Meeting Expenses	-	-	-	-	Included within Democratic Service costs
Travel	-	-	-	-	Included within Democratic Service costs
Democratic, Scrutiny and Legal Support Costs	-	-	-	-	Included within Democratic Service costs
<b>Joint Scrutiny Committee Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>SWWCJC - Sub Committees</b>					
Economic Development SC	-	20,600	20,600	-	
Planning SC	-	20,600	20,600	-	
Transport SC	-	51,500	51,500	-	
Transport SC WG grant funded	124,106	100,000	100,000	-	
Energy SC	-	20,600	20,600	-	
Planning & Programme management	-	106,700	20,000	- 86,700	
<b>SWWCJC - Sub Committees Total</b>	<b>124,106</b>	<b>320,000</b>	<b>233,300</b>	<b>- 86,700</b>	
<b>SWWCJC - Regional Management Office</b>					
Salary (Inc. On-costs)	27,077	64,390	63,102	- 1,288	
Training of Staff	-	1,030	-	- 1,030	
Public Transport - Staff	-	258	-	- 258	
Staff Travelling Expenses	-	834	-	- 834	
Admin, Office & Operational Consumables	75	1,030	100	- 930	
Consultancy and Specialist Adviser Fees	-	52,742	5,000	- 47,742	Update of Website
ICTs & Computer Hardware	-	1,288	-	- 1,288	
Subsistence & Meetings Expenses	1,272	1,030	3,740	2,710	4 proposed meetings
Conferences, Marketing & Advertising	-	-	-	-	
Projects & Activities Expenditure	-	-	-	-	
Translation/Interpret Services	498	15,450	5,000	- 10,450	
Printing & Copying	-	2,575	-	- 2,575	
<b>Regional Management Office Total</b>	<b>28,922</b>	<b>140,626</b>	<b>76,942</b>	<b>- 63,684</b>	
<b>Contingency/Reserves</b>					
Provision for Contingency/Reserves	-	-	-	-	
<b>Contingency/Reserves Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Total SWWCJC Expenditure</b>	<b>327,225</b>	<b>715,049</b>	<b>523,304</b>	<b>- 191,745</b>	
<b>Funding Contributions</b>					
<b>Partner &amp; Other Contribution</b>					
Brecon Beacons NPA	-	-	-	-	
Pembrokeshire Coast NPA	-	-	-	-	
Co-Opt Partners	-	-	-	-	
Welsh Government Revenue Grant	124,106	100,000	100,000	-	Award of Funding in relation to SWWCJC to develop Regional Transport Plan
Interest	44,101	-	-	-	
	<b>168,207</b>	<b>100,000</b>	<b>100,000</b>	<b>-</b>	
<b>Local Authority Levy</b>					
City and County of Swansea Council (Levy)	212,431	191,188	191,188	-	Levy charged to local authorities based on Population Size
Carmarthenshire County Council (Levy)	168,090	151,281	151,281	-	Levy charged to local authorities based on Population Size
Neath Port Talbot CBC (Levy)	126,771	114,094	114,094	-	Levy charged to local authorities based on Population Size
Pembrokeshire County Council (Levy)	110,460	99,414	99,414	-	Levy charged to local authorities based on Population Size
	<b>617,753</b>	<b>555,978</b>	<b>555,978</b>	<b>-</b>	
<b>Total SWWCJC Income</b>	<b>785,960</b>	<b>655,978</b>	<b>655,978</b>	<b>-</b>	
<b>Provision of Service - Surplus / (Deficit)</b>	<b>458,735</b>	<b>(59,072)</b>	<b>132,673</b>	<b>191,745</b>	

<b>Movement to Reserves (Contingency)</b>					
Description					
Balance Brought Forward from previous year	384,824	843,559	843,559	-	
Net Provision of Service - Surplus / (Deficit)	458,735	59,072	132,673	191,745	
<b>Balance Carry Forward</b>	<b>843,559</b>	<b>784,488</b>	<b>976,233</b>	<b>191,745</b>	



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## SOUTH WEST WALES CORPORATE JOINT COMMITTEE (SWWCJC)

### Overview and Scrutiny Sub Committee

3<sup>rd</sup> September 2024

### Report of the Chief Executive

**Report Title: Regional Transport Plan (RTP) Policy Framework (Draft) & Consultation Update**

<p><b>Purpose of Report</b></p>	<p>To update Members of the Overview and Scrutiny Sub Committee of the South West Wales Corporate Joint Committee (SWWCJC) on the progress with the Regional Transport Plan and seek endorsement for the Regional Transport Plan policy framework together with the revised programme of work to develop and deliver the Regional Transport Plan (RTP).</p>
<p><b>Recommendation(s)</b></p>	<p>It is recommended that Members of the Overview and Scrutiny Sub Committee of the South West Wales Corporate Joint Committee (SWWCJC), ahead of seeking approval from the SWWCJC;</p> <ol style="list-style-type: none"> <li>1. Note the verbal progress reports from officers on the RTP development workstreams</li> <li>2. Endorse the Regional Transport Plan policy framework</li> <li>3. Endorse the revised RTP development work programme</li> </ol>
<p><b>Report Author</b></p>	<p>Stuart Davies Head of Highways &amp; Transportation, City &amp; County of Swansea Council</p> <p>Mark Wade Director of Place, City &amp; County of Swansea Council</p>
<p><b>Finance Officer</b></p>	<p>Chris Moore</p>
<p><b>Legal Officer</b></p>	<p>Craig Griffiths</p>

## 1. Introduction:

The South West Wales Corporate Joint Committee (SWWCJC) has been mandated to produce a Regional Transport Plan (RTP) for the region by Welsh Government, in conformity with the Transport (Wales) Act (2006) and to complement Llwybr Newydd: Wales Transport Strategy (2021).

Following the successful approval of the Implementation Plan by Welsh Government prior to Christmas 2023 the region submitted the Case for Change as approved by this Committee on 21<sup>st</sup> February 2024.

Welsh Government is not proposing to offer formal feedback on the Case for Change, but officials have indicated their broad support for the Case for Change and advised the SWWCJC accordingly.

## 2. Progress:

### 2.1 Data Book and Accessibility Analysis

To aid the development of the RTP a 'data book' that sets out a quantitative analysis of various data sources has been produced including the regional indices of multiple deprivation (IMD), 2021 census population and transport information and information on environmental matters.

To support the analysis for the RTP officers have produced an analysis of accessibility by active travel, bus & rail and car to several key destinations across the region. This information when used in conjunction with the data book forms the broad basis on which policy requirements and schemes / interventions will be assessed.

### 2.2 Draft Regional Transport Plan Progress

The draft RTP continues to be developed. To ensure progress is made the policy aspects of the RTP have been developed in advance of the RTDP which is discussed below. The draft policy framework is appended to this report (**Appendix A**).

The policy framework follows the Welsh Transport Strategy core priorities of themes of (i) reducing the need to travel (ii) allowing people and goods to move easily from door to door by accessible, sustainable transport and (iii) encouraging people to make the change to more sustainable transport. Within these three priorities specific modes of travel and region-specific requirements covering, for example, tourism related tourism and the effect of the City Deal and Freeport initiatives on transport are explored.



## 2.3 Draft Regional Transport Delivery Plan Progress and Intervention Assessment Matrix

The Regional Transport Delivery Plan (RTDP) will set out the region's aspiration for specific schemes and interventions. The RTP guidance sees the RTDP as the region's recommended programme for investment. All specific schemes and interventions, if funding is allocated, will remain subject to further development under the Weltag process and the tests of value for money.

The RTDP requires an assessment matrix that will provide an evidence-based approach to scheme selection. The assessment matrix has been developed and will be populated with the details of specific schemes and interventions which will be assessed for deliverability and subject to both qualitative and quantitative analysis. The analysis will ensure that a programme of deliverable and worthy interventions forms the RTDP.

As technical work on scheme development continues, officers will provide a verbal update to the CJC on progress together with a presentation on the detail of the proposed assessment matrix which the CJC is asked to note.

### 3. Timescales:

Officers are currently reviewing the programme to deliver the RTP to reflect availability of supporting information and review of approval processes.

There are a number of unforeseen influences impacting on progress:

- General election and delayed informal consultation – consultation outcome report not available until mid-September.
- More complex metro programme – issues of data availability and scheme revisions.
- Lack of scheme development due to Southwest Wales not being subject to a “Burns Commission”.
- Awaiting further data inputs from Transport for Wales (TfW).
- Cabinet and Council approvals for each Authority within the region will be required prior to final submission in the spring of 2025.

The proposed programme milestone amendments are set out below and have recently been discussed with Transport for Wales, who have acknowledged the challenging timeline.

The SWWCJC is asked to approve the proposed revisions which provide for a draft RTP and RTDP to be submitted to the Welsh Government in December 2024. Formal Statutory consultation will commence in January 2025, resulting in the final plan submission in June 2025.

## Activity Timeline (Programme)

	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25
Activity timeline																							
CJC to submit implementation plan to WG	31/10/2023 completed																						
CJC to submit RTP Case for Change (including SMART objectives) to WG					29 Feb Completed																		
First informal public consultation									General Election PEP		Completed												
CJC to submit initial draft of RTP, WBA and RTDP to WG (before public consultation)								29/05/2023 (Update Only)				Submit policy update & cons. Feedback											
CJC to submit final draft of RTP, WBA and RTDP to WG													31-Oct		Dec								
Statutory consultation & feedback (Including IWBA)																							
Governance (CJC and Councils)																							
CJC to submit final RTP, IWBA and RTDP to WG																		29-Mar		Cabinets & Council		CJC	
WG decision on approval of RTP.																						30-Jun	
Develop a Monitoring & Evaluation Plan																							



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 National Park



#### 4. Consultation and stakeholder engagement:

The development of an engagement plan has previously been documented in the approved Implementation Plan, and then presented in the approved Case for Change document.

As noted at the May 2024 meeting of the CJC, informal public consultation on the vision for the RTP and the Case for Change together with the current state of the transport network was undertaken from July 15th to August 26th, 2024 (Delayed due to General Election).

The public consultation has been supported by briefings to elected Members across the region and to Community Council representatives.

The initial public response rate is judged by officers to be at a level where meaningful conclusions can be drawn from the responses made.

A full report on the recent informal public consultation will be published and a verbal update on matters emerging from the consultation provided to the CJC.

In parallel to the informal public consultation a series of themed workshops with technical and subject matter expert stakeholders have been scheduled throughout September 2024.

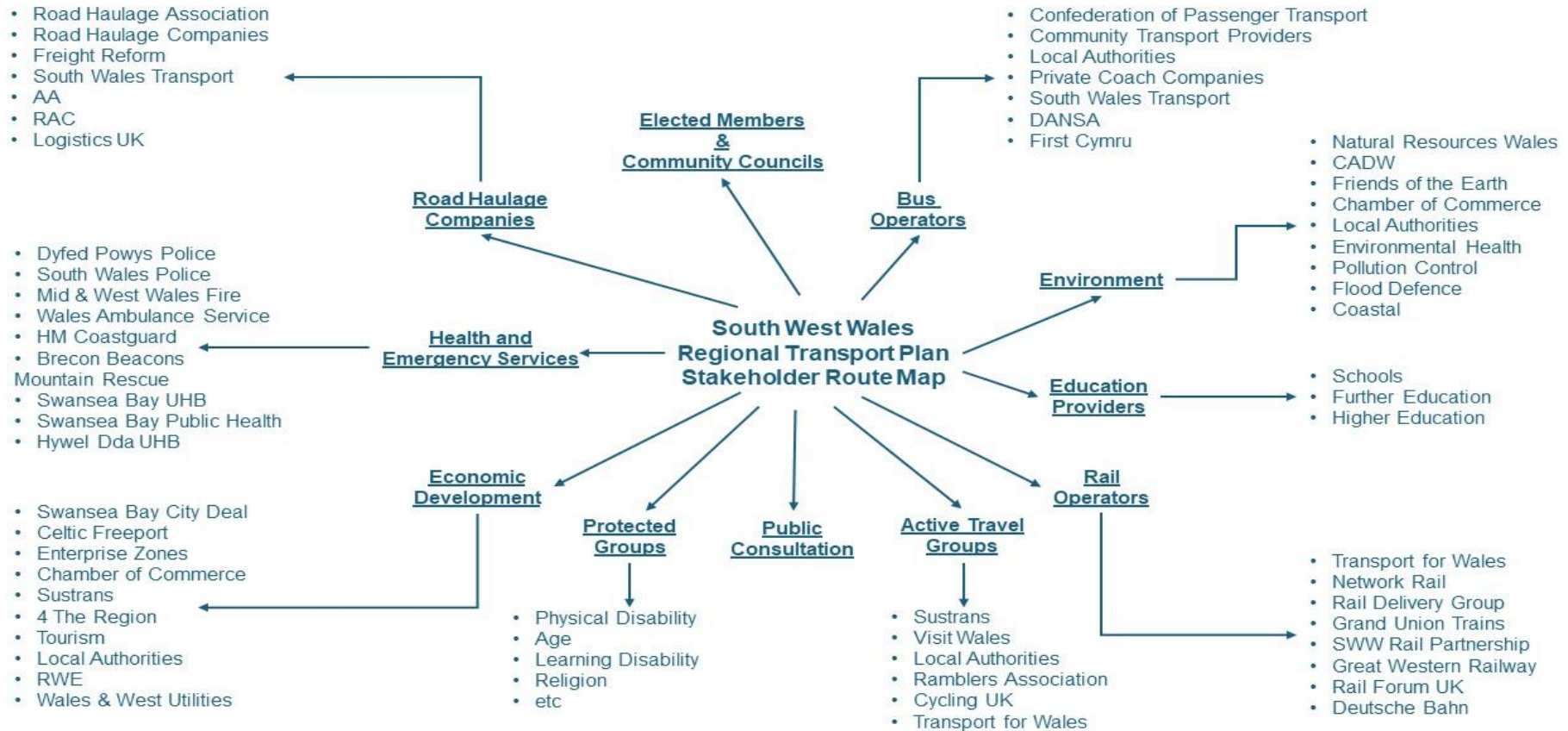
Please see the stakeholder engagement map figure 1.

Please note, the list of cohorts mentioned is not exhaustive, and the region is actively encouraging everyone to engage in the development of the plan.

The next stage of the process will be to undertake statutory public consultation over the Winter 24/25 period.

The current stakeholder engagement schedule is noted in **(Appendix B)**. Timelines may be subject to variation as the programme progresses.

Figure 1. Stakeholder engagement map



## 5. Financial Impacts:

The SWWCJC has allocated funding to assist with the development of the RTP.

Welsh Government made £125k available in 2023-24 with a further £100k in 2024-25.

The full cost of the RTP is yet to be determined but it remains clear that further funding will be required.

The funding will need to be provided to enable the plan to be progressed and this will need to be identified and allocated through ongoing discussion with Welsh Government.

## 6. Integrated Impact Assessment:

The CJC is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage
- Consider opportunities for people to use the Welsh language
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

In recognition of the above duties, the CJC has adopted an Integrated Impact Assessment (IIA) Tool which allows for a two stage approach to be undertaken to measure any potential impact of its decisions.

**Following the consultation undertaken during January 2024 on the proposed actions to deliver the well-being objectives, the findings were incorporated within an Integrated Impact Assessment (IIA) and the Corporate Plan updated and approved as version 002. Whilst the actions were subject to amendment the well-being objectives remain unchanged.**



The CJC approved its Corporate Plan 2023-2028 in March 2023. The Corporate Plan includes the CJC's Equality Objective which is set out below for ease of reference:

*“To deliver a more equal South West Wales by 2035 by contributing towards:*

- (a) The achievement of the [Welsh Government's long-term equality aim](#) of eliminating inequality caused by poverty;*
- (b) The achievement of the [Equality statement set out in Llwybr Newydd](#) which is to make our transport services and infrastructure accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that prevent people from using sustainable transport, and*
- (c) [The achievement of the Welsh Government's long-term equality aims](#) of cohesive communities that are resilient, fair and equal and where everyone is able to participate in political, public and everyday life. There will be no room for racism and / or discrimination of any kind.”*

## **Well-being of Future Generations (Wales) Act 2015**

Alignment with CJC Corporate Plan 2023-2028 and the identified CJC Well-being objectives:

The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.

The CJC approved its Corporate Plan 2023-2028 in March 2023. The Corporate Plan contains the CJC's well-being objectives and frames the corporate direction of travel. To this end, it is considered that the recommendation(s) contained within this report align(s) to the corporate policy framework of the CJC as set out within its Corporate Plan.

### **Well-Being Objective 2**

*“To produce a Regional Transport Plan for South West Wales that is founded on collaboration and enables the delivery of a transport system which is good for our current and future generations of people and communities, good for our environment and good for our economy and places (rural and urban).”*

The Integrated Impact Assessment (IIA) (Appendix C) associated with the Corporate Plan has been utilised to inform the draft policy framework. An informal consultation was undertaken during the period of 15<sup>th</sup> July – 26<sup>th</sup> August 2024, the findings will aid the preparation for a formal consultation on the Regional Transport Plan and assist in the development of a fuller integration impact assessment that will be created when the Regional Transport Plan is ready for approval.

## 7. Workforce Impacts:

The regional support team is now fully resourced, following the appointment of an additional officer in July 2024.

## 8. Legal Impacts:

The production of the draft RTP and RTDP is the third stage of producing a Regional Transport Plan which is a duty placed on the CJC by Welsh Government pursuant to the Local Government and Elections (Wales) Act 2021.

The South West Wales Corporate Joint Committee Regulations came into force on 1st April 2021 the timeframes for the discharging of specific functions.

## 9. Risk Management Impacts:

None

## 10. Consultation:

Whilst no formal consultation is required for the purpose of this update report, an informal consultation was undertaken (15<sup>th</sup> July – 26<sup>th</sup> August 2024) on the Case for Change. The findings will aid the preparation for the formal consultation on the Regional Transport Plan due early in 2025.

## 11. Reasons for Proposed Decision:

To meet the duty placed on the Corporate Joint Committee for South West Wales (SWWCJC).

## 12. Implementation of Decision:

Following the three day call in period.



## Appendices:

Appendix A – Regional Transport Plan (RTP) Policy Framework

Appendix B – Stakeholder Engagement Schedule

Appendix C – Integrated Impact Assessment associated to the Corporate Plan  
2023-2028 ver002

## List of Background Papers:

**South West Wales Corporate Joint Committee (SWWCJC)  
23<sup>rd</sup> May 2024**

South West Wales Regional Transport Plan – Programme Update

[SWWCJC - RTP Update May 24 230524 Final.pdf \(npt.gov.uk\)](#)



## **Policy Framework**

### **The policy context of the RTP**

The RTP is designed primarily to bring a regional focus to the delivery of the Wales Transport Strategy, Llwybr Newydd, 2021.

The formal Welsh Government guidance for the development of RTP sets out that the RTP sets the policies for implementing Llwybr Newydd at a regional level. The policy of Llwybr Newydd is based upon a vision for an accessible, sustainable, and efficient transport system across all of Wales.

The Regional Transport Plan for Southwest Wales (“the RTP”) has been developed to ensure that the region has the transport network that it desires. The transport network is at the heart of the region; it takes us to work, education and play across the region and further afield.

The context is set locally by Swansea Bay City Deal, a £1.2billion investment in the region’s economy and social infrastructure and by the aspiration shown by the region’s local authorities. It is essential that complementary private investment is attracted to the region at a faster rate to ensure we have the economic activity and infrastructure to achieve great things. We also have a series of vital public services such as hospitals, local healthcare facilities, schools, colleges, universities together with retail sites, leisure facilities and employment sites that we need to access. Our city and town centres are vital hubs in our transport network and communities that they serve.

Nationally, Llwybr Newydd: the Wales transport strategy 2021 sets a new direction for transport in terms of both services and infrastructure and in terms of the movement of people and also goods. Llwybr Newydd sets out that in the changing world that surrounds our transport system, that the system must be accessible, sustainable and efficient. This means a transport system that is good for people and communities, good for the environment, good for the economy and places and supports a thriving Welsh language and culture. It should also ensure that the transport legacy we leave for future generations is tangible and capable of continued operation.

The transport system we have doesn’t operate in isolation. It is driven by the land-use and environmental choices we face and the level of economic activity we have. It is also shaped by the communities that we are all part of; our needs and aspiration for transport determine the level of use now and into the future. The system will need to meet these changing requirements and give us the capability to reach our potential whether individually or as a wider community.

To shape the RTP we have developed a vision that translates Llwybr Newydd into region specific aims to give shape to the RTP policy framework.

1. To have a transport system that provides access to opportunity and the social fabric of the region.
2. To have a transport system that recognises the diverse communities of the region and their varying transport needs.
3. To have a transport system that seeks to decarbonise its impact at the best rate possible.
4. To have a transport system that recognises a hierarchy of travel modes appropriate to geographic location and cost.
5. To have a transport system that is designed to allow sustainable delivery in other policy areas.
6. To promote sustainable travel choices wherever practical.

Set out below are the proposed policies that will provide the framework for the RTP. The precise wording of each policy is under development by officers and will reflect the outcomes of the recent public consultation and the ongoing stakeholder engagement.

### **Llwybr Newydd Priority 1**

Llwybr Newydd Priority 1 sets out a clear vision to reduce the need for travel by bringing services and also facilities closer to people. The policies we propose in this area will set our general approach to reducing travel requirements by making access to local services better, by ensuring transport that stimulates economic activity is delivered in the most suitable way and by ensuring that the specific transport challenges our rural communities face are met.

Figure 1. Llwybr Newydd Priority 1 Summary

<b>AN ACCESSIBLE, SUSTAINABLE AND</b>	<b>Llwybr Newydd Priority 1</b>	Bring services to people in order to reduce the need to travel.	<b>REGIONAL TRANSPORT PLAN AIMS</b>	To improve physical connectivity through enhancing active travel infrastructure to local services.	<b>REGIONAL TRANSPORT PLAN OBJECTIVES</b>	To improve active travel infrastructure to local services in the first instance. Where this is not feasible enable residents to make sustainable travel choices. To have a transport system that supports the growth and development of sustainable economic activity in the region.
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The proposed policies:

Policy 1 – Reducing the need to travel

Policy 2 – Making local transport infrastructure and services fit for purpose

Policy 3 – Transport that enables economic development

Policy 4 – Transport and land use planning, including the Freeport and major developments

Policy 5 – Rural Areas and transport provision

### **Llwybr Newydd Priority 2**

Llwybr Newydd Priority 2 provides the overarching context for investment in our transport system. The policies will provide the region’s view on how the transport system delivers for our communities and how choice of travel mode may be influenced.

The policies proposed also reflect the need to ensure that the transport system decarbonises and minimises the wider impacts of demand for travel. To support these overarching policy objectives, a series of mode-specific policies will provide the detail required to support choices on future investment.

Whilst the RTP cannot promote rail schemes nor seek infrastructure maintenance funds through the RTP they form essential elements of the provision of the transport network that in policy terms the RTP will be required to comment upon.

**Figure 2. Llwybr Newydd Priority 2 Summary**

<b>AN ACCESSIBLE, SUSTAINABLE AND EFFICIENT TRANSPORT SYSTEM</b>	<b>Llwybr Newydd Priority 2</b>	Allow people and goods to move easily from door to door by accessible, sustainable and efficient transport services and infrastructure.	<b>REGIONAL TRANSPORT PLAN AIMS</b>	To achieve a shift away from private car use to more sustainable travel modes through service and infrastructure improvements.	<b>REGIONAL TRANSPORT PLAN OBJECTIVES</b>	To have a transport system that recognises the hierarchy of travel modes identified in Llwybr Newydd, which is as follows: <ol style="list-style-type: none"> <li>1. Walking and cycling (highest priority)</li> <li>2. Public transport (rail, bus, community transport and taxis)</li> <li>3. Ultra-low emission vehicles</li> <li>4. Private motor vehicles (lowest priority).</li> </ol> To have a transport system that recognises the diverse communities of the region and their varying transport needs.
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The proposed policies:

Policy 6 – The transport system reflecting local communities in Southwest Wales

Policy 7 – Travel Mode choice

Policy 8 – Decarbonisation and environmental impacts

Policy 9 – Walking, Cycling and Active Travel

Policy 10 – Rail

Policy 11 – Bus

Policy 12 – Facilitating of ultra-low emission vehicles

Policy 13 – Roads and road users

Policy 14 – Ports, freight and logistics

Policy 15 – Access to aviation services, local aviation infrastructure

Policy 16 – Maintenance of existing infrastructure

### **Llwybr Newydd Priority 3**

The aim of Llwybr Newydd Priority 3 is to promote the availability and use of sustainable travel choices wherever possible. The geography and demographics of Southwest Wales are such that sustainable travel will, in some instances, not be appropriate for everyone; the policies in the area will be designed to encourage and enable sustainable travel choices. The issues to be considered by the policies are far wider than simply providing access to the most sustainable mode of travel for a particular journey. They range from how people plan their journey and the use of technology to provide information and assistance, how access to information can be supported without access to current technology, to the cost of travel on an attractive network.

**Figure 3. Llwybr Newydd Priority Summary**

<b>AN ACCESSIBLE, SUSTAINABLE AND</b>	<b>Llwybr Newydd Priority 3</b>	<b>Encourage people to make the change to more sustainable transport.</b>	<b>REGIONAL TRANSPORT PLAN</b>	<b>To enable our residents to change their travel behaviour to use low- carbon, sustainable transport.</b>	<b>REGIONAL TRANSPORT PLAN</b>	<b>Make sustainable transport more available, attractive and affordable. To promote sustainable travel choice wherever possible.</b>
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The proposed policies:

Policy 17 - An available, attractive, accessible and affordable transport network

Policy 18 – Transport information provision

Policy 19 – Use of technology to deliver transport outcomes

Policy 20 - Promotion of sustainable travel

Policy 21 - Tourism and transport

### **Management and monitoring of the RTP and RTDP**

To support the Llwybr Newydd priorities it is essential that the RTP sets out a policy framework for management of the RTP and monitoring of it and the RTDP. This will reflect the CJC structure and the role each authority will play in delivering the RTDP. We also need to provide a process for engaging on transport matters with our neighbouring regions to support the informal engagement that occur regularly now. Much detail is still to emerge in conjunction with the Welsh Government about funding and how this will be distributed but the RTP will need to set out some general principles. Given the importance of the RTP to the region, monitoring our progress and how we measure success will be essential in confirming that the RTP policies make a difference and that the RTDP is delivering on the ground change. Finally, as the RTP and RTDP have an initial 5-year life, a policy to ensure progress is reviewed and changes made if circumstances change is recommended. Again, details of the monitoring and review processes are expected to emerge in conjunction with the Welsh Government.

The proposed policies:

Policy 22 – Regional Governance

Policy 23 - Cross-border transport planning in the RTP context

Policy 24 – Funding and delivery of the RTDP

Policy 25 – Monitoring the RTP and RTDP and measurement of success

Policy 26 – Reviewing the RTP and RTDP

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## SWW Regional Transport Plan Development Programme 2023-25

### Communication and Engagement Schedule (As of 23.8.24)

<b>Timeline</b>	<b>Stakeholder Cohort</b>	<b>Engagement Method</b>	<b>Status</b>
Various governance throughout programme	SWW CJC subcommittee, scrutiny and full committee: <ul style="list-style-type: none"> <li>• Implementation Plan – Oct 23</li> <li>• Case for Change – Feb 24</li> <li>• Update – May 24 Delayed due to general election – July 24</li> <li>• Policy and General Update – Sept 24</li> <li>• Draft RTP – Nov/Dec 24</li> <li>• Final RTP – Spring 25</li> </ul>	Written reports. Available on SWW CJC website	Ongoing throughout programme
Spring 24	All	Creation of regional transport email address	Completed
May 24	Internal Council SME's	Workshop	Completed
July 24	Elected Members	Workshop	Completed
July 24	Community Councils	Workshop	Completed
July – August	Public survey on 'Case for Change' communications	Social media, press and 'Have your Say' web comms campaign across region	Completed
July 15 <sup>th</sup> – August 26 <sup>th</sup>	Informal public consultation on 'Case for Change' – 8 weeks	Online survey and paper copies at key council buildings	Completed

Sept/Oct 24	Consultation with statutory bodies on IWBA	5 week – Statutory Bodies	Sept/Oct 24
September 24	Regional SME groups: <ul style="list-style-type: none"> <li>▪ Bus Operators</li> <li>▪ Train Operators</li> <li>▪ Road Haulage Organisations</li> <li>▪ Education Providers</li> <li>▪ Groups with Protected Characteristics</li> <li>▪ National Parks</li> <li>▪ Tourist Organisations</li> <li>▪ Active Travel Groups</li> <li>▪ Community and Voluntary Organisations</li> <li>▪ Health &amp; Emergency Services</li> <li>▪ Environmental Organisations</li> <li>▪ Economic Development</li> <li>▪ Celtic Freeport</li> <li>▪ Energy Providers</li> <li>▪ Elected Members</li> <li>▪ Community Councils</li> </ul>	Workshops and 121 calls	Ongoing
Winter 24/25	Formal Public consultation on draft RTP, RTDP and IWBA	Social media, press and 'Have your say' web comms campaign across region	Winter 24/25
Winter 24/25	Formal statutory consultation on draft RTP, RTDP and IWBA– 12 weeks tbc	Online survey and face to face drop-in sessions across region	Winter 24/25

Please note, the list of cohorts mentioned is not exhaustive, and the region is actively encouraging everyone to engage in the development of the plan.

Timelines may also be subject to variation as the programme progresses.



# South West Wales Corporate Joint Committee (SWWCJC)

Corporate Plan 2023 – 2028 version 002

Integrated Impact Assessment

March 2024 Final

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## Version Control

Version	Author	Job Title	Reason for Change	Date
001	Karen Jones	Chief Executive		07.12.2022
001a	Karen Jones	Chief Executive	Minor editorial amendments ahead of consultation	January 2023
002	Karen Jones	Chief Executive		30.05.2023
003	Kristy Tillman	Head of Policy and Business Administration	Review as part of 2023 consultation	08.07.2024

## 1. Overview

- 1.1. This Integrated Impact Assessment (IIA) considers the duties and requirement of the following legislation in order to inform and ensure effective decision making and compliance:

Equality Act 2010

Welsh Language Standards (N.1) Regulations 2015

Well-being of Future Generations (Wales) Act 2015

Environment (Wales) Act 2016

- 1.2. At the meeting of October 11 2022, the South West Wales Corporate Joint Committee (SWWCJC) adopt which is utilised by Neath Port Talbot County Borough Council.
- 1.3. In order that the SWWCJC can demonstrate that is meeting its public sector duties.The SWWCJC will utilise the IIA protocol as a mechanism for considering the impact of proposals at the point of decision. The is already standard practice within the Constituent Authorities where officers routinely present an assessment of the impact proposals on duties related to equality; socio-economic characteristics; Welsh language; child poverty; biodiversity and Well-being of Future Generations (Wales) Act 2015 to inform the deliberations of Members.

## 2. Details of the initiative

### 2.1 Title of the initiative:

South West Wales Corporate Joint Committee (SWWCJC) Corporate Plan 2023-2028 version 002

### 2.2 Brief over of the function/s of the South West Wales Corporate Joint Committee (SWWCJC)

The Local Government and Elections (Wales) Act 2021 (the LGE Act) created the framework for a consistent mechanism for regional collaboration between government authorities, namely CJC's. The LGE Act provides for the establishment of CJC's through Regulations (CJC Establishment Regulations).

CJC's will exercise functions relating to strategic development planning and regional transport planning. They will also be able to do things to promote the economic well-being of their areas. In contrast to other joint committee arrangements, CJC's are separate corporate bodies that can employ staff, hold assets and budgets, and undertake functions.

### 2.3 Summary of the initiative:

The SWWCJC Corporate Plan 2023 -2028 version 002 seeks to; capture progress to date, setout future ambitions in the form of a vision and the wellbeing objectives – together with an equality objective. It will also allow for the charting of the progress made in respect of the public sector duties.

The SWWCJC is adopting a proportionate and integrated approach to meeting its public sector duties through the production of the Corporate Plan as opposed to a series of separate documents.

## **2.4 Is this a ‘strategic decision’?**

Whilst the remit of the SWWCJC is narrow and prescribed to specific functions and equality objective, the Corporate Plan outlines the strategic commitment and vision of SWWCJC.

The constituent local authorities will be responsible for satisfying duties and legislative requirements, together with detailed plans and proposals that emerge from SWWCJC in the future (e.g. Regional Transport Plan, Strategic Development Plan). Such work will be subject to a specific review of the Integrated Impact Assessment (IIA) protocol as appropriate.

## **2.5 Who is directly affected by this initiative?**

Potentially everyone who lives, works and /or visits the South West Wales Region.

It is envisaged that that plans, policies and programmes will be have the greatest impact, such decisions will be subject to the Integrated Impact Assessment (IIA) protocol as appropriate.

## **2.6 When and how were people consulted?**

This IIA has been developed to support the Corporate Plan. It is considered that a full IIA is required as the Corporate Plan is deemed as a strategic document.

The Corporate Plan was reported to the SWWCJC in December 2023, with Members giving their approval to undertake a public consultation thereon in early 2024. The consultation provided useful evidence informing further revisions to the Corporate Plan. Suggested amendments in relation to proposed actions have been included within the draft Corporate Plan version two.

Discussions have taken place at officer level to include the regions regeneration directors and lead officers. Advice and guidance has been attained from sector specific professionals, together with recommendations provided by the Commissioners for Welsh Language, Equalities and Human Rights, together with Welsh Government's Biodiversity Policy Officer.

## **2.7 What were the outcomes of the consultation?**

The Corporate Plan adopted for 2023-2028 by the South West Wales Corporate Joint Committee sets out three well-being objectives. Whilst there are no changes to the objectives set for the Corporate Joint Committee there is a requirement to review and where necessary update the actions/steps that the Committee proposes to take in 2024-2025 in pursuit of those objectives, subject to sufficient resources being available.

Consultation was undertaken between 26th January - 18th February 2024 to gain views on the actions/steps proposed under each of the three wellbeing objectives. Sixteen responses were received.

The responses were carefully considered with suggested amendments to the proposed actions included within the draft Corporate Plan version 002.

**The draft Corporate Plan 2023 – 2028 version 002 (24-25 Priorities) will be presented together with this document to the SWWCJC 30<sup>th</sup> July 2024 for a decision.**



### 3. Evidence

#### 3.1 What evidence was used in assessing the initiative?

Statutory guidance has been produced in respect of Corporate Joint Committee's (CJC's). There are a range of matters listed therein that require the SWWCJC to respond to, notably in respect of the public sector duties. Such matters include: The Well-being of Future Generations (Wales) Act 2015 (and setting of Well-being objectives), The Welsh Language Standards, Equalities and Human Rights, Biodiversity and resilience of ecosystems, together with Freedom of Information and Child Poverty.

At the meeting held on October 2022, the SWWCJC resolved that the most appropriate method of the meeting its public sector duties in a proportionate and integrated manner would be via the formation of the initial Corporate Plan. This enables progress to be captured, together with future ambitions towards the vision for South West Wales 2035 and wellbeing objectives of SWWCJC.

Specific reference to Biodiversity and resilience of ecosystems Section 6 Duty Plan is embedded within the Corporate Plan.

When formulating the Corporate Plan, the powers and duties that relate to CJC's, together with statutory guidance issued have been reviewed align with constitutional aspects of the SWWCJC.

The key evidential facets/ policy components that informed the Corporate Plan are as follows:

- The Local Government and Elections (Wales) Act 2021
- Constitutional and Governance arrangements of the SWWCJC (since inception)
- Future Wales – The National Plan 2040
- South West Wales Regional Economic Delivery Plan
- South West Wales Regional Energy Strategy

- Llwr Newydd: The Wales Transport Strategy 2021
- The Swansea Bay City Deal
- The 2020 Future Generations Report
- The Well-being of Future Generations (Wales) Act 2015 – 7 National Goals and 5 Ways of Working
- South West Corporate Joint Committee statutory guidance
- Welsh Government – Strategic Equality Plan
- Is Wales Fairer 2018
- The Nature Recovery Action Plan (NRAP) for Wales
- South West Wales Area Statement
- Wel-Being Report 2022

## 4. Equalities

### 4.1 How does this initiative impact on the people who share a protected characteristic?

Protected Characteristic	+	-	Neutral	Why will it have this impact?
Age	+			The Regional Economic Delivery Plan (REDP) would indicate that Wellbeing Objective one of the Corporate Plan offers particular opportunities around economic wellbeing, with a view to future job prospects and most notably with a view to the retention of younger age groups within the South West Wales region. The review of economic performance in the region suggests good progress of recent years, especially in terms of job creation, however, there is a persistent gap in outcomes between the region and the rest of the UK. This reflects the 'structural' nature of many of the region's challenges linked to the long-term processes of industrial changes (which in some respects are ongoing) and are shared with other regions in Wales and the UK. There are a series of distinctive strengths and opportunities for South West Wales, especially linked with the region's energy potential (particularly green energy and the net zero opportunity) university-industrial links, strong cultural identity, environmental assets, and quality of life offer. The REDP aims to build on these distinctive regional strengths and



				<p>opportunities to develop a more prosperous and resilient South West Wales economy.</p> <p>With reference to older age groups, Well-being objective two of the Corporate Plan offers particular opportunities around sustainable transport via the production of the Regional Transport Plan. The Corporate Plan recognises the Equality statement set out in Llwybr Newydd which is to make transport services and infrastructure within the region accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that present people from using sustainable transport.</p>
Disability	+			<p>Well-being objective two of the Corporate Plan offers particular opportunities around sustainable transport via the production of the Regional Transport Plan. The Corporate Plan recognises the Equality statement set out in Llwybr Newydd which is to make transport services and infrastructure within the region accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that present people from using sustainable transport.</p> <p>Further consultation and engagement will be under during July – August 2024 to inform the draft Regional Transport Plan and be subject to the IIA process.</p>
Gender Reassignment			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>



Marriage and Civil Partnership			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
Pregnancy and Maternity			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
Race			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
Religion or Belief			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
Sex			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>



Sexual Orientation			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
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**4.2 What action will be taken to improve or mitigate negative impacts?**

It was envisaged that consultation undertaken to the help identify impact of the Corporate Plan and its proposed actions has upon protected groups.

The SWWCJC is committed to develop and prepare a Participation Strategy, it is envisaged that this will strengthen and promote positive impacts and eliminating negative impacts as far as is reasonably practicable associated to the SWWCJC Functions.

The SWWCJC is committed to developing their Participation Strategy in accordance with the Corporate and Strategic Equality Plans to ensure stakeholders within the South West Wales region are consulted and represented, ensuring a local distinctive evidence base for decisions.

## 5. Public Sector Equality Duty

### 5.1 How will the initiative assist or inhibit the ability to meet the Public Sector Equality Duty?

Public Sector Equality Duty (PSED)	+	-	Neutral	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	+			<p>With regards to the well-being statement set out within Section 5 of the Corporate Plan, reference is made to the commentary provided in regards to the well-being goals.</p> <p><b>Economic Well-being and Energy (Well-being Objective 1):</b> Improved economic inclusion and outcomes should improve cohesion where linked with programmes and mechanisms that focus on local community involvement and engagement.</p> <p><b>Transport Plan (Well-being Objective 2):</b> A transport system that contributes to the wider economic ambitions, that helps local communities, supports a more sustainable supply chain, uses the latest innovations and addresses transport affordability.</p> <p><b>Strategic Planning (Well-being Objective 3):</b> A region where people live and work in towns and cities which are a focus and springboard for sustainable growth and in vibrant rural places with access to homes, jobs and services.</p>
To advance equality of opportunity between different groups	+			
To foster good relations between different groups	+			

## **5.2 What action will be taken improve positive or mitigate negative impacts?**

Feedback from the formal consultation sought to further inform this section. The importance of the Regional Transport Plan reflecting equality of opportunity between those in urban areas and those in rural areas is noted .



## 6. Socio Economic Duty

Socio Economic Duty	+	-	Neutral	Why will it have this impact?
	+			<p>With regards to the well-being statement set out within the Corporate Plan, reference is made to the commentary provided in regard to the well-being goals.</p> <p><b>Economic Well-being and Energy (Well-being Objective 1):</b> The REDP recognises the need to build an ‘inclusive growth’ model into the strategy, via efforts to support skills outcomes, resilience to automation, or mechanisms to support greater wealth retention within the community, Also, increasing productivity and economic growth, to support the creation and safeguarding of more, better paid jobs, opportunities for business starts and growth, and further links between the knowledge base and industry.</p> <p><b>Transport Plan (Well-being Objective 2):</b> Good for people and communities – A transport system that contributes to a more equal Wales and to a healthier Wales, that everyone has the confidence to use. Good places for the economy – A transport system that contributes to the wider economic ambitions and helps local communities, supports more sustainable supply chain, uses the latest innovations and address transport affordability.</p>



				<p><b>Strategic Planning (Well-being Objective 3):</b> A region where people live in distinctive regions that tackle health and socio- economic inequality through sustainable growth. A region where people live in places where prosperity, innovation and culture are promoted – with world class digital infrastructure.</p>
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**6.1 What action will be taken improve positive or mitigate negative impacts?**

Feedback from the formal consultation sought to further inform this section. The importance of the Small and Medium Enterprises is noted.

## 7. Community Cohesion/Social Exclusion/Poverty

Community Cohesion/Social Exclusion/Poverty	+	-	Neutral	Why will it have this impact?
Community Cohesion	+			<p>It is anticipated that the three well-being objectives of the Corporate Plan, individually and combined, will have a positive impact for individuals and communities alike; increasing social and cultural interaction, participation and economic improvement / stability.</p> <p>Specific reference is also made to the identification of an Equality Objective within the Corporate Plan and the intention to achieve a 'more equal South West Wales'.</p> <p>It should also be noted that in reviewing the potential impact of establishing the CJC's. the Welsh Government published impact assessments, including the Regulatory Impact Assessment and</p>
Social Exclusion	+			
Poverty	+			



				<p>Integrated Impact Assessment. It is considered therein that aligning strategic planning functions at a regional level will help underpin / enhance the economic well-being of a region increasing prosperity and reducing disadvantage. It is stated that CJC's enable planning of key strategic services at a scale which can underpin the planning delivery of the specified functions at a national, regional and local level and support efforts to tackle socio-economic disadvantage and tackle issues of deprivation.</p>
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**7.1 What action will be taken improve positive or mitigate negative impacts?**

Feedback from the formal consultation sought to further inform this section.

## 8. Welsh Language

Welsh Language	+	-	Neutral	Why will it have this impact?
<p>What effect does the initiative have on :</p> <ul style="list-style-type: none"> <li>Peoples opportunities to use the Welsh language</li> </ul>	+			<p>The vision of the Corporate Plan is clear in setting the corporate direction of travel as shown in this extract  <i>"South West Wales is a place where the Welsh language is thriving and the region continues to be a key contributor towards the national target of achieving a million Welsh speakers by 2050"</i></p> <p>A review of the three well-being objectives (Which are tied to the prescribed functions of the economic well-being, production of Regional Transport Plan and Strategic Development Plan) indicate the following positive interventions:</p> <p><b>Economic Well-being and Energy (Well-being Objective 1):</b> The REDP supports the growth of the creative economy (also associated with Welsh language) should directly support, and could be an important part of the South West Wales investment proposition. More broadly, there will be an emphasis on seeking to support the economic vibrancy of the regio, including principally Welsh speaking communities.</p> <p><b>Transport Plan (Well-being Objective 2):</b> Good for culture and the Welsh language – A transport system that supports the Welsh language enables more people to use sustainable transport to get to arts,</p>



			<p>sport and cultural activities, and protects and enhances the historic environment.</p> <p><b>Strategic Planning (Well-being Objective 3):</b> A region where people live in places with thriving Welsh language.</p> <p>It should be noted that in preparing the SDP there will be policy considerations that include Technical Advice Note 20 – The Welsh Language</p>
<ul style="list-style-type: none"> <li>• Treating the Welsh and English languages equally</li> </ul>	+		<p>The Corporate Plan contains a specific section (paragraph 8.2) in this matter.</p> <p>SWWCJC endorsed the principle of adopting Carmarthenshire County Council’s standards as the interim policy position. This enabled the Welsh and English languages to be equally embedded with the operational and governance arrangements for the SWWCJC from the outset.</p> <p>The Corporate Plan is published bilingually. Notable within the Corporate Plan is the reference to budgeting with a dedicated budget for translation.</p> <p>SWWCJC are currently implemented the standards as defined within the Welsh Language Standards Compliance Notice.</p>

### **8.1 What action will be taken improve positive or mitigate negative impacts?**

Feedback from the formal consultation sought to further inform this section. We will continue to monitor and implement the standards and report as appropriate.

We will continue to liaise with the Welsh Language Commissioner's office and officers representing our partners, to implement and promote the standards as set out within the compliance notice.



## 9. Biodiversity and the resilience of ecosystems

### 9.1 How will the initiative assist or inhibit the ability to meet the Public Sector Equality Duty?

Biodiversity Duty	+	-	Neutral	Why will it have this impact?
To main and enhance biodiversity	+			The Corporate Plan makes clear reference to The Environment (Wales) Act 2016. As one of the public authorities subject to the Biodiversity and Resilience of Ecosystems Duty, the SWWCJC is required to seek to maintain and enhance biodiversity so far as is consistent with the proper exercise of its functions and in doing so promote the resilience of ecosystems. In this regard, the SWWCJC takes a proactive approach by embedding a Plan setting out what it proposes to do to comply with the Section 6 Duty as outlined with the Corporate Plan. The Corporate Plan provides commitment for the detailed areas of policy and strategy that will follow.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation etc..	+			At a high level, it should be noted that the vision of plan is clear, notably the reference to “ <i>The need to enhance the well-being of future generations and ecosystems is firmly embedded within decision making structures that are balanced and inclusive and which recognise the need to sustainably manage our natural resources and reduce pollution resulting in place with biodiverse, resilient and connected ecosystems</i> ”. The approach in the Corporate Plan is on embedding the consideration of public sector duties into the corporate governance of the SWWCJC, noting the specific functions and the fact that the work will be undertaken (e.g. Strategic Development Plan) that will be subject to rigorous scrutiny in terms of destinations (including National Site Network) together with policy alignment e.g. Technical Advice Note 5 Nature Conservation and Planning.



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

We will utilise the IIA to review and where relevant seek to identify mitigation in regard to the review potential negative impacts.

The importance of the historic landscape and built heritage, as well as a sustainable and engaged agricultural sector is appreciated.

We will continue to monitor and implement the use of the Section 6 Duty Plan and report as appropriate.

There is ongoing dialogue with regional ecologists and Welsh Government biodiversity policy officers.

## 10. Well-being of Future Generations

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

Ways of Working	Details
i. <b>Long term</b> – 10yrs (up to 25 years)	The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.1 of the plan reference is made “the recognition of the importance of future generation is implicit within our vision and well-being objectives, most notably in the fact that the vision (as such the objectives designed to deliver the vision) are framed within a time bund context i.e’South West Wales 2035’. Our well-being objectives have also informed our equality objective”.
ii. <b>Prevention</b> – preventing problems occurring or getting worse	The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.2 of the plan reference is made “The National well-being goals have played a key role in the identification of the SWWCJC well-being objectives”. In this regard, Table 1 of the Corporate Plan undertakes a detailed review whilst recognizing that direct contributions will be made towards those goals that are most aligned with the powers and duties available to the SWWCJC.
iii. <b>Collaboration</b> - working with other services internal or external	The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.3 confirmation that the Corporate Plan itself was subject to consultation.



<p><b>iv. Involvement</b> - involving people, ensuring they reflect the diversity of the population</p>	<p>The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.4 “<i>Collaboration is at the very essence of the SWWCJC way f working, from the way it is constituted (i.e. leaders of the region’s Councils) to the manner which it is seeking to establish co-opted and advisory framework function</i>”. It is to be noted that all three of the well-being objectives within the Corporate Plan refer to collaboration.</p>
<p><b>v. Integration</b> – making connections to maximise contribution to;</p>	<p>The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.5 “<i>We have put in place a clear flow and delivery pathway from the issues/policy review, through the vision and onto the three Well-being objectives themselves. We know where we need to get to and how we are going to get there. We are confident that the well-being objectives are specific, measurable, attainable and relevant ( i.e. we have duties and/or powers to deliver upon them by 2035) because they are legally deliverable and they also stem from an appreciation of the key issues, challenges and opportunities the we face in South West Wales</i>”.</p>
<p><b>Constituent Councils Well-being objectives</b></p>	<p>The Corporate Plan contains a well-being statement which contains the following statement “<i>The preparation of this Corporate Plan has engendered an increased awareness of the need for us to develop a Participation Strategy. In noting that the Constituent Councils will have their own strategies and engagement exercise, we do have an opportunity to develop an approach which is proportionate and does not duplicate existing provisions with the region</i>”. Also the following “<i>In undertaking our functions, we are actively embedding the Well-being of Future Generations (Wales) Act 2015 (five ways of working) within our corporate governance. Setting our own well-being objectives, we note the need to have regards to Well-being Plan across the region. We will seek to work in an integrated and collaborative way and recognize the significant amount of workk that has been achieved to date by the Councils and Public Service Bards across the region</i>”.</p>

**Other public bodies Objectives**

The Corporate Plan contains a well-being statement which contains the following statement “ *Whilst setting our own well-being objectives, we need to have regard to the Well-being Plan already in place across the region as part of a collaborative and integrated approach*”

## 11. Monitoring Arrangements

### **Information on the monitoring arrangement on the impact of the initiative on Equalities, Community Cohesion, Welsh Language Measure, The Biodiversity Duty and the Well-being Objectives**

- 11.1 Section 9 of the Corporate Plan sets out a performance management commentary. An annual report will be produced each year which will consider whether the well-being objectives remain appropriate. Where necessary, the well-being objectives and improvement priorities will be revised. We will be required to report on progress we made in meeting our well-being objectives for the preceding financial year.

In preparing the report, we must review the well-being objectives to demonstrate that:

- Our well-being objectives are contributing to the achievement of the well-being goals.
- We are taking all reasonable steps to meet our well-being objectives.
- Our well-being objectives are consistent with the sustainable development principles.

- 11.2 The four subcommittees with established Terms of Reference will have a role in driving forward the delivery of the three well-being objectives. The Annual Report reviewed at Overview and Scrutiny, together with Governance and Audit Committees with SWWCJC responsible for approvals.
- 11.3 The Annual Report will be published and communicated as appropriate.

## 12. Assessment Conclusions

Subject	Conclusion
Equalities	<p>The Corporate Plan adopted for 2023-2028 by the South West Wales Corporate Joint Committee sets out three well-being objectives. Whilst there are no changes to the objectives set for the Corporate Joint Committee there is a requirement to review and where necessary update the actions/steps that the Committee proposes to take in 2024-2025 in pursuit of those objectives, subject to sufficient resources being available.</p>
Socio Economic Disadvantage	
Community Cohesion/ Social Exclusion/ Poverty	
Welsh	<p>This IIA has been reviewed in light of the consultation. Further to the consultation responses received, it is not considered that any change.</p>
Biodiversity	
Well-being of Future Generations	<p>The South West Wales Corporate Joint Committee (SWWCJC) hold the views and interests of the those living, working and visiting the region at the heart of our decisions.</p> <p>We endeavour to promote an active and holistic approach to promote sustainable futures amongst the region and indeed for Wales. Engagement with our stakeholders is vital, whilst we engage using several methods and approaches, the views of our communities are especially important to ensure representation.</p> <p>The proposed steps will be refined in light of consultation responses received and a final set of proposed actions/steps will be submitted to the SWWCJC for approval as part of the corporate planning process. The final proposal will include timescales, resource allocations and the means of monitoring progress.</p>



The views and suggestions gained from the consultation will aid and refine the action plan for each objective, received suggestions for adoption are as follows:

### **Wellbeing Objective 1 Economic Wellbeing and Energy**

- Further consideration will be given to the views and suggestions received from the consultation.
- The need to ensure balance and proportionality towards achieving Net Zero, without impacting the economy.  
Net Zero targets need to be proportionate to the locality without impacting the local economy and added impoverishment.
- Promote wider opportunities for funding and business startups  
**Note.** The Regeneration Directors Group are covering this opportunity in accordance with the Regional Economic Delivery Plan (REDP)

### **Wellbeing Objective 2 Regional Transport Plan (RTP)**

- Further consideration will be given to the views and suggestions received from the consultation.  
**Note.** Consideration will be given to how RTP integrates and aligns with plans to develop the strategic ports of Milford Haven and Port Talbot and also how the RTP integrates and aligns with plan to develop the wider network of ports and airports in the region.
- Improve the availability of bus services within rural areas



- Improve public engagement to ensure the barriers associated with accessing public transport can be voiced

### Wellbeing Objective 3 Strategic Development Plan (SDP)

- Start the development without final guidance  
**Note.** This would not be appropriate as there is reliance upon the South West Wales Corporate Joint Committee (SWWCJC) to secure funding from Welsh Government to initiate the Strategic Development Plan process in accordance with the guidance.

However, steps are being taken to develop the Replacement Local Development Plan (RLDP) and the Regional Transport Plan (RTP) in a way that will start to create the evidence base to support the Strategic Development Plan (SDP).

- Listen to the electorate  
**Note.** The South West Wales Corporate Joint Committee (SWWCJC) will undertake consultation and engagement throughout preparation and development of the Strategic Development Plan, as a mandatory requirement.
- Accountability for projects  
**Note.** The purpose of the Strategic Development Plan has focus on issues that cross Local Planning Authority boundaries and will consider how people in each of the four regions in Wales go about their day to day lives to include working and commuting patterns to shopping and leisure activities. The SDP does not cover the delivery of projects.
- Consider the long-term objectives for jobs and businesses, together with





attracting larger enterprises.

**Note.** These objectives are already included within the Local Development Plans.

- Ensure engagement and collaboration processes & systems are incorporated  
**Note.** These processes are adopted as statutory requirements of the Local Development Plan making process.

## 12.1 Overall Conclusion – Actions

Actions	Justification
<b>Continue as planned</b>	<p>All opportunities have been maximised with no significant concerns</p> <p>Continue to monitor progress, challenges and opportunities. Reporting to continue via the Subcommittees, together with SWWCJC Programme Board and Steering Group.</p>
<b>Continue - Make Adjustments subject to an approved Improvement Plan</b>	<p>Potential problems/missed opportunities/negative impacts have been identified.</p> <p>Improvement Plan approved and implemented.</p>
<b>Suspend – Review, develop and implement an improvement plan</b>	<p>Significant shortfalls or noncompliance suspected / identified.</p> <p>Consider suspending existing activity subject to adopting a risk based approach.</p> <p>Suspend new decisions/ activity until such time the that the SWWCJC endorses Improvement Plan.</p> <p>Develop and approve Improvement Plan.</p> <p>Redraft the initiative and introduce an interim monitoring regime.</p>

## **12.2 Details of the overall conclusion reached in relation to the initiative.**

There are no concerns in respect of this IIA informed by the Corporate Plan 2023-2028 version 002 and findings of the consultation of the proposed actions for 24/25.

**The recommended action is to continue as planned.**

## 13. Actions

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

Action/s	Who will be responsible for ensuring the action?	When will the action be done?	How will we know the action has been successful?
Continue to monitor progress, whilst mitigating challenges and maximising opportunity	Reginal Directors reporting to the Sub Committees and SWWCJC Programme Board and Steering Group	Ongoing – Minimum frequency as per cycle of meetings 2024/25	Chair person together with CEO will monitor
Develop the Strategic Equality Plan	Head of Policy and Business Administration and SWWCJC CEO	Draft July 2024 Final Draft September 2024	Endorsement of SWWCJC September 2024
Develop Participation Strategy	Head of Policy and Business Administration and SWWCJC CEO	Draft October 2024 Final Draft December 2024	Endorsement of SWWCJC December 2024
Consultation	Regional Directors with prior approval to consult for SWWCJC	Ongoing – Prior to significant decision making	Integrated Impact Assessment (IIA) process outlined within all reports to SWWCJC
Integrated Impact Assessment (IIA)	All officers and members preparing reports	Ongoing – Prior to significant decision making	Integrated Impact Assessment (IIA) process outlined within all reports to SWWCJC

## 14. Actions

	Name	Position	Signature	Date
<b>Completed by</b>	Kristy Tillman on behalf of Will Bramble CEO for SWWCJC	Head of Policy and Business Administration	K Tillman	08.07.2024
<b>Endorsed and approved</b>				

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## SOUTH WEST WALES CORPORATE JOINT COMMITTEE

### Overview and Scrutiny Sub Committee

3<sup>rd</sup> September 2024

### Report of the Chief Executive

**Report Title: Joint Equality, Diversity and Inclusion Strategy and Regional Strategic Equality Plan**

<p><b>Purpose of Report</b></p>	<p><b>For Information</b>                  To provide Members of Overview and Scrutiny Committee for the South West Wales Corporate Joint Committee (SWWCJC) with an update on the development of the Joint Equality, Diversity and Inclusion Strategy that will inform the Regional Strategic Equality Plan (SEP) ahead of seeking approval via the SWWCJC.</p>
<p><b>Recommendation(s)</b></p>	<p>That Members of Overview and Scrutiny Committee for the South West Wales Corporate Joint Committee (SWWCJC) endorse the Joint Equality, Diversity and Inclusion Strategy (Appendix A) for approval, to enable the development of Regional Strategic Equality Plan (SEP) ahead of seeking approval from SWWCJC.</p>
<p><b>Report Author</b></p>	<p>Will Bramble and Kristy Tillman</p>
<p><b>Finance Officer</b></p>	<p>Chris Moore</p>
<p><b>Legal Officer</b></p>	<p>Craig Griffiths</p>

#### 1. Introduction / Background:

- 1.1 Further to correspondence received from the Equality and Human Rights Commission (EHRC), the Chief Executive has met Rev Ruth Coombs Head of Wales on behalf of the Commission.
- 1.2 The Corporate Plan encompasses the commitment towards the Public Sector Equality Duty (PSED), together with the Equality Objective **“To deliver a more equal South West Wales by 2035 by contributing towards:**

*(a) The achievement of the Welsh Government's long-term equality aim of eliminating inequality caused by poverty;*

*(b) The achievement of the Equality statement set out in Llwybr Newydd which is to make our transport services and infrastructure accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that prevent people from using sustainable transport,*

And

*( c ) The achievement of the Welsh Government's long-term equality aims of cohesive communities that are resilient, fair and equal and where everyone is able to participate in political, public and everyday life. There will be no room for racism and / or discrimination of any kind.”,*

1.3 Whilst the Commission appreciated the commitment of SWWCJC's Corporate plan, they noted the SWWCJC were yet to publish their Strategic Equality Plan (SEP) in accordance with The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 Regulation 14. Strategic Equality Plan and Reg 7. Arrangements for collection etc. of information about compliance with the general duty

1.4 During the meeting held on 16<sup>th</sup> May 2024, the Chief Executive provided an overview of the progress made SWWCJC has made and recognised within the findings published by Audit Wales. The Chief Executive further advised that the partners of SWWCJC had robust policies and procedures in place to include Strategic Equality Plans, together with the integrated impact assessment toolkit adopted by the SWWCJC to form strategic decisions.

## 2. Equality and Human Rights Commissioner :

2.1 Rev Ruth Coombs was positive that the SWWCJC are working towards the planned approach in a timely manner. Further advice and guidance was offered via officers together with publications available on the Equality and Human Rights Commission website <https://www.equalityhumanrights.com/guidance/public-sector-equality-duty/public-sector-equality-duty-specific-duties-wales>.

## 3. Development :

3.1 The Joint Equality, Diversity and Inclusion Strategy has been developed to outline the commitment of the SWWCJC towards equality, diversity and inclusion. The strategy outlines several objectives and actions that will inform and enable the Regional Strategic Equality Plan.



3.2 Officers will continue to liaise with the Commission to gain feedback of the approach to implement the Equality, Diversity and Inclusion Strategy and to inform the Regional Strategic Equality Plan in collaboration with partners to the SWWCJC.

3.3 The Joint Equality, Diversity and Inclusion Strategy and Regional Strategic Equality Plan will be presented to the SWWCJC to seek approval.

#### 4. **Timescales:**

4.1 Joint Equality, Diversity and Inclusion Strategy (Update) (Information) be presented to SWWCJC 30<sup>th</sup> July 2024

4.2 Liaise with the Equality and Human Rights Commission on draft strategy by 30<sup>th</sup> July 2024

4.3 Present the Joint Equality, Diversity and Inclusion Strategy to the Overview and Scrutiny Sub Committee (3<sup>rd</sup> September 2024) for comment and endorsement.

4.4 Present the Joint Equality, Diversity and Inclusion Strategy to the South West Wales Corporate Joint Committee (12<sup>th</sup> September 2024) seeking endorsement to implement and publish, enabling the development of the Regional Strategic Equality Plan.

#### 5. **Financial Impacts:**

5.1 Engagement and participation development may require consultancy to ensure media planforms, stakeholder engagement planning and events. This will be considered in future reports if deemed necessary.

#### 6. **Integrated Impact Assessment:**

6.1 The CJC is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage
- Consider opportunities for people to use the Welsh language
- Treat the Welsh language no less favourably than English.

- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

In recognition of the above duties, the CJC has adopted an Integrated Impact Assessment (IIA) Tool which allows for a two-stage approach to be undertaken to measure any potential impact of its decisions.

**Following the consultation undertaken during January 2024 on the proposed actions to deliver the well-being objectives, the findings were incorporated within an Integrated Impact Assessment (IIA)(Appendix B) and the Corporate Plan updated and approved as version 002. Whilst the actions were subject to Amendment, the well-being objectives remain unchanged. The Corporate Plan and the associated IIA is interfaced with the Joint Equality, Diversity and Inclusion Strategy.**

**The Joint Equality, Diversity and Inclusion Strategy will inform the Regional Strategic Equality Plan (SEP). The existing integrated impact assessment (IIA) accompanying the Corporate Plan is considered suitable and sufficient to enable the implementation of the proposed actions in accordance with published guidance. This will enable the development of the Regional Strategic Equality Plan, engagement undertaken by partners of the SWWCJC will also be utilised.**

The CJC approved its Corporate Plan 2023-2028 in March 2023. The Corporate Plan includes the CJC's Equality Objective which is set out below for ease of reference:

*“To deliver a more equal South West Wales by 2035 by contributing towards:*

- The achievement of the [Welsh Government's long-term equality aim](#) of eliminating inequality caused by poverty;
- The achievement of the [Equality statement set out in Llwybr Newydd](#) which is to make our transport services and infrastructure accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that prevent people from using sustainable transport,  
 And
- [The achievement of the Welsh Government's long-term equality aims](#) of cohesive communities that are resilient, fair and equal and where everyone is able to participate in political, public and everyday life. There will be no room for racism and / or discrimination of any kind.”

## **Well-being of Future Generations (Wales) Act 2015**

Alignment with CJC Corporate Plan 2023-2028 and the identified CJC Well-being objectives:

- 6.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the ‘well-being goals’.
- 6.3 The CJC approved its Corporate Plan 2023-2028 in March 2023. The Corporate Plan contains the CJC’s well-being objectives and frames the corporate direction of travel. To this end, it is considered that the recommendation(s) contained within this report align(s) to the corporate policy framework of the CJC as set out within its Corporate Plan.

### **Well-being Objective 1**

*“To collaboratively deliver the Regional Economic Delivery Plan and Regional Energy Strategy thereby improving the decarbonised economic well-being of South West Wales for our future generations.”*

### **Well-Being Objective 2**

*“To produce a Regional Transport Plan for South West Wales that is founded on collaboration and enables the delivery of a transport system which is good for our current and future generations of people and communities, good for our environment and good for our economy and places (rural and urban).”*

### **Well-Being Objective 3**

*“To produce a sound, deliverable, co-ordinated and locally distinctive Strategic Development Plan for South West Wales which is founded on stakeholder engagement and collaboration and which clearly sets out the scale and location of future growth for our future generations.”*

***The Integrated Impact Assessment (IIA) (Appendix B) associated with the Corporate Plan has been utilised to inform the Joint Equality, Diversity and Inclusion Strategy.***

***As part of the development of the Regional Strategic Equality Plan, the Integrated Impact assessment will be reviewed to incorporate the IIA applicable to each constituent authority in relation to their Strategic Equality Plan.***

**7. Workforce Impacts:**

7.1 There are no workforce impacts associated with this report

**8. Legal Impacts:**

8.1 To meet the duty placed on the Corporate Joint Committee for South West Wales (SWWCJC).

**9. Risk Management Impacts:**

9.1 To meet the legislative requirements of the South West Wales Corporate Joint Committee, whilst discharging the duties

**10. Consultation:**

10.1 The development of this report and associated appendices have been informed by the consultation undertaken to review the Corporate Plan, together with published guidance obtained from <https://www.equalityhumanrights.com/guidance/>

As part of the development of the Regional Strategic Equality Plan, the Integrated Impact assessment will be reviewed to incorporate the IIA applicable to each constituent authority in relation to their Strategic Equality Plan (SEP).

**11. Reasons for Proposed Decision:**

11.1 To meet the duty placed on the Corporate Joint Committee for South West Wales (SWWCJC).

11.2 That Members of Overview and Scrutiny Committee for the South West Wales Corporate Joint Committee (SWWCJC) endorse the Joint Equality, Diversity and Inclusion Strategy (Appendix A) for approval, to enable the development of Regional Strategic Equality Plan (SEP) ahead of seeking approval from SWWCJC.

**12. Implementation of Decision:**

12.1 Following the three day call in period.

**13. Appendices:**

13.1 Appendix A – Joint Equality, Diversity and Inclusion Strategy

13.2 Appendix B – Corporate Plan version 002 – Integrated Impact Assessment (IIA)

#### 14. List of Background Papers:

- 14.1 [Agenda for South West Wales Corporate Joint Committee on Tuesday, 30th July, 2024, 2.00 pm: NPT CBC](#)

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## Appendix A

# South West Wales Corporate Joint Committee (SWWCJC)

## Joint Equality, Diversity, and Inclusion Strategy 2024 – 2028 (Draft)



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

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Parc Cenedlaethol  
Arfordir Penfro  
Pembrokeshire Coast  
National Park





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## 1 | Overview

The **South West Wales Corporate Joint Committee (SWWCJC)** is a listed public body in Wales, contained in Part 2 of Schedule 19 of the Act as supplemented and amended by the Equality Act 2010 (Specification of Relevant Welsh Authorities) Order 2011.

The Equality Act 2010 (the Act) brought together and replaced the previous anti-discrimination laws with a single Act. The majority of the Act came into force on 1 October 2010.

The Act includes a **public sector equality duty** (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

### General duty

To ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities.

The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all. Public bodies are required to have due regard to the need to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
2. advance equality of opportunity between people who share a relevant protected characteristic and those who do not
3. foster good relations between people who share a protected characteristic and those who do not.

The general duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership

The phrase 'protected group' is sometimes used to refer to people who share a protected characteristic.

## Specific duties in Wales

Specific duties in Wales support listed bodies in their performance of the general duty.

The specific duties set out the steps that listed bodies in Wales must take in order to demonstrate that they are meeting the general duty.

The duties inter-relate and more details on each aspect can be found in the following guidance:

1. *The Essential Guide to the Public Sector Equality Duty (An Overview)*
2. *Equality Objectives and Strategic Equality Plans*
3. *Engagement and the Equality Duty*
4. *Assessing Impact and the Equality Duty*
5. *Equality Information and the Equality Duty*
6. *Employment Information, Pay Differences and Staff Training and the Equality Duty*
7. *Procurement and the Equality Duty*
8. *Annual Reporting, Publishing and Ministerial Duties and the Equality Duty*

## **2 | South West Wales Corporate Joint Committee (SWWCJC) – Our Journey**

The South West Wales Corporate Joint Committee (SWWCJC) has been enabled by the Local Government and Elections (Wales) Act 2021.

The SWWCJC was formally constituted in January 2022 and covers the local authority areas of: Carmarthenshire, Neath Port Talbot, Pembrokeshire and Swansea.

The purpose of the SWWCJC is to improve the regional planning, co-ordination and delivery of transport, land use planning, economic development and energy in collaboration with partner organisations and our communities.

The Committee is made up of representation from Carmarthenshire County Council, Neath Port Talbot Council, Pembrokeshire County Council and Swansea Council, together with Bannau Brycheiniog and the Pembrokeshire Coast National Park Authorities.

The six organisations have come together to development and implement a joint strategy focusing on equality, diversity, and inclusion. Individually, the six organisations have identified objectives to promote equality and inclusion as part of their service delivery commitment. The objectives have been informed by the views and feedback of gained from the local communities, through ongoing participation to included established focus groups and consultation.

The SWWCJC will underpin the commitment/s of shared by partners to promote equality and inclusion as part of regional approach for service delivery. The SWWCJC will further promote the commitment to continue to seek opportunities for inclusion and diversity within South West Wales Region working in partnership with their stakeholders to inform strategic decisions.

### 3 | Collaboration

The collaborative approach of the SWWCJC will build upon the objectives derived by each partner organisation, whilst seeking further opportunities to ensure a coherent regional approach to benefit our people living, working and visiting South West Wales.

The shared vision of a Corporate Joint Committee is to promote a more cohesive and consistent mechanism of collaboration across Wales.

Strategic decisions are underpinned by the integrated impact assessment process.

The SWWCJC recognises the delivery of the Welsh Government's Strategic Equality Plan and Equality Objectives 2024-2028 under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, and the Public Sector Equality Duty (PSED).

The joint strategy will complement Welsh Government's equality plans, and aims to align and make connections between existing plans (such as the Anti-Racist Wales Action Plan (<https://www.gov.wales/antiracist-wales-action-plan>) and LGBTQ+ Action Plan for Wales (<https://www.gov.wales/lgbtq-action-plan-wales>)).

## 4 | Strategic Objectives

The SWWCJC Equality Objective is already embedded within our Corporate Plan 2023 -2028 as summarised below.

**To deliver a more equal South West Wales by 2035 by contributing towards:**

- (a) The achievement of the [Welsh Government's long-term equality aim](#) of eliminating inequality caused by poverty (Strategic Equality Plan 2020 - 2024);
- (b) The achievement of the [Equality statement set out in Llwybr Newydd](#) (Llwybr Newydd: the Wales transport strategy 2021) which is to make our transport services and infrastructure accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that prevent people from using sustainable transport,  
  
and
- (c) The achievement of the [Welsh Government's long-term equality aims](#) of cohesive communities that are resilient, fair and equal and where everyone is able to participate in political, public and everyday life. There will be no room for racism and / or discrimination of any kind.”

## 5 | Our Commitment

The SWWCJC is committed to;

- Strengthen the focus on equality, diversity and inclusion, whereby strategic decisions will be subject to the adopted integrated impact assessment process.
- Explore and further develop the engagement and participation strategies active within each constituent authority, to ensure strong voice and influence.
- Explore and further develop our network to ensure the experiences of people who share one or more of the protected characteristics to inform our decision making.
- Through regular training and engagement ensure that representatives and partners will be equipped to challenge the Functions of the SWWCJC to promote an equal, diverse and inclusive vision for South West Wales
- Strategic decisions are subject to the integrated impact assessment process, to challenge risk of inequality as part of the strategic decisions.

- Currently, staff are employed under the constituent local authorities. The SWWCJC will support their representatives, partners and political members to flourish and thrive within an equal, fair and inclusive environment.
- SWWCJC will invest to develop and create learning cultures to allow the impact of equality, diversity, and inclusion to be monitored and challenged, promoting continuous improvement.
- This strategy will strive to reduce inequalities within South West Wales, associated with the Functions of the SWWCJC.

Our strategic objectives are priorities, and aim to help to deliver equality for our stakeholders to include but not limited to:

- Communities within South West Wales
- Visitors to South West Wales
- Our workforce
- Our partners
- Businesses and Local Economy

## **6 | Engagement and Consultation**

The SWWCJC will underpin and adopt the commitment/s of their partners, to promote equality, diversity and inclusion as part of the regional service delivery.

The SWWCJC will further promote the commitment for further opportunities for equality, diversity and inclusion within South West Wales Region working in partnership with their stakeholders to inform strategic decisions through participation.

The SWWCJC is committed to;

- Explore and further develop the engagement and participation systems active within each constituent authority, to ensure strong voice and influence.
- Consult ahead of strategic decisions by incorporating available data from partners and where necessary further consult.
- Review previous studies and incorporate the findings to inform future engagement and consultations events.
- Review and seek continuous improvement by monitoring the feedback and approach adopted to engage and consult.

## Fundamentals of Engagement and Consultation

- To provide feedback to the views and suggestions received
- To advise on actions following the feedback received
- To provide reasoning
- Encourage ongoing engagement through dedicated groups

## 7 | Monitoring and Reporting

We will monitor the impact of engagement, consultation in relation to the Functions of the SWWCJC that will inform strategic decisions, through the integrated impact process.

To monitor the objective/s, the progress of the action/s within this strategy will be shared within the annual report presented to the SWWCJC for endorsement and be published on <http://www.cjcsouthwest.wales/> either as a standalone report or be incorporated the annual report of the Corporate Plan (Well-being Objectives).

## 8 | SWWCJC Regional Action Plan (Equality, Diversity and Inclusion)

The SWWCJC ethos is to actively promote a collaborative approach amongst their stakeholders. Our partners, have already forged relationships and defined networks that have informed their strategies for promoting equality, diversity and inclusion.

The SWWCJC will explore opportunities to further expand engagement (as deemed necessary) to ensure they identify and reach out to unrepresented groups within South West Wales who may be impacted by the strategic decision making for the Functions of the SWWCJC.

In the development of this joint strategy, the SWWCJC has utilised commitment of each partner as outlined within their own bespoke Strategic Equality Plans.

The SWWCJC will explore the strengths and weaknesses of the established methods for promoting equality, diversity and inclusion by partners, to collectively work to reflect and inform the development of strategic priorities forming the **SWWCJC Strategic Equality Plan**.

Appendix 1 SWWCJC Regional Action Plan (Equality, Diversity and Inclusion) outlines the SWWCJC commitment/s to develop and implement the SWWCJC Strategic Equality Plan.

Whilst Objective 1 is already included within the SWWCJC Corporate Plan (SWWCJC Equality Objective), the SWWCJC will include additional Objectives as and review and incorporate within the SWWCJC priorities for 2025/2026.





## Appendix 1 SWWCJC Regional Action Plan (Equality, Diversity and Inclusion) – August 2024

Strategic Equality Objective	Target	Action	Monitoring	Review	Action Officer	Status (In Progress/Closed/ Delayed)
<b>Strategic Equality Objective 1.</b>  To deliver a more equal South West Wales by 2035 by contributing towards:	(a) The achievement of the <a href="#">Welsh Government's long-term equality aim</a> of eliminating inequality caused by poverty (Strategic Equality Plan 2020 - 2024);	To support the aims and objectives so far as is reasonably practicable.	To be reflected within draft plans accompanied by the integrated impact assessment (IIA) as adopted by the SWWCJC.	November 2024	Director of Place Swansea Council	
	(b) The achievement of the <a href="#">Equality statement set out in Llwybr Newydd</a> (Llwybr Newydd: the Wales transport strategy 2021) which is to make our transport services and infrastructure accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that prevent people from using sustainable transport,	The vision and priorities inform the Regional Transport Plan aims and objectives embedded within the Case for Change.	To be reflected within draft plans accompanied by the integrated impact assessment (IIA) as adopted by the SWWCJC.	November 2024	Director of Place Swansea Council	
	(c) The achievement of the <a href="#">Welsh Government's long-term equality aims</a> of cohesive communities that are resilient, fair and equal and where everyone is able to participate in political, public and everyday life. There will be no room for racism and / or discrimination of any kind.”	Embed the following eight aims within the functions of the SWWCJC so far is reasonably practicable.  1. Stop inequality caused by poverty 2. Human rights are protected in Wales	Working in conjunction with All Wales – Corporate Joint Committee's (CJC's), Welsh Government (WG), Welsh Local Government Association (WLGA), Audit Wales and Commissioners to instil good practice.	November 2024	Head of Policy and Business Administration	



		<ol style="list-style-type: none"> <li>3. Public services think more about the needs and rights of different people</li> <li>4. Wales is a place where people are treated equally whatever gender they are</li> <li>5. Stop people from being treated badly and unfairly</li> <li>6. Stronger and fairer communities</li> <li>7. Everyone in Wales has the chance to get involved</li> <li>8. Public bodies set a good example for employing people from different backgrounds.</li> </ol>				
<p><b>Strategic Equality Objective 2.</b></p> <p>Develop and Implement the SWWCJC Strategic Equality Plan (SEP) in accordance with SMART (<i>specific, measurable, achievable, relevant and timebound</i>) principles.</p> <p>The SEP will outline the equality objective in relation to each of the protected characteristics or outline and publish its reasons for not doing so. The following will be considered for each objective</p> <ul style="list-style-type: none"> <li>• <i>Have all three aims of the general duty been considered (that is, to eliminate discrimination/harassment, advance equality and foster good relations) in relation to each characteristic?</i></li> <li>• <i>Is there a focus on the key issues affecting the different characteristics and the steps that can most effectively address any disadvantage?</i></li> </ul> <p>Note. Guidance to be adopted</p>	<ul style="list-style-type: none"> <li>• Prepare and publish its equality objectives at least every four years from the first date of publication.</li> </ul>	<ul style="list-style-type: none"> <li>• Once approved and adopted by the SWWCJC details will be available on the SWWCJC webpage and cascaded to interested persons</li> </ul>	<p>To be made available subject to approval with allowance to arrange bilingual formats.</p>	<p>November 2024</p>	<p>Head of Policy and Business Administration</p>	
	<ul style="list-style-type: none"> <li>• Publish objectives to meet the general duty. Note. <i>If an authority does not have an objective for each protected characteristic – in addition to any objective to address pay differences – it must publish reasons why not</i></li> </ul>	<ul style="list-style-type: none"> <li>• Once approved and adopted by the SWWCJC details will be available on the SWWCJC webpage and cascaded to interested persons</li> </ul>	<p>To be made available subject to approval with allowance to ensure accessibility and bilingual formats.</p>	<p>November 2024</p>	<p>Head of Policy and Business Administration</p>	

<p>Equality Objectives and Strategic Equality Plans</p> <p>A Guide for Listed Public Authorities in Wales</p> <p><a href="https://equalityhumanrights.com/equality-objectives-and-strategic-equality-plans-wales.pdf">equality objectives and strategic equality plans wales.pdf (equalityhumanrights.com)</a></p>	<ul style="list-style-type: none"> <li>Publish a statement setting out the steps the SWWCJC has taken (or intends to take to meet the objectives) and how long it expects to take to meet each objective</li> </ul>	<ul style="list-style-type: none"> <li>Prepare a statement for publishing once SWWCJC has approved and adopted the Joint Equality, Diversity and Inclusion Strategy and Regional Strategic Equality Plan</li> </ul>	To be made available subject to approval with allowance to ensure accessibility and bilingual formats.	November 2024	Head of Policy and Business Administration		
	<ul style="list-style-type: none"> <li>Make appropriate arrangements to monitor progress towards meeting its objectives and to monitor the effectiveness of its approach</li> </ul>	<ul style="list-style-type: none"> <li>Develop and implement a monitoring regime</li> </ul>	Develop a tracker and designate responsible officers		November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Give appropriate consideration to relevant equality information the SWWCJC holds when considering what its equality objectives should be.</li> </ul>	<ul style="list-style-type: none"> <li>Review objectives as part of the six-monthly workshops scheduled.</li> </ul>	Utilise the tracker and identify and record new priorities together with any foreseeable impact to the current commitments for Equality, Diversity and Inclusion associated to the SWWCJC		November 2024	Members of the SWWCJC Programme Board and Steering Group	
	<ul style="list-style-type: none"> <li><b>Objectives on pay difference</b></li> <li>have due regard to the need to have objectives to address the causes of any pay differences that seem reasonably likely to be related to any of the protected characteristics</li> <li>publish an equality objective to address any gender pay gap identified or else publish reasons why it has not done so</li> </ul>	<ul style="list-style-type: none"> <li>Constituent Local Authorities and National Park Authorities will monitor as part of the organisational T&amp;Cs in relation to employment.</li> </ul>	Constituent Local Authorities and National Park Authorities will monitor as part of the organisational T&Cs in relation to employment.		November 2024	Head of Policy and Business Administration	

	<p>Note. Even where an authority publishes an equality objective to address pay differences in relation to any protected characteristic, it must still have due regard to the need to have other equality objectives in relation to that protected characteristic. If it publishes no other such objective, it will need to explain why not.</p>					
	<ul style="list-style-type: none"> <li>The SWWCJC will underpin their partner's commitment/s to promote equality and inclusion as included within their SEP to inform the SWWCJC Regional Strategic Equality Plan (SEP).</li> </ul>	<ul style="list-style-type: none"> <li>Amalgamate the current commitments to inform the overarching joint commitment for Equality, Diversity and Inclusion for South West Wales</li> <li>Identify active networks to consider further opportunities</li> <li>Assess the effectiveness of current engagement</li> </ul>	<p>To be reflected within draft plans accompanied by the integrated impact assessment (IIA) as adopted by the SWWCJC.</p> <p>To be reflected within consultation and engagement programmes.</p>	<p>November 2024</p>	<p>Head of Policy and Business Administration</p>	
	<ul style="list-style-type: none"> <li>The SWWCJC will further seek opportunities for inclusion and diversity within South West Wales Region working in partnership with their stakeholders to inform strategic decisions.</li> </ul>	<ul style="list-style-type: none"> <li>Identify active networks to consider further opportunities</li> </ul>	<p>Review formed networks to determine their interaction for decision making.</p>	<p>November 2024</p>	<p>Head of Policy and Business Administration</p>	

	<ul style="list-style-type: none"> <li>Explore and further develop the engagement and participation systems active within each constituent authority, to ensure strong voice and influence.</li> </ul>	<ul style="list-style-type: none"> <li>Identify active networks to consider further opportunities</li> <li>Assess the effectiveness of current engagement</li> </ul>	Review formed networks to determine their interaction for decision making.	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Explore and further develop our network to ensure the experiences of people who share one or more of the protected characteristics to inform our decision making.</li> </ul>	<ul style="list-style-type: none"> <li>Identify active networks to consider further opportunities</li> <li>Assess the effectiveness of current engagement</li> </ul>	Review formed networks to determine their interaction for decision making.	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Strengthen the focus on equality, diversity and inclusion whereby strategic decisions will be subject to the integrated impact assessment process adopted.</li> </ul>	<ul style="list-style-type: none"> <li>Provide further awareness and training as deemed necessary</li> </ul>	<p>To be reflected within draft plans accompanied by the integrated impact assessment (IIA) as adopted by the SWWCJC.</p> <p>To be reflected within consultation and engagement programmes.</p>	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Through regular training and engagement ensure that representatives and partners will be equipped to challenge the Functions of the SWWCJC to promote an equal, diverse and inclusive vision for South West Wales</li> </ul>	<ul style="list-style-type: none"> <li>Develop a training and awareness programme building upon existing programmes adopted by partners.</li> </ul>	<p>Ensure training and awareness initiatives are credible.</p> <p>Reviewed on regular basis to ensure the detail is current.</p> <p>Promotion of training and awareness</p>	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Currently, staff are employed under the constituent local authorities. The SWWCJC will support their representatives, partners and political members to flourish and</li> </ul>	<ul style="list-style-type: none"> <li>Develop a training and awareness programme building upon existing programmes</li> </ul>	Ensure training and awareness initiatives are credible, not to undermine existing strategies.	November 2024	Head of Policy and Business Administration	

	thrive within an equal, fair and inclusive environment and not be unfairly disadvantaged.	adopted by partners.				
	<ul style="list-style-type: none"> <li>SWWCJC will invest to develop and create learning cultures to allow the impact of equality, diversity, and inclusion to be monitored and challenged, promoting continuous improvement</li> </ul>	<ul style="list-style-type: none"> <li>Develop a training and awareness programme building upon existing strategies and initiatives adopted by partners.</li> </ul>	<p>Ensure training and awareness initiatives are credible.</p> <p>Reviewed on regular basis to ensure the detail is current.</p> <p>Promotion of training and awareness</p>	November 2024	Head of Policy and Business Administration	
<p><b>Strategic Equality Objective 3.</b></p> <p>Integrate Equality, Diversity and Inclusion within the Functions of the SWWCJC together with mechanisms for Continuous Improvement</p>	<ul style="list-style-type: none"> <li>Develop and cascade advice and guidance</li> </ul>	<ul style="list-style-type: none"> <li>Identify and review stakeholder groups to ensure engagement</li> </ul>	Participation Strategy	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Training and awareness</li> </ul>	<ul style="list-style-type: none"> <li>Develop and cascade suitable and sufficient initiatives</li> </ul>	<p>Ensure training and awareness initiatives are credible.</p> <p>Reviewed on regular basis to ensure the detail is current.</p> <p>Promotion of training and awareness.</p>	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Mechanisms to challenge and address inequality</li> </ul>	<ul style="list-style-type: none"> <li>Setup a protocol for persons to raise suggestions or concerns</li> <li>Add an item to cover Equality, Diversity and</li> </ul>	<p>Implement a mechanism for suggestions and improvements to be reported.</p> <p>Agenda item to be covered at SWWCJC Programme Board and Steering Group</p>	November 2024	Head of Policy and Business Administration	

		Inclusion to the agenda of the Programme Board and Steering Group in lieu of separate Working Group				
	<ul style="list-style-type: none"> <li>Processes for Monitoring and Review</li> </ul>	<ul style="list-style-type: none"> <li>Review trackers</li> <li>Agenda Item at SWWCJC Programme Board and Steering Group</li> <li>Integrated Impact Assessment Protocol</li> </ul>	As the SWWCJC matures Key Performance Indicators (KPI's) will be applicable	November 2024	Head of Policy and Business Administration	
<p><b>Strategic Equality Objective 4.</b></p> <p>Strengthen the Participation, Engagement and Consultation with Stakeholders applicable to SWWCJC Functions within the South West Wales Region</p>	<ul style="list-style-type: none"> <li>Continue to use the knowledge and experience of the established stakeholder advisory groups to inform and influence the work streams.</li> <li>To strengthen links with key stakeholders and seek to obtain new or additional feedback from them about their experiences, suggestions and challenges.</li> </ul>	<ul style="list-style-type: none"> <li>Map and identify existing stakeholder groups.</li> <li>Identify any gaps in representation.</li> </ul>	Participation Strategy	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Review current methods of engagement and evaluate the accessibility and effectiveness of the current approach.</li> <li>Propose and suggest viable improvements</li> <li>Undertake audits for accessibility</li> </ul>	<ul style="list-style-type: none"> <li>Identify and review stakeholder groups to ensure engagement</li> </ul>	Participation Strategy	November 2024	Head of Policy and Business Administration	

<b>Strategic Equality Objective 5.</b>  <b>SWWCJC Values</b> (Equality, Diversity, and Inclusion)	<ul style="list-style-type: none"> <li>Develop training and awareness packages for SWWCJC representatives and members</li> </ul>	<ul style="list-style-type: none"> <li>Suitable and sufficient information and awareness</li> </ul>	<p>Ensure training and awareness initiatives are credible.</p> <p>Reviewed on regular basis to ensure the detail is current.</p> <p>Promotion of training and awareness.</p>	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Promote and Champion equality, diversity and inclusion</li> </ul>	<ul style="list-style-type: none"> <li>Lead Officers Champions</li> <li>Training and awareness</li> </ul>	<p>Implement a mechanism for suggestions and improvements to be reported.</p> <p>Agenda item to be covered at SWWCJC Programme Board and Steering Group</p>	November 2024	Head of Policy and Business Administration	
	<ul style="list-style-type: none"> <li>Review and Monitor protocols to ensure partner and Welsh Government commitments are aligned.</li> <li>Develop mechanisms to capture and share good practice as part of continuous improvement</li> </ul>		<p>Working in conjunction with All Wales – Corporate Joint Committee's (CJC's), Welsh Government (WG), Welsh Local Government Association (WLGA), Audit Wales and Commissioners to instil good practice.</p>	November 2024	Head of Policy and Business Administration	



**End of Document**



Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

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Parc Cenedlaethol  
Arfordir Penfro  
Pembrokeshire Coast  
National Park



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# South West Wales Corporate Joint Committee (SWWCJC)

Corporate Plan 2023 – 2028 version 002

Integrated Impact Assessment

March 2024 Final



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## Version Control

Version	Author	Job Title	Reason for Change	Date
001	Karen Jones	Chief Executive		07.12.2022
001a	Karen Jones	Chief Executive	Minor editorial amendments ahead of consultation	January 2023
002	Karen Jones	Chief Executive		30.05.2023
003	Kristy Tillman	Head of Policy and Business Administration	Review as part of 2023 consultation	08.07.2024

## 1. Overview

- 1.1. This Integrated Impact Assessment (IIA) considers the duties and requirement of the following legislation in order to inform and ensure effective decision making and compliance:

Equality Act 2010

Welsh Language Standards (N.1) Regulations 2015

Well-being of Future Generations (Wales) Act 2015

Environment (Wales) Act 2016

- 1.2. At the meeting of October 11 2022, the South West Wales Corporate Joint Committee (SWWCJC) adopt which is utilised by Neath Port Talbot County Borough Council.
- 1.3. In order that the SWWCJC can demonstrate that is meeting its public sector duties.The SWWCJC will utilise the IIA protocol as a mechanism for considering the impact of proposals at the point of decision. The is already standard practice within the Constituent Authorities where officers routinely present an assessment of the impact proposals on duties related to equality; socio-economic characteristics; Welsh language; child poverty; biodiversity and Well-being of Future Generations (Wales) Act 2015 to inform the deliberations of Members.

## 2. Details of the initiative

### 2.1 Title of the initiative:

South West Wales Corporate Joint Committee (SWWCJC) Corporate Plan 2023-2028 version 002

### 2.2 Brief over of the function/s of the South West Wales Corporate Joint Committee (SWWCJC)

The Local Government and Elections (Wales) Act 2021 (the LGE Act) created the framework for a consistent mechanism for regional collaboration between government authorities, namely CJC's. The LGE Act provides for the establishment of CJC's through Regulations (CJC Establishment Regulations).

CJC's will exercise functions relating to strategic development planning and regional transport planning. They will also be able to do things to promote the economic well-being of their areas. In contrast to other joint committee arrangements, CJC's are separate corporate bodies that can employ staff, hold assets and budgets, and undertake functions.

### 2.3 Summary of the initiative:

The SWWCJC Corporate Plan 2023 -2028 version 002 seeks to; capture progress to date, setout future ambitions in the form of a vision and the wellbeing objectives – together with an equality objective. It will also allow for the charting of the progress made in respect of the public sector duties.

The SWWCJC is adopting a proportionate and integrated approach to meeting its public sector duties through the production of the Corporate Plan as opposed to a series of separate documents.



## **2.4 Is this a ‘strategic decision’?**

Whilst the remit of the SWWCJC is narrow and prescribed to specific functions and equality objective, the Corporate Plan outlines the strategic commitment and vision of SWWCJC.

The constituent local authorities will be responsible for satisfying duties and legislative requirements, together with detailed plans and proposals that emerge from SWWCJC in the future (e.g. Regional Transport Plan, Strategic Development Plan). Such work will be subject to a specific review of the Integrated Impact Assessment (IIA) protocol as appropriate.

## **2.5 Who is directly affected by this initiative?**

Potentially everyone who lives, works and /or visits the South West Wales Region.

It is envisaged that that plans, policies and programmes will be have the greatest impact, such decisions will be subject to the Integrated Impact Assessment (IIA) protocol as appropriate.

## **2.6 When and how were people consulted?**

This IIA has been developed to support the Corporate Plan. It is considered that a full IIA is required as the Corporate Plan is deemed as a strategic document.

The Corporate Plan was reported to the SWWCJC in December 2023, with Members giving their approval to undertake a public consultation thereon in early 2024. The consultation provided useful evidence informing further revisions to the Corporate Plan. Suggested amendments in relation to proposed actions have been included within the draft Corporate Plan version two.

Discussions have taken place at officer level to include the regions regeneration directors and lead officers. Advice and guidance has been attained from sector specific professionals, together with recommendations provided by the Commissioners for Welsh Language, Equalities and Human Rights, together with Welsh Government's Biodiversity Policy Officer.

## **2.7 What were the outcomes of the consultation?**

The Corporate Plan adopted for 2023-2028 by the South West Wales Corporate Joint Committee sets out three well-being objectives. Whilst there are no changes to the objectives set for the Corporate Joint Committee there is a requirement to review and where necessary update the actions/steps that the Committee proposes to take in 2024-2025 in pursuit of those objectives, subject to sufficient resources being available.

Consultation was undertaken between 26th January - 18th February 2024 to gain views on the actions/steps proposed under each of the three wellbeing objectives. Sixteen responses were received.

The responses were carefully considered with suggested amendments to the proposed actions included within the draft Corporate Plan version 002.

**The draft Corporate Plan 2023 – 2028 version 002 (24-25 Priorities) will be presented together with this document to the SWWCJC 30<sup>th</sup> July 2024 for a decision.**

### 3. Evidence

#### 3.1 What evidence was used in assessing the initiative?

Statutory guidance has been produced in respect of Corporate Joint Committee's (CJC's). There are a range of matters listed therein that require the SWWCJC to respond to, notably in respect of the public sector duties. Such matters include: The Well-being of Future Generations (Wales) Act 2015 (and setting of Well-being objectives), The Welsh Language Standards, Equalities and Human Rights, Biodiversity and resilience of ecosystems, together with Freedom of Information and Child Poverty.

At the meeting held on October 2022, the SWWCJC resolved that the most appropriate method of the meeting its public sector duties in a proportionate and integrated manner would be via the formation of the initial Corporate Plan. This enables progress to be captured, together with future ambitions towards the vision for South West Wales 2035 and wellbeing objectives of SWWCJC.

Specific reference to Biodiversity and resilience of ecosystems Section 6 Duty Plan is embedded within the Corporate Plan.

When formulating the Corporate Plan, the powers and duties that relate to CJC's, together with statutory guidance issued have been reviewed align with constitutional aspects of the SWWCJC.

The key evidential facets/ policy components that informed the Corporate Plan are as follows:

- The Local Government and Elections (Wales) Act 2021
- Constitutional and Governance arrangements of the SWWCJC (since inception)
- Future Wales – The National Plan 2040
- South West Wales Regional Economic Delivery Plan
- South West Wales Regional Energy Strategy

- Llwr Newydd: The Wales Transport Strategy 2021
- The Swansea Bay City Deal
- The 2020 Future Generations Report
- The Well-being of Future Generations (Wales) Act 2015 – 7 National Goals and 5 Ways of Working
- South West Corporate Joint Committee statutory guidance
- Welsh Government – Strategic Equality Plan
- Is Wales Fairer 2018
- The Nature Recovery Action Plan (NRAP) for Wales
- South West Wales Area Statement
- Wel-Being Report 2022

## 4. Equalities

### 4.1 How does this initiative impact on the people who share a protected characteristic?

Protected Characteristic	+	-	Neutral	Why will it have this impact?
Age	+			The Regional Economic Delivery Plan (REDP) would indicate that Wellbeing Objective one of the Corporate Plan offers particular opportunities around economic wellbeing, with a view to future job prospects and most notably with a view to the retention of younger age groups within the South West Wales region. The review of economic performance in the region suggests good progress of recent years, especially in terms of job creation, however, there is a persistent gap in outcomes between the region and the rest of the UK. This reflects the 'structural' nature of many of the region's challenges linked to the long-term processes of industrial changes (which in some respects are ongoing) and are shared with other regions in Wales and the UK. There are a series of distinctive strengths and opportunities for South West Wales, especially linked with the region's energy potential (particularly green energy and the net zero opportunity) university-industrial links, strong cultural identity, environmental assets, and quality of life offer. The REDP aims to build on these distinctive regional strengths and



				<p>opportunities to develop a more prosperous and resilient South West Wales economy.</p> <p>With reference to older age groups, Well-being objective two of the Corporate Plan offers particular opportunities around sustainable transport via the production of the Regional Transport Plan. The Corporate Plan recognises the Equality statement set out in Llwybr Newydd which is to make transport services and infrastructure within the region accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that present people from using sustainable transport.</p>
Disability	+			<p>Well-being objective two of the Corporate Plan offers particular opportunities around sustainable transport via the production of the Regional Transport Plan. The Corporate Plan recognises the Equality statement set out in Llwybr Newydd which is to make transport services and infrastructure within the region accessible and inclusive by aiming to remove the physical, attitudinal, environmental, systemic, linguistic and economic barriers that present people from using sustainable transport.</p> <p>Further consultation and engagement will be under during July – August 2024 to inform the draft Regional Transport Plan and be subject to the IIA process.</p>
Gender Reassignment			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>



Marriage and Civil Partnership			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
Pregnancy and Maternity			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
Race			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
Religion or Belief			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
Sex			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>



Sexual Orientation			+/-	<p>Impacts on this group is unknown at this time, with the consultation feedback not providing any specific information.</p> <p>Further engagement and consultation is planned as part of the SWWCJC Functions.</p>
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**4.2 What action will be taken to improve or mitigate negative impacts?**

It was envisaged that consultation undertaken to the help identify impact of the Corporate Plan and its proposed actions has upon protected groups.

The SWWCJC is committed to develop and prepare a Participation Strategy, it is envisaged that this will strengthen and promote positive impacts and eliminating negative impacts as far as is reasonably practicable associated to the SWWCJC Functions.

The SWWCJC is committed to developing their Participation Strategy in accordance with the Corporate and Strategic Equality Plans to ensure stakeholders within the South West Wales region are consulted and represented, ensuring a local distinctive evidence base for decisions.



## 5. Public Sector Equality Duty

### 5.1 How will the initiative assist or inhibit the ability to meet the Public Sector Equality Duty?

Public Sector Equality Duty (PSED)	+	-	Neutral	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	+			<p>With regards to the well-being statement set out within Section 5 of the Corporate Plan, reference is made to the commentary provided in regards to the well-being goals.</p> <p><b>Economic Well-being and Energy (Well-being Objective 1):</b> Improved economic inclusion and outcomes should improve cohesion where linked with programmes and mechanisms that focus on local community involvement and engagement.</p> <p><b>Transport Plan (Well-being Objective 2):</b> A transport system that contributes to the wider economic ambitions, that helps local communities, supports a more sustainable supply chain, uses the latest innovations and addresses transport affordability.</p> <p><b>Strategic Planning (Well-being Objective 3):</b> A region where people live and work in towns and cities which are a focus and springboard for sustainable growth and in vibrant rural places with access to homes, jobs and services.</p>
To advance equality of opportunity between different groups	+			
To foster good relations between different groups	+			

## **5.2 What action will be taken improve positive or mitigate negative impacts?**

Feedback from the formal consultation sought to further inform this section. The importance of the Regional Transport Plan reflecting equality of opportunity between those in urban areas and those in rural areas is noted .

## 6. Socio Economic Duty

Socio Economic Duty	+	-	Neutral	Why will it have this impact?
	+			<p>With regards to the well-being statement set out within the Corporate Plan, reference is made to the commentary provided in regard to the well-being goals.</p> <p><b>Economic Well-being and Energy (Well-being Objective 1):</b> The REDP recognises the need to build an ‘inclusive growth’ model into the strategy, via efforts to support skills outcomes, resilience to automation, or mechanisms to support greater wealth retention within the community, Also, increasing productivity and economic growth, to support the creation and safeguarding of more, better paid jobs, opportunities for business starts and growth, and further links between the knowledge base and industry.</p> <p><b>Transport Plan (Well-being Objective 2):</b> Good for people and communities – A transport system that contributes to a more equal Wales and to a healthier Wales, that everyone has the confidence to use. Good places for the economy – A transport system that contributes to the wider economic ambitions and helps local communities, supports more sustainable supply chain, uses the latest innovations and address transport affordability.</p>



				<p><b>Strategic Planning (Well-being Objective 3):</b> A region where people live in distinctive regions that tackle health and socio- economic inequality through sustainable growth. A region where people live in places where prosperity, innovation and culture are promoted – with world class digital infrastructure.</p>
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**6.1 What action will be taken improve positive or mitigate negative impacts?**

Feedback from the formal consultation sought to further inform this section. The importance of the Small and Medium Enterprises is noted.

## 7. Community Cohesion/Social Exclusion/Poverty

Community Cohesion/Social Exclusion/Poverty	+	-	Neutral	Why will it have this impact?
Community Cohesion	+			<p>It is anticipated that the three well-being objectives of the Corporate Plan, individually and combined, will have a positive impact for individuals and communities alike; increasing social and cultural interaction, participation and economic improvement / stability.</p> <p>Specific reference is also made to the identification of an Equality Objective within the Corporate Plan and the intention to achieve a 'more equal South West Wales'.</p> <p>It should also be noted that in reviewing the potential impact of establishing the CJC's. the Welsh Government published impact assessments, including the Regulatory Impact Assessment and</p>
Social Exclusion	+			
Poverty	+			



				<p>Integrated Impact Assessment. It is considered therein that aligning strategic planning functions at a regional level will help underpin / enhance the economic well-being of a region increasing prosperity and reducing disadvantage. It is stated that CJC's enable planning of key strategic services at a scale which can underpin the planning delivery of the specified functions at a national, regional and local level and support efforts to tackle socio-economic disadvantage and tackle issues of deprivation.</p>
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**7.1 What action will be taken improve positive or mitigate negative impacts?**

Feedback from the formal consultation sought to further inform this section.

## 8. Welsh Language

Welsh Language	+	-	Neutral	Why will it have this impact?
<p>What effect does the initiative have on :</p> <ul style="list-style-type: none"> <li>Peoples opportunities to use the Welsh language</li> </ul>	+			<p>The vision of the Corporate Plan is clear in setting the corporate direction of travel as shown in this extract  <i>"South West Wales is a place where the Welsh language is thriving and the region continues to be a key contributor towards the national target of achieving a million Welsh speakers by 2050"</i></p> <p>A review of the three well-being objectives (Which are tied to the prescribed functions of the economic well-being, production of Regional Transport Plan and Strategic Development Plan) indicate the following positive interventions:</p> <p><b>Economic Well-being and Energy (Well-being Objective 1):</b> The REDP supports the growth of the creative economy (also associated with Welsh language) should directly support, and could be an important part of the South West Wales investment proposition. More broadly, there will be an emphasis on seeking to support the economic vibrancy of the regio, including principally Welsh speaking communities.</p> <p><b>Transport Plan (Well-being Objective 2):</b> Good for culture and the Welsh language – A transport system that supports the Welsh language enables more people to use sustainable transport to get to arts,</p>



			<p>sport and cultural activities, and protects and enhances the historic environment.</p> <p><b>Strategic Planning (Well-being Objective 3):</b> A region where people live in places with thriving Welsh language.</p> <p>It should be noted that in preparing the SDP there will be policy considerations that include Technical Advice Note 20 – The Welsh Language</p>
<ul style="list-style-type: none"> <li>• Treating the Welsh and English languages equally</li> </ul>	+		<p>The Corporate Plan contains a specific section (paragraph 8.2) in this matter.</p> <p>SWWCJC endorsed the principle of adopting Carmarthenshire County Council’s standards as the interim policy position. This enabled the Welsh and English languages to be equally embedded with the operational and governance arrangements for the SWWCJC from the outset.</p> <p>The Corporate Plan is published bilingually. Notable within the Corporate Plan is the reference to budgeting with a dedicated budget for translation.</p> <p>SWWCJC are currently implemented the standards as defined within the Welsh Language Standards Compliance Notice.</p>



### **8.1 What action will be taken improve positive or mitigate negative impacts?**

Feedback from the formal consultation sought to further inform this section. We will continue to monitor and implement the standards and report as appropriate.

We will continue to liaise with the Welsh Language Commissioner's office and officers representing our partners, to implement and promote the standards as set out within the compliance notice.



## 9. Biodiversity and the resilience of ecosystems

### 9.1 How will the initiative assist or inhibit the ability to meet the Public Sector Equality Duty?

Biodiversity Duty	+	-	Neutral	Why will it have this impact?
To main and enhance biodiversity	+			The Corporate Plan makes clear reference to The Environment (Wales) Act 2016. As one of the public authorities subject to the Biodiversity and Resilience of Ecosystems Duty, the SWWCJC is required to seek to maintain and enhance biodiversity so far as is consistent with the proper exercise of its functions and in doing so promote the resilience of ecosystems. In this regard, the SWWCJC takes a proactive approach by embedding a Plan setting out what it proposes to do to comply with the Section 6 Duty as outlined with the Corporate Plan. The Corporate Plan provides commitment for the detailed areas of policy and strategy that will follow.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation etc..	+			At a high level, it should be noted that the vision of plan is clear, notably the reference to <i>“The need to enhance the well-being of future generations and ecosystems is firmly embedded within decision making structures that are balanced and inclusive and which recognise the need to sustainably manage our natural resources and reduce pollution resulting in place with biodiverse, resilient and connected ecosystems”</i> . The approach in the Corporate Plan is on embedding the consideration of public sector duties into the corporate governance of the SWWCJC, noting the specific functions and the fact that the work will be undertaken (e.g. Strategic Development Plan) that will be subject to rigorous scrutiny in terms of destinations (including National Site Network) together with policy alignment e.g. Technical Advice Note 5 Nature Conservation and Planning.

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

We will utilise the IIA to review and where relevant seek to identify mitigation in regard to the review potential negative impacts.

The importance of the historic landscape and built heritage, as well as a sustainable and engaged agricultural sector is appreciated.

We will continue to monitor and implement the use of the Section 6 Duty Plan and report as appropriate.

There is ongoing dialogue with regional ecologists and Welsh Government biodiversity policy officers.

## 10. Well-being of Future Generations

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

Ways of Working	Details
i. <b>Long term</b> – 10yrs (up to 25 years)	The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.1 of the plan reference is made “the recognition of the importance of future generation is implicit within our vision and well-being objectives, most notably in the fact that the vision (as such the objectives designed to deliver the vision) are framed within a time bund context i.e’South West Wales 2035’. Our well-being objectives have also informed our equality objective”.
ii. <b>Prevention</b> – preventing problems occurring or getting worse	The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.2 of the plan reference is made “The National well-being goals have played a key role in the identification of the SWWCJC well-being objectives”. In this regard, Table 1 of the Corporate Plan undertakes a detailed review whilst recognizing that direct contributions will be made towards those goals that are most aligned with the powers and duties available to the SWWCJC.
iii. <b>Collaboration</b> - working with other services internal or external	The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.3 confirmation that the Corporate Plan itself was subject to consultation.



<p><b>iv. Involvement</b> - involving people, ensuring they reflect the diversity of the population</p>	<p>The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.4 “<i>Collaboration is at the very essence of the SWWCJC way f working, from the way it is constituted (i.e. leaders of the region’s Councils) to the manner which it is seeking to establish co-opted and advisory framework function</i>”. It is to be noted that all three of the well-being objectives within the Corporate Plan refer to collaboration.</p>
<p><b>v. Integration</b> – making connections to maximise contribution to;</p>	<p>The Constituent Councils are bound the duties and requirement of the Well-being of Future Generations (Wales) Act 2015. Section 5 of the Corporate Plan set out a well-being statement for the SWWCJC, notably within para 5.2.5 “<i>We have put in place a clear flow and delivery pathway from the issues/policy review, through the vision and onto the three Well-being objectives themselves. We know where we need to get to and how we are going to get there. We are confident that the well-being objectives are specific, measurable, attainable and relevant ( i.e. we have duties and/or powers to deliver upon them by 2035) because they are legally deliverable and they also stem from an appreciation of the key issues, challenges and opportunities the we face in South West Wales</i>”.</p>
<p><b>Constituent Councils Well-being objectives</b></p>	<p>The Corporate Plan contains a well-being statement which contains the following statement “<i>The preparation of this Corporate Plan has engendered an increased awareness of the need for us to develop a Participation Strategy. In noting that the Constituent Councils will have their own strategies and engagement exercise, we do have an opportunity to develop an approach which is proportionate and does not duplicate existing provisions with the region</i>”. Also the following “<i>In undertaking our functions, we are actively embedding the Well-being of Future Generations (Wales) Act 2015 (five ways of working) within our corporate governance. Setting our own well-being objectives, we note the need to have regards to Well-being Plan across the region. We will seek to work in an integrated and collaborative way and recognize the significant amount of workk that has been achieved to date by the Councils and Public Service Bards across the region</i>”.</p>



**Other public bodies Objectives**

The Corporate Plan contains a well-being statement which contains the following statement “ *Whilst setting our own well-being objectives, we need to have regard to the Well-being Plan already in place across the region as part of a collaborative and integrated approach*”

## 11. Monitoring Arrangements

### **Information on the monitoring arrangement on the impact of the initiative on Equalities, Community Cohesion, Welsh Language Measure, The Biodiversity Duty and the Well-being Objectives**

- 11.1 Section 9 of the Corporate Plan sets out a performance management commentary. An annual report will be produced each year which will consider whether the well-being objectives remain appropriate. Where necessary, the well-being objectives and improvement priorities will be revised. We will be required to report on progress we made in meeting our well-being objectives for the preceding financial year.

In preparing the report, we must review the well-being objectives to demonstrate that:

- Our well-being objectives are contributing to the achievement of the well-being goals.
- We are taking all reasonable steps to meet our well-being objectives.
- Our well-being objectives are consistent with the sustainable development principles.

- 11.2 The four subcommittees with established Terms of Reference will have a role in driving forward the delivery of the three well-being objectives. The Annual Report reviewed at Overview and Scrutiny, together with Governance and Audit Committees with SWWCJC responsible for approvals.
- 11.3 The Annual Report will be published and communicated as appropriate.

## 12. Assessment Conclusions

Subject	Conclusion
Equalities	<p>The Corporate Plan adopted for 2023-2028 by the South West Wales Corporate Joint Committee sets out three well-being objectives. Whilst there are no changes to the objectives set for the Corporate Joint Committee there is a requirement to review and where necessary update the actions/steps that the Committee proposes to take in 2024-2025 in pursuit of those objectives, subject to sufficient resources being available.</p>
Socio Economic Disadvantage	
Community Cohesion/ Social Exclusion/ Poverty	
Welsh	<p>This IIA has been reviewed in light of the consultation. Further to the consultation responses received, it is not considered that any change.</p>
Biodiversity	
Well-being of Future Generations	<p>The South West Wales Corporate Joint Committee (SWWCJC) hold the views and interests of the those living, working and visiting the region at the heart of our decisions.</p> <p>We endeavour to promote an active and holistic approach to promote sustainable futures amongst the region and indeed for Wales. Engagement with our stakeholders is vital, whilst we engage using several methods and approaches, the views of our communities are especially important to ensure representation.</p> <p>The proposed steps will be refined in light of consultation responses received and a final set of proposed actions/steps will be submitted to the SWWCJC for approval as part of the corporate planning process. The final proposal will include timescales, resource allocations and the means of monitoring progress.</p>





The views and suggestions gained from the consultation will aid and refine the action plan for each objective, received suggestions for adoption are as follows:

### **Wellbeing Objective 1 Economic Wellbeing and Energy**

- Further consideration will be given to the views and suggestions received from the consultation.
- The need to ensure balance and proportionality towards achieving Net Zero, without impacting the economy.  
Net Zero targets need to be proportionate to the locality without impacting the local economy and added impoverishment.
- Promote wider opportunities for funding and business startups  
**Note.** The Regeneration Directors Group are covering this opportunity in accordance with the Regional Economic Delivery Plan (REDP)

### **Wellbeing Objective 2 Regional Transport Plan (RTP)**

- Further consideration will be given to the views and suggestions received from the consultation.  
**Note.** Consideration will be given to how RTP integrates and aligns with plans to develop the strategic ports of Milford Haven and Port Talbot and also how the RTP integrates and aligns with plan to develop the wider network of ports and airports in the region.
- Improve the availability of bus services within rural areas



- Improve public engagement to ensure the barriers associated with accessing public transport can be voiced

### **Wellbeing Objective 3 Strategic Development Plan (SDP)**

- Start the development without final guidance  
**Note.** This would not be appropriate as there is reliance upon the South West Wales Corporate Joint Committee (SWWCJC) to secure funding from Welsh Government to initiate the Strategic Development Plan process in accordance with the guidance.  
  
However, steps are being taken to develop the Replacement Local Development Plan (RLDP) and the Regional Transport Plan (RTP) in a way that will start to create the evidence base to support the Strategic Development Plan (SDP).
- Listen to the electorate  
**Note.** The South West Wales Corporate Joint Committee (SWWCJC) will undertake consultation and engagement throughout preparation and development of the Strategic Development Plan, as a mandatory requirement.
- Accountability for projects  
**Note.** The purpose of the Strategic Development Plan has focus on issues that cross Local Planning Authority boundaries and will consider how people in each of the four regions in Wales go about their day to day lives to include working and commuting patterns to shopping and leisure activities. The SDP does not cover the delivery of projects.
- Consider the long-term objectives for jobs and businesses, together with



attracting larger enterprises.

**Note.** These objectives are already included within the Local Development Plans.

- Ensure engagement and collaboration processes & systems are incorporated  
**Note.** These processes are adopted as statutory requirements of the Local Development Plan making process.

## 12.1 Overall Conclusion – Actions

Actions	Justification
<b>Continue as planned</b>	<p>All opportunities have been maximised with no significant concerns</p> <p>Continue to monitor progress, challenges and opportunities. Reporting to continue via the Subcommittees, together with SWWCJC Programme Board and Steering Group.</p>
<b>Continue - Make Adjustments subject to an approved Improvement Plan</b>	<p>Potential problems/missed opportunities/negative impacts have been identified.</p> <p>Improvement Plan approved and implemented.</p>
<b>Suspend – Review, develop and implement an improvement plan</b>	<p>Significant shortfalls or noncompliance suspected / identified.</p> <p>Consider suspending existing activity subject to adopting a risk based approach.</p> <p>Suspend new decisions/ activity until such time the that the SWWCJC endorses Improvement Plan.</p> <p>Develop and approve Improvement Plan.</p> <p>Redraft the initiative and introduce an interim monitoring regime.</p>

## **12.2 Details of the overall conclusion reached in relation to the initiative.**

There are no concerns in respect of this IIA informed by the Corporate Plan 2023-2028 version 002 and findings of the consultation of the proposed actions for 24/25.

**The recommended action is to continue as planned.**

## 13. Actions

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

Action/s	Who will be responsible for ensuring the action?	When will the action be done?	How will we know the action has been successful?
Continue to monitor progress, whilst mitigating challenges and maximising opportunity	Reginal Directors reporting to the Sub Committees and SWWCJC Programme Board and Steering Group	Ongoing – Minimum frequency as per cycle of meetings 2024/25	Chair person together with CEO will monitor
Develop the Strategic Equality Plan	Head of Policy and Business Administration and SWWCJC CEO	Draft July 2024 Final Draft September 2024	Endorsement of SWWCJC September 2024
Develop Participation Strategy	Head of Policy and Business Administration and SWWCJC CEO	Draft October 2024 Final Draft December 2024	Endorsement of SWWCJC December 2024
Consultation	Regional Directors with prior approval to consult for SWWCJC	Ongoing – Prior to significant decision making	Integrated Impact Assessment (IIA) process outlined within all reports to SWWCJC
Integrated Impact Assessment (IIA)	All officers and members preparing reports	Ongoing – Prior to significant decision making	Integrated Impact Assessment (IIA) process outlined within all reports to SWWCJC

## 14. Actions

	Name	Position	Signature	Date
<b>Completed by</b>	Kristy Tillman on behalf of Will Bramble CEO for SWWCJC	Head of Policy and Business Administration	K Tillman	08.07.2024
<b>Endorsed and approved</b>				

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# SOUTH WEST WALES CORPORATE JOINT COMMITTEE (SWWCJC)

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## FORWARD WORK PROGRAMME 2024-2025



Meeting Date 2024	Agenda Item	Type	Contact Officer
<b>12 September 2024 (9.30am)</b>	RTP Policy (Draft) & Consultation Update	Decision	Stuart Davies
	Joint Equality, Diversity and Inclusion Strategy – Strategic Equality Plan	Decision	Will Bramble/Kristy Tillman
	Private Sector Advisory Board – Appointments	Decision	Will Bramble/Kristy Tillman
	South West Wales Corporate Joint Committee Annual Report – Performance (2023/24)	Information	Will Bramble/Kristy Tillman
Meeting Date 2024	Agenda Item	Type	Contact Officer
<b>22 October 2024 (Special) (10am)</b>	Draft RTP, IWBA and RTDP	Decision	Stuart Davies
	Welsh Language Standards – Compliance Update	Information	Will Bramble/Kristy Tillman
	Budget Update Pre Audit Return	Information	Chris Moore
	Quarter 2 Financial Monitoring 2024/25	Information	Chris Moore
	South West Wales Regional Energy Policy and Scene Setting - Energy Funding Request	Decision	Rachel Moxey
Meeting Date 2024	Agenda Item	Type	Contact Officer
<b>3 December 2024 (10am)</b>	Corporate Plan 2023 – 2028 – Priorities 2025/26 – Authority to Consult	Decision	Kristy Tillman
	Sub Committee Update - Strategic Planning (SDP Consultation)	Information	Nicola Pearce
	South West Wales Corporate Joint Committee Annual Return for year ending 31 March 2024	Information	Chris Moore
	Budget Options for 2025/26	Decision	Chris Moore



Meeting Date 2025	Agenda Item	Type	Contact Officer
<b>21 January (10am)</b>	Quarter 3 Financial Monitoring 2024/25	Information	Chris Moore
	Budget for financial year 2025/26	Decision	Chris Moore
	Energy – Programme Update	Information	Richard Brown / Rachel Moxey
	Sub-Committee Update – Economic Wellbeing and Economic Development	Update	Ainsley Davies/Simon Davies/Paul Relf
	Workshop scheduled 13 <sup>th</sup> March 2025 Pre AGM	Information	Kristy Tillman
Meeting Date 2025	Agenda Item	Type	Contact Officer
<b>18 March 2025 (10am)</b>	Corporate Plan 2023 – 2028 version 3 – Corporate Priorities 2025/26	Decision	Kristy Tillman
	Annual Report 2024/25	Information	Kristy Tillman
	Final RTP, IWBA and RTDP	Decision	Mark Wade / Stuart Davies

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**South West Wales Corporate Joint Committee – Overview and Scrutiny Sub-Committee**  
**Forward Work Programme 2024-2025**

Meeting Date	Agenda Item	Contact Officer
<b>2024</b>		
3 September	Quarter 1 Financial Monitoring 24/25	Chris Moore
	RTP Policy (Draft) & Consultation Update	Stuart Davies
	Joint Equality, Diversity and Inclusion Strategy – Strategic Equality Plan	Will Bramble/Kristy Tillman
14 October	South West Wales Corporate Joint Committee Annual Report – Performance (2023/24)	Will Bramble/Kristy Tillman
21 November		
<b>2025</b>		
9 January		
11 March		

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