

Agenda



Overview and Scrutiny Management Committee

Date: Friday, 9 September 2022

Time: 10.00 am

Venue: Hybrid meeting

To: Councillors P Hourahine (Chair), M Al-Nuaimi, M Evans, James, C Baker-Westhead, P Bright, Davies and Horton

Item	Wards Affected
1	<u>Apologies</u>
2	<u>Declarations of Interest</u>
3	<u>Minutes of the Previous Meeting</u> (Pages 3 - 10)
4	<u>Draft Corporate Plan Well-being Themes 2022-27</u> (Pages 11 - 26)
5	<u>Strategic Equalities Plan Annual Report 21-22</u> (Pages 27 - 62)
6	<u>Conclusion of Committee Reports</u> Following the completion of the Committee reports, the Committee will be asked to formalise its conclusions, recommendations and comments on previous items for actioning.
7	<u>Scrutiny Adviser Reports</u> (Pages 63 - 72)

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Date of Issue: Friday, 2 September 2022

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Draft Minutes



Overview and Scrutiny Management Committee

Date: 29th July 2022

Time: 10am

Venue: Hybrid Meeting

Present: Councillors P Hourahine (Chair), M Al-Nuaimi, M Evans, L James, B Davies, G Horton.

Tracy Mckim (The Head of People, Policy & Transformation), Mark Bleazard (Digital Services Manager), Dominic Gibbons (Digital Projects Manager), Sam Ali (Digital Projects Manager), Tariq Slaoui (Information Manager).

Samantha Schanzer (Scrutiny Advisor), Taylor Strange (Governance Officer), Neil Barnett (Scrutiny Advisor), Anne Jenkins (Governance Team Leader).

1. Apologies for Absence

Councillors C Baker-Westhead and Bright

2. Declaration of Interests

None.

3. Minutes of the Previous Meeting: held 24th June 2022

A committee member asked that their status be marked as in attendance at the previous meeting.

The minutes of the previous meeting held **24th June 2022** were **accepted as true and accurate record.**

4. Annual Digital Report 21-22

Invitees:

Tracy McKim (Head of People, Policy and Transformation)

Mark Bleazard (Digital Services Manager)

Dominic Gibbons (Digital Projects Manager)

Sam Ali (Digital Projects Manager)

Tariq Slaoui (Information Manager)

The Head of People, Policy & Transformation (PPT) gave a brief introduction to the report.

The Digital Services Manager gave a summary of the topics included in the report.

The committee thanked the Digital Services Manager for the thoroughness of the report.

Questions and comments:

The committee asked where the data centre was located.

- The Digital Services Manager informed him the data centre was called Vantage in Newport.

The committee asked how secure the data centre was.

- The Digital Services Manager assured committee that the provider carried out all necessary security checks, digitally and physically.

The committee asked for clarification regarding the priority of climate change within the report and what methods were being employed to work in a way mindful of it.

- The Head of PPT informed committee that while the climate report was placed at the bottom of the report, it was a priority. The Head of PPT highlighted some actions being carried out in line with the climate change priority such as improving energy efficiency and ensuring that the shift to digitalise doesn't add to the issue. The Head of PPT noted that there would be a separate climate change report.
- The Digital Services Manager apologised for the wording used when speaking about the climate change priority.
- The Digital Services Manager informed committee of some methods used to reduce the climate change impacts such as the cooling requirements at a large data centre being less impactful than having multiple smaller centres.

The committee asked how has the council calculated carbon savings from virtual meetings.

- The Head of PPT informed committee that this was expanded upon more in the climate change report, but some measures included checking heating usage in buildings etc.

The committee asked how power was generated at the data centre.

- The Digital Services Manager informed committee that he did not have the specific information at that time but assured committee that Vantage had accreditations relating to this.

The committee noted that they were impressed with the work done and progress made by the Digital team and thanked them for it.

The committee was concerned about call wait times, and with the suggestion of self-service use as a replacement.

- The Digital Services Manager assured committee that the use of the self-service facility was there to improve service quality and not replace call assistance. The Digital Service Manager highlighted the importance of having the choice to use both self-service and call assistance depending on the immediacy of the issue. The Digital

Service Manager informed committee that SRS were looking to develop other tools such as self-service password reset to help with common issues without having to log any calls.

- The Head of People, Policy & Transformation assured committee that this could be raised to SRS.

The committee asked what checks were in place to secure against data loss.

- The Digital Services Manager informed committee that the responsibility to limit data loss remained with the council but assured the committee that standards were maintained to keep data safe by all parties. The Digital Service Manager informed committee that these processes were reviewed.

The committee asked if there was any data of those satisfied with the SRS service to contextualise the percentages given.

- The Digital Services Manager did not have the data to hand but noted the comment and assured committee that this could be added to future reports.

The committee asked whether there was a reason for the variation in customer satisfaction percentages month to month.

- The Digital Services Manager could not give a specific reason for the variance but assured committee that SRS did monitor this. The Digital Services Manager informed committee there are monthly delivery group meetings to discuss performance but SRS had not highlighted any specific issues and assured committee that more more analysis could be done.

The committee asked what challenges there were regarding SRS call response times.

- The Digital Services Manager highlighted general challenges but felt that SRS were better able to give a response.
- The Head of PPT noted that calls resolved on the first point of contact led to longer call times.
- The committee asked if there was data for those calls resolved at first point of contact.
- The Digital Services Manager informed committee that only percentages were included but data could be added in future.

The committee asked how it was known that the average call response time was comparable to previous years when data was unavailable and why averages were not given for each system before combining.

- The Digital Services Manager informed committee that they could give averages for each system before combining. The Digital Services Manager clarified that he had attempted to explain that it had been a challenge in previous years but did not have the data to include.

The committee felt that a map detailing the WiFi available in the city centre would be beneficial for information.

The committee asked how RPA would affect residents and staff.

- The Head of PPT informed committee that RPA was implemented in areas where there was little or no resource rather than replace the existing resources. The Head of PPT hoped that the automation already put into play and future automation would free staff's time to focus on people-centred work.

The committee asked several questions in relation to a broader deployment of city Wi-Fi.

- The Digital Services Manager informed committee that WiFi was available across the city centre as well as in 50 buildings for public use. The Digital Services Manager clarified that it did not extend to the Friar's Walk area as there was existing provision there. The Digital Services Manager informed committee that there were discussions for the widening of the public WiFi range but was mindful of the cost associated. The Digital Services Manager highlighted that there had previously been a proposal to reduce public WiFi provision but that had been overturned.
- The committee expressed the importance of digital inclusion for the residents of Newport.

5. Digital Strategy Report 22-27

Invitees:

Tracy McKim (Head of People, Policy and Transformation)

Mark Bleazard (Digital Services Manager)

Dominic Gibbons (Digital Projects Manager)

Sam Ali (Digital Projects Manager)

Tariq Slaoui (Information Manager)

The Digital Services Manager presented the report and highlighted that the previous Digital Strategy had expired in 2020 but due to the pandemic, it was only able to be brought to committee now.

Questions and comments:

The committee noted that the previous report could have been included within this report.

The committee felt that the inclusion of timescales may be beneficial.

The committee expressed the importance of ease of use and accessibility for digital systems.

The committee commended the aims and objectives.

The committee asked how many people had been contacted when surveys had been conducted and their feedback.

- The Digital Services Manager informed committee that they had been aiming to strike a balance with the level of detail included for Scrutiny meetings. The Digital Service Manager noted that there had been good feedback from surveys in multiple formats, and approximated the responses were in the hundreds. The Digital Services Manager informed committee that a summary of these responses could be provided for information.

The committee asked how high as digital literacy.

- The Digital Services Manager informed committee that a question on digital literacy was included in the survey. The Digital Services Manager informed committee that levels have reduced but acknowledged that digital-alternative services were a priority. The Digital Services Manager highlighted the importance of training availability to improve digital skills for residents and staff.
- The Head of PPT agreed with committee about the importance of continuing face to face services for residents.

The committee asked whether there was data relating to those who use the Newport City Council application compared to the website?

- The Head of PPT informed committee that she did not have the information to hand but assured committee that the focus was on driving the most efficient way to use the service.

The committee asked whether work would be done to improve the user experience of the website.

- The Head of PPT stated that the project was in the planning stages with the goal of looking at how to improve efficiency of the website.

The committee asked how the council supported the ability to access the cost-of-living payment and whether work was being done to mitigate costs for residents to ensure digital inclusion.

- The Digital Services Manager highlighted the public Wi-Fi and the tablet loan scheme and assured committee that there was an ongoing review being conducted on how to improve.

The committee asked if the utilisation of hotspot areas could lead to a reduction in anti-social behaviour.

- The Head of PPT noted the aspiration to have Wi-Fi hubs but highlighted that business have previously also requested Wi-Fi be turned off due to anti-social behaviour.

The committee highlighted the importance of being mindful of the inclusion of older residents who don't have access to technology or the skills to use it.

- The Digital Services Manager highlighted that the skills and inclusion theme aimed to address this but agreed with the importance of alternative access and support where necessary.

The committee congratulated officers on their aspirations but noted that there was still work to be done.

The committee asked whether data was shared and with who.

- The Digital Services Manager informed committee that this would be more fully covered in the Annual Information Risk Report. The Digital Services Manager explained that data protection legislation did not mean that data could not be shared at all and highlighted instances such as where impersonal data was shared or there was a legal duty for sharing data such as for safeguarding. The Digital Services Manager assured committee that data was only shared with appropriate parties.

The committee highlighted the importance of accessibility of services for residents.

The committee asked from about social media engagement and whether it was monitored.

- The Head of PPT felt that this was an issue for communications but confirmed that contact on social media was monitored.

The committee asked if the strategy would come back to the committee.

- The Head of PPT informed committee that once the Strategy had been agreed, updates would be provided to committee through the Annual Digital Report.

The committee thanked officers for their attendance and asked them to leave the meeting.

6. Conclusion of Committee Reports

The committee felt that the reports were comprehensive and clear.

The committee acknowledged the hard work of the officers and the progress and transformation that had been made for both the Council and the city of Newport and its residents.

The committee highlighted the importance of accessibility, simplicity and ease of use for digital systems and updates.

The committee asked that a summary of the feedback from resident surveys be provided for information.

The committee recommended that a definition of the city centre area that is covered by public WiFi be included and noted the importance of quality and accessible WiFi.

The committee highlighted the importance of scrutinising data services partners and providers.

The committee recommended that specific data be included as well as percentages to contextualise information more easily.

7. Scrutiny Advisor Reports

The Scrutiny Advisor explained that the Forward Work Programme was still being developed but provisionally the next reports to be presented would be the Corporate Plan and the Strategic Equalities Annual Report.

The committee expressed concern at multi-item agendas.

The Scrutiny Advisor noted the concern but explained that it was unavoidable due to scheduling issues.

8. Date of the Next Meeting

9th September 2022 at 10am.

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Scrutiny Report

Overview and Scrutiny Management Committee

Part 1

Date: September 2022

Subject **Draft Corporate Plan 2022-27 Well-being Objectives and Priorities**

Author Overview and Scrutiny Officer

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject
Rhys Cornwall	Director of Transformation and Corporate
Sally Anne Jenkins	Director of Social Services
Paul Jones	Director of Environment and Sustainability

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

The Committee is asked:

- 1.1 To consider the Draft Well-being Objectives and strategic priorities of the Council to support the Well-being of Future Generations seven Well-being Goals (Appendix 1 and presentation).
- 1.2 To provide comment and recommendations on the draft Corporate Plan themes which will form the Corporate Plan for 2022-27.

2 Context

Background

- 2.1 The Corporate Plan 2022-27 forms part of the Council’s Policy Framework. As such its direction needs to be considered by the Overview and Scrutiny Management Committee prior to being finalised, and subsequently approved and adopted by full Council.
- 2.2 The [Well-being of Future Generations \(Wales\) Act 2015](#) requires all public bodies to carry out sustainable development and demonstrate how they will improve the economic, social, environmental and cultural well-being of Wales. To maximise its contribution, Newport Council is required to set and publish its Well-being Objectives and support the seven Well-being Goals of the Act. The seven Well-being Goals are:
 - i. A Prosperous Wales

- ii. A Resilient Wales
- iii. A Healthier Wales
- iv. A more equal Wales
- v. A Wales of cohesive communities
- vi. A Wales of vibrant culture and thriving Welsh Language
- vii. A globally responsible Wales

Additionally the Act requires the Council to demonstrate how and why the Council has decided its Well-being Objectives will have the widest impact will improve the well-being of Newport through the 5 ways of working principles. The definition of these principles is outlined in Section B of this report.

2.3 The Council also has duties to meet through legislation and regulation passed by Welsh Government, UK Government and regulatory bodies. Newport Council also undertakes additional non-statutory duties which it deems important to meet the demands of its residents, businesses and other stakeholders in Newport.

2.4 To meet these requirements, the Council produces a five year Corporate Plan which outlines the Council's Well-being Objectives and strategic priorities that will support the Council's contribution towards the Well-being Goals and improving the well-being of Newport and Wales.

The Corporate Plan will also include information on how progress and outcomes will be monitored and reported through the Council's democratic process. A final version will be presented to Full Council for its formal approval and prior to its publication.

2.5 The final Annual Report on the previous Corporate Plan will also be received by Scrutiny Committee at its next meeting.

2.6 The final version of the Corporate Plan will include additional information on the strategic programmes and projects that will support the achievement of the Well-being Objectives. The Plan will also include the Key Performance Measures for each objective that will be used to monitor and demonstrate the Council's progress against the Corporate Plan.

2.7 Detailed plans and programmes and a full set of performance measures will be included in the supporting Service Plans and these are also subject to Performance Scrutiny annually.

3 Information Submitted to the Committee

3.1 The development of the Corporate plan allows us to build on the successes and learn from the challenges of the previous five years, including our response to the Covid pandemic.

To achieve this, we have developed four draft well-being objectives that will prioritise our focus over the next five years and will support our longer-term vision for Newport over the next 20 years:

- **Newport is a thriving and growing city that offers excellent education and aspires to provide opportunities for all.**
- **A city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.**
- **Newport is a supportive city where communities and care are at the heart of what we do.**
- **Newport City Council is an inclusive organisation that places social value, fairness and sustainability at its core.**

3.2 Attached at **Appendix 1** are the draft Corporate Plan themes for 2022-27 and the detail of these will be presented to the Committee at the meeting.

4. Suggested Areas of Focus

The role of the Committee in considering the report is to:

- Consider and assess the extent which the Corporate Plan Well-being Objectives and draft Strategic Priorities will:
 - Support the 7 Well-being Goals and sustainable development principle of the Well-being Act.
Support the development of a Corporate Plan which delivers on key priorities for the citizens of Newport
- Conclusions:
 - What was the overall conclusion on the information contained within the report?
 - Is the Committee satisfied that the draft themes will support the final Corporate Plan
 - Do the Committee wish to make any Comments / Recommendations to the Cabinet?

Section B – Supporting Information

5 Well-being of Future Generation (Wales) Act ‘Sustainability Development Principles’

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

6. Impact Assessment

A final equalities impact assessment will be produced to support the full Corporate Plan.

7. Background Papers

[The Essentials – Well-being of Future Generation Act \(Wales\)](#)

Report Completed: September 2022

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DRAFT Corporate Plan Themes 2022-27

INTRODUCTION

The development of the Corporate Plan allows us to build on the successes and learn from the challenges of the previous five years, including our response to the Covid pandemic.

To achieve this goal, we have four draft well-being objectives that will prioritise our focus over the next five years and will support our longer-term vision for Newport:

- 1. Newport is a thriving and growing city that offers excellent education and aspires to provide opportunities for all.**
- 2. A city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.**
- 3. Newport is a supportive city where communities and care are at the heart of what we do.**
- 4. Newport City Council is an inclusive organisation that places social value, fairness and sustainability at its core.**

Draft Well-being Objective 1 – Economy, Education and Skills

Newport is a thriving and growing city that offers excellent education and aspires to provide opportunities for all.

Wales' Well-being Goals Supported



A prosperous Wales



A more equal Wales



A Wales of cohesive communities



A Wales of vibrant culture & thriving Welsh Language



A globally responsible Wales

Why did we choose this objective?

For the last two years Newport City Council has been supporting the recovery of the city's economy following the Covid pandemic and responding to wider global impacts on businesses. Newport is on the cusp of repositioning itself as an economic powerhouse in south east Wales. Over the next 20 years, we will support initiatives to attract major investment into the city, kickstart and nurture homegrown entrepreneurs, celebrate our heritage and culture, and revitalise the city centre.

As the fastest growing city in Wales, the council will ensure Newport's growth remains sustainable for its communities. Working collaboratively with residents and developers we will ensure Newport's city centre and wider communities are inclusive places for families, visitors, and businesses to access the services they need, build connections with each other, and participate in shaping the environment around them.

To support our economic growth, we must also provide opportunities for all our citizens to develop the skills and routes into employment that tackle inequality whilst also providing our businesses with a skilled and effective workforce. Over the next five years, Newport will develop an education system that maximises the potential of our young learners providing the life skills they need to enter the labour market and support their communities. We will also continue to support people to re-enter the job market and access long-term employment through training, skills development, and confidence building.

Some ways that we will achieve this...

1	Newport will have a robust economic strategy and replacement Local Development Plan to support sustainable economic growth and strong placemaking across Newport's communities.
2	Lead and collaborate to attract major investment into the city and support our local entrepreneurs to thrive and bring prosperity to Newport's communities.
3	Re-vitalise its city centre and wider communities to benefit families, businesses, and visitors.
4	Become a destination that celebrates cultural diversity, heritage and delivers elite sporting events.
5	Develop education facilities that support future generations to achieve their potential and positively contribute to their communities.
6	Work towards eliminating education inequality faced by young learners that are from disadvantaged, Black, Asian, and Minority Ethnic backgrounds, low-income households, and/or have additional learning needs.
7	Increase the number of Welsh speakers in Newport by improving access to Welsh education, supporting businesses, and promoting the Welsh language.
8	Become a living wage city helping people out of poverty and provide opportunities to retrain, learn new skills and find long-term work.

Draft Well-being Objective 2 – Newport’s Environment and Infrastructure

A city that seeks to protect and enhance our environment whilst reducing our carbon footprint and preparing for a sustainable and digital future.

Supports:



**A Prosperous
Wales**



**A Resilient
Wales**



**A more Equal
Wales**



**A Wales of
Cohesive
Communities**



**A Healthier
Wales**



**A Globally
Responsible
Wales**

Why did we choose this objective?

Climate change is the defining issue of our generation, and we must act now to protect our planet, our city, and our communities. It is also important for the council, our partners, and our communities to do everything we can to protect and enhance the environment and biodiversity around us such as our parks, open spaces, woodlands, and our urban areas across the city.

There is a requirement for the council to become net zero carbon neutral by 2030 and for the city to be net zero carbon neutral by 2050. This objective will focus on how we will deliver our Organisational Climate Change Plan and our Local Area Energy Plan. We will be working towards these aims and ensuring placemaking is integrated in new and existing buildings, homes, and services for the long term. Over the next five years, alongside our Organisational Climate Change Plan, we will continue our commitment to meet Welsh Government’s target of zero waste by 2050. This will mean providing more support and opportunities for households and businesses to recycle and use more sustainable products.

The infrastructure and transport system of the city is vital to enable people and our communities to connect with each other and more widely across Wales, UK and globally. Having accessible transport and infrastructure to travel easily, into and out of the city, is vital for the economy, well-being, and health of our communities. We also need to move away from the reliance on cars and provide alternatives for people to use. Infrastructure is not just about how we travel, but about our digital networks and how we connect with businesses, families, and public services. It is important for our communities to have easily accessible digital services and support. This also includes ensuring our most vulnerable and low-income households have access to digital technology to engage and support each other.

Some ways that we will achieve this

1	Become a net zero carbon council and city through the delivery of the Council’s Organisational Climate Change Plan and Local Area Energy Plan.
2	Collaborate and involve developers, communities, and businesses to create buildings for working and living in that are sustainable, affordable and enhance the environment.
3	Continue our progress as a world-leader for recycling contributing towards Wales’s net zero waste goal.
4	To protect and enhance the biodiversity and environment of Newport’s urban and rural communities, improving well-being and health.
5	Transform Newport’s highways and transport system to improve air quality and safety. Promote active travel across the city and south east Wales region.
6	Collaborate and support investment into a digital infrastructure which will provide equitable access for residents and businesses across Newport.
7	Support and champion reputable businesses that comply with environmental and regulatory requirements and take action against organisations that do not.

Draft Well-being Objective 3 – Preventative and Equitable Community and Social Care

Newport is a supportive city where communities and care are at the heart of what we do.

Wales' Well-being Goals Supported:



**A Healthier
Wales**



**A Wales of
Cohesive
Communities**



**A Wales of
thriving Culture &
Thriving Welsh
Language**



**A more Equal
Wales**

Why did we choose this objective?

Newport has diverse and rich cultural communities which come together, support each other to improve the areas they live in, and safeguard our most vulnerable citizens. Over the next five years we are aiming to have a more co-operative approach with service users, families, carers, health, landlords, community, and social care sectors to work together to tackle inequality. This will ensure communities remain safe places and contribute towards making Newport a great place to live, work and enjoy.

We will also seek to have a sustainable social care sector, one that is able to ensure people including carers can get early intervention and access to the services they need. We also want to ensure people can be supported to live independent lives that are appropriate to their needs. This means supporting more providers that are focused on the well-being of their residents, service users, carers, and staff, not on profit.

Some ways that we will achieve this

1	Create sustainable adult, children's and prevention services through a co-production model with providers, service users, and carers to meet our statutory duties, future demands, and eliminate profit from children's social care.
2	Safeguarding our children, young people, vulnerable adults and families so that future generations can maximise their potential and have control over their lives.
3	We will support individuals and carers to maintain their independence and support them when they need help by providing equitable access to early intervention and prevention support.
4	Strengthening our investment in early intervention and prevention with a range of youth, play and community based activities supporting families and individuals to live positive and healthy lives
5	Reduce the number of people that are and/or at risk of becoming homeless through the provision of a holistic housing and preventative multi-agency support services.
6	Newport will be a City of Sanctuary which supports Asylum Seekers, refugees and our global community to settle and become part of our community.
7	Promote positive community inclusion and culture by engaging with key stakeholders and communities to address issues of anti-social behaviour and crime.

Draft Well-being Objective 4 – An Inclusive, Fair and Sustainable Council

Newport City Council is an inclusive organisation that places social value, fairness and sustainability at its core.

Wales Well-being Goals Supported



**A more Equal
Wales**



**A Wales of
Cohesive
Communities**



**A Wales of Vibrant
Culture & Thriving
Welsh Language**



**A Globally
Responsible Wales**

Why did we choose this objective?

The long-term well-being and sustainability of Newport City Council is essential if we are to deliver services to communities and businesses across Newport. The sustainability of the council is about ensuring that our finances provide value for money to the citizens of Newport and that we invest in opportunities that support socio-economic improvements. We must also ensure our assets (e.g. buildings, fleet and procurement) are suitable for future generations to use and support the council's commitment to be net zero carbon by 2030.

Residents will be at the centre of our aspirations to improve our service delivery. This means residents can access our services however they want, whether face to face or online. We also want communities and groups to be able improve the places where they live through volunteering, taking on and using council buildings or deciding how funding is awarded to projects across the city.

We also want Newport City Council to be an inclusive organisation which represents the people of Newport. The council must be an employer of choice that offers employees equitable opportunity to work and deliver high quality services for the people of Newport. The council must also be involved in decisions made at a regional and national levels to ensure we can maximise the opportunities for Newport and benefit from major investment.

Some ways that we will achieve this

1	Become an inclusive organisation that represents the citizens of Newport, providing equitable opportunity for people to succeed and places the citizen at the centre of decision making.
2	Transform our neighbourhood and community services to enable communities to make best use of land and property through community asset transfer.
3	Deliver our organisational Climate Change Plan to become a net zero organisation by 2030.
4	Provide fair access to the council's in-person and digital services, including digital skills training and support.
5	Promote and improve the way in which residents and businesses can interact with the council's democratic process and decision making.
6	Rationalise, protect, and enhance our buildings and assets enabling co-productive working environments with our strategic partners, public sector bodies and other organisations.
7	Generate opportunities to build wealth across Newport's communities through progressive procurement of goods and services and other initiatives such as participatory budgeting

Wales's National Well-being Goals - DRAFT

The delivery of our well-being Objectives supports Wales' Well-being of Future Generations Act (the Well-being Act) which requires all public bodies in Wales to think about the long-term impact of our decisions and to work with our communities, people, and each other to prevent persistent problems such as poverty, health inequalities and climate change.

The Well-being Act has put in place seven well-being goals that all public bodies, including Newport City Council must work towards in this Corporate Plan:



A prosperous Wales	A Wales of cohesive communities
A resilient Wales	A Wales vibrant culture and thriving Welsh Language
A healthier Wales	A globally responsible Wales
A more equal Wales	

In developing our objectives we considered these to have the widest impact and generate the best opportunities for Newport to become an exciting place to live. Each objective in this Plan will outline why this is a priority for Newport City Council and the strategic priorities that will contribute towards the achievement of the objective. Below we have outlined how our vision and objectives will contribute towards Wales' Well-being Goals:

 <p>Long Term</p>	<p>The last five years have demonstrated how quickly the world is changing and the need to respond to the short term needs of our communities and meet the longer term challenges in Newport, Wales and globally. It will be important to ensure the Council is in a position now and in future to deliver sustainable services to the residents and businesses of Newport.</p> <p>This Corporate Plan will look to deliver positive changes that will create a vibrant and resilient economy and creating places for communities to feel safe, enjoy and access the services they need. This also includes working towards breaking down the structural inequalities faced by disadvantaged and vulnerable groups in Newport through providing equitable access to services, education, training and jobs now and over the next 20 years.</p> <p>We are committed to becoming net carbon neutral by 2030 and to enhance the unique bio-diversity that our future generations can enjoy. It is important that we start making these changes over the next 5 years and enable Newport's communities and partners to reduce their carbon emissions and adapt to the impacts of climate change. This Plan will also take opportunities to start changing the way which we travel across Newport and the region ensuring people and businesses are able to connect and contribute towards a resilient and vibrant economy.</p> <p>It will be essential to address the short term impacts of the Covid pandemic, poverty and cost of living across our communities. This means ensuring people have access to early intervention and prevention services and ensuring that that they have control over their lives and can contribute towards their communities.</p>
 <p>Collaboration</p>	<p>We recognise that we cannot achieve many of our objectives and priorities alone and that we will need to work collaboratively locally, regionally and nationally to make these changes a reality. Each objective will be overseen by the Council's Cabinet and Executive Board ensuring that we will collaborate together to provide best value and maximise the opportunities across the Council.</p> <p>This means using our existing networks such as the BID Newport, schools, Public Services Board, Cardiff Capital Region, Regional Partnership Board and Welsh Government as well as developing new networks and approaches across a variety of sectors and organisations. Many of the priorities, programmes and projects in the Plan are building on what the Council has set out in its strategies and plans as well as the priorities set at national and regional levels in Wales.</p> <p>As we progress in the delivery of this Plan we will be working across all sectors whether this is private, public sector, not for profit and voluntary groups to share ideas, find innovative and sustainable solutions to tackle the many issues faced by the Council, communities and businesses.</p>
	<p>The achievement of our objectives, programmes and projects will be delivered with the service user and citizen at the centre of decisions. This means involving those impacted throughout the process to help us shape the way services are delivered and the way our communities can contribute creating exciting places to live, work and enjoy.</p> <p>The development and delivery of this Plan will use a variety of methods and opportunities for people to become involved in Council activities whether this is taking part in consultations, contributing towards the democratic process, or providing your feedback on the way we have delivered our services.</p>

<p>Involvement</p>	<p>It is important to Newport Council that we will ensure that views can be provided equitably and that the voices of everyone can be heard. Delivery of the Council's Strategic Equality Plan, and Participation Strategy are already enabling people from disadvantaged and protected characteristic groups to participate in the decisions that we make. Building on this positive approach, we will build on this work becoming an inclusive organisation which represents citizens of Newport. We have outlined in the Plan the Council's principles in involving and delivering the Well-being objectives.</p>
<p> Integration</p>	<p>The development of the Corporate Plan has considered how each of the objectives and priorities will contribute towards Wales' Well-being Goals. The Plan outlines each Goal which they will be supporting over the next 5 years. As we progress with the delivery of the Corporate Plan we will be working with our local and regional partners to help support the achievement of ours and their vision and objectives. For example, Newport Council will be working with Cardiff Capital Region, Gwent Public Services Board, Regional Partnership Board and the individual organisations to ensure there is synergy in our aims for Newport and to ensure Newport maximises the opportunities offered through integrated approaches that will benefit Newport's communities. In the development of this Plan we have integrated the priorities of our strategic plans, service area priorities and the priorities of the Council's administration. As we deliver against our Well-being Objectives and priorities, the Corporate Plan will evolve, considering the ongoing external and internal changes of the organisation and the city. As an organisation we regularly review and challenge ourselves on our objectives, priorities and Plans to ensure they reflect the priorities of communities and the Council. This will also mean considering and integrating the Well-being Act's sustainable principle and of 5 ways of working, Equality Impact Assessment including Socio-economic duty, and Marmot principles in the decisions we make.</p>
<p> Prevention</p>	<p>Each of the objectives have considered the actions that we will need to take now to prevent problems from taking place or getting worse across our communities and Council services in the long-term. The Corporate Plan provides many opportunities to tackle the increasing demand faced by our services and getting to the root causes of these pressures. The last 3 years has seen the impact which Covid, subsequent restrictions and cost of living have had on many communities in Newport. We are fully aware of the challenges faced by our economy, social care system, education and communities and have already taken steps to prevent the immediate impacts. This plan builds on the work delivered during this period and will be working collaboratively to provide prevent these areas from getting worse and improving the long term outcomes in health, socio-economic position and life expectancy in Newport. There is significant evidence that the changing climate is already having an impact on our communities, bio-diversity and environment in Newport. We will be working across all sectors to prevent further impacts on our ecosystem ensuring we find different ways to reduce our carbon emissions but also to enhance and protect our environment. This will not only provide opportunities for long term employment and economic benefits but will also contribute towards improving the health and well-being of citizens in Newport. Through involvement and collaboration with our partners, communities and businesses we will be designing and delivering early intervention and prevention services for people to take control of their lives and improve their outcomes but also as necessary for the Council to provide the additional help when they need it.</p>

Delivering the Corporate Plan

The delivery of the Corporate Plan cannot be achieved by Newport City Council alone. For each objective, strategic priority, and project, we will do our part alongside our strategic partners, other public bodies, charities, not for profit organisations and the private sector. But we will also need you, the people of Newport, communities, groups, and businesses to help us make these become a reality. We need you to tell us what is important to you and where we can do better make Newport a great place to live, work and enjoy.

Further information on how you can contribute can be found on '*How you can get involved*'.

Principles of Delivering the Corporate Plan

Over the next five years we will ensure that the decisions we make involve the people, communities and groups that use our services and live in our city. To achieve this, we have outlined a set of principles which are aligned to our statutory duties of fairness and equality (including socio-economic duty, sustainability principles, five ways of working, Marmot and Fairness Commission principles). These principles are:

Fair and inclusive – Ensuring everyone has the same opportunities. People feel like they belong and are included in decisions and services delivered by the council.

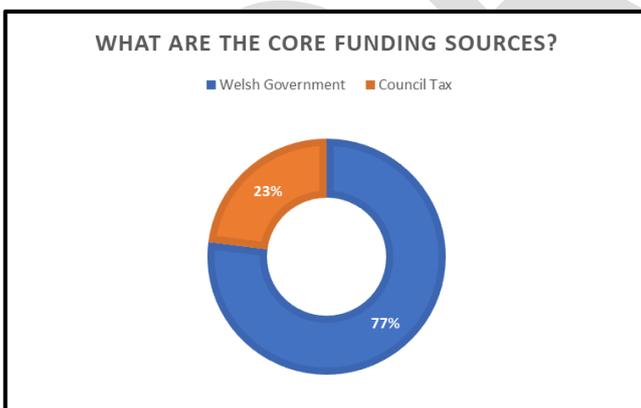
Empowering each other – We will collaborate and enable communities, groups and partners to thrive, providing them with the tools they need to improve Newport.

A listening council – The views of communities, service users and partners will be used to understand the priorities of the citizen, improve the services we deliver and to shape the places you live in for future generations.

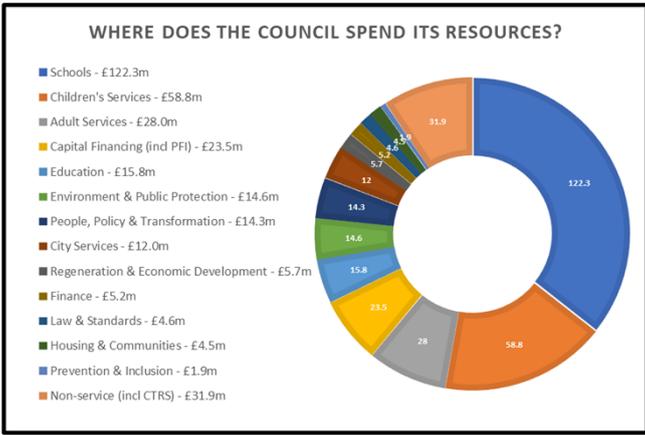
Newport's values – Everyone who works and represents Newport City Council will put the citizen first, focusing on our core organisation values, expected behaviours, accountability and ability to innovate.

Finance - Revenue and Capital.

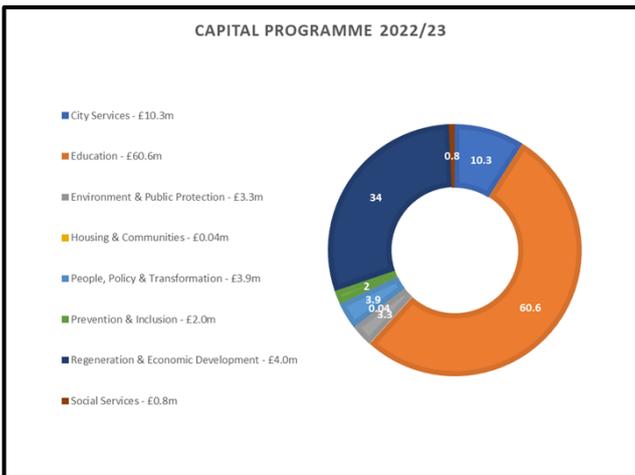
The Corporate Plan will be delivered alongside the Council's Medium Term Financial Plan (MTFP). The MTFP sets out how much funding the Council may have available to it and the needs of the services to be funded.



The day to day costs of the Council is delivered through the Council's revenue budget. This is funded from the Welsh Government Revenue Support, Council Tax and Business Rates.

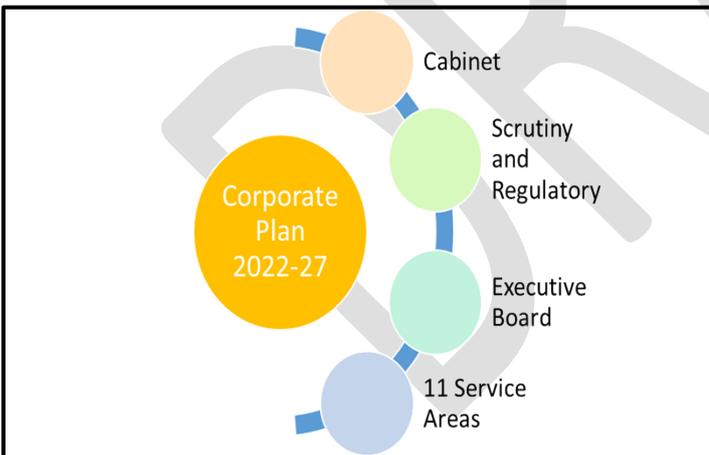


The budget is allocated across the Council's service areas including schools to ensure that we deliver our statutory duties and ensure best value is provided to residents and businesses across Newport.



To deliver and maintain the City's new facilities, major repairs and maintenance, we have a Capital account. The Council's five year Capital Programme sets out how the Council will deliver the major projects and programmes throughout the delivery of this Corporate Plan.

Governance and Structure



The council's Cabinet will lead and have oversight over the delivery of the Corporate Plan including key organisational strategies, transformation plan and service plans.

The council's scrutiny and regulatory committees will review and monitor the progress of delivery against the council's Corporate Plan, strategies, and statutory services.

The council's senior team led by the Chief Executive will oversee the strategic delivery of the council's Corporate Plan, Transformation Plan, and service area delivery.

The Heads of Service will be responsible for the operational delivery of their services and delivering the Corporate Plan and transformation programme.

Monitoring and Reporting against the Corporate Plan

To ensure that we are progressing against our objectives in the Corporate Plan, we will be undertaking regular monitoring and reporting which is supported through the Council’s Planning, Performance and Risk management Framework. This will be embedded throughout all levels of the organisation to ensure that we promote and champion where we are doing well and take action where we need to improve. Some of our monitoring and reporting includes.

<p>Annual Corporate Well-being & Self-Assessment Report</p>	<p>Every year we will publish our Annual Corporate Well-being & Self-Assessment Report. This report provides an overview of the Council’s progress against the Corporate Plan Objectives, our performance and the improvements that we are going to make in future years.</p> <p>We will also conduct an independent peer review. This will provide assurance on the effectiveness and robustness of our governance and performance arrangements in place to deliver our Well-being Objectives and the council services.</p>
<p>Transformation Plan</p>	<p>The Transformation Plan and Reporting will oversee the delivery of our key programmes and projects set in this Corporate Plan that will change how we deliver our services and improve the communities of Newport.</p>
<p>Service Plans</p>	<p>The Council’s 11 service areas will have a service plan which will outline how they will contribute and deliver the Corporate Plan, and improve the services they provide. Copies of the Service Plans 2022-24 can be accessed here.</p> <p>Each service area will provide six monthly (Mid-Year and End of Year) updates on the progress of their service plans to the Council’s performance scrutiny committees.</p>
<p>Strategy and Statutory Monitoring and Reporting</p>	<p>The Council has several strategic plans and statutory requirements which it reports annually. Some of these include Strategic Equality Plan, Welsh Language Strategy, Climate Change Plan, Welsh Education Strategic Plan, Digital Strategy.</p> <p>The performance against these strategies and statutory requirements are reported to the Council’s scrutiny, regulatory and cabinet meetings through our democratic process.</p>
<p>Staff Performance Management</p>	<p>The Council’s staff undertake regular staff performance and wellbeing meetings in the form of Check-ins. Checking-in with our staff on their performance and health and wellbeing enables our staff to contribute effectively towards the achievement of this Plan and to ensure we provide the best possible services to our residents, businesses and visitors in Newport.</p>

People Plan

Delivery of our 5-year Corporate Plan relies on our workforce’s ability to achieve the aspirations set within. Once our Corporate Plan is agreed the Council will create a new People Plan that aligns and supports our Corporate Plan and contributes to how we will achieve the highest quality service delivery for the people of Newport.

Our People Plan will support our aspiration to become an employer of choice by enhancing the relationship between the Council and its workforce. As well as underpinning and enabling our workforce to successfully deliver on the aspirations in our Corporate Plan, our people plan will drive inclusive employee engagement, productivity, and the Councils workforce potential to achieve for the next 5 years.

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Scrutiny Report

Overview and Scrutiny Management Committee

Part 1

Date: September 2022

Subject Strategic Equalities Plan (SEP) Annual Report 2021-22

Author Policy and Partnership Manager

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject	Page Numbers
Rhys Cornwall	Strategic Director for Corporate and Transformation	
Tracey McKim	Head of People, Policy & Transformation	
Janice Dent	Policy and Partnership Manager	

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

The Committee is asked

1. Whether the Annual Report reflects a true and fair account of the council’s progress towards achieving the objectives defined in the Strategic Equality Plan 2020-24 for the period in question – 2021 – 2022.
2. Whether the Annual Report highlights the ongoing commitment to Equalities effectively and focuses on appropriate successes and highlights successes and good work
3. Whether the Annual Report highlights the ongoing commitment to equalities effectively and focuses on appropriate areas for development
4. Whether it wishes to provide comment and recommendations on the Annual Report to Cabinet

2 Context

Background

- 2.1 The Annual Report on the Strategic Equality Plan demonstrates the progress made against the Equality Objectives identified in the Council's [Strategic Equality Plan 2020-2024](#) (SEP).

The SEP sets out six Strategic Equality Objectives to support the council's duty to pay due regard to the need to promote equality of opportunity, foster positive relationships between community groups, and eliminate discrimination, as contained within the Equality Act 2010.

The six Strategic Equality Objectives are:

1. Leadership, Governance, and Involvement - Newport City Council has strong leadership and clear governance around equality, ensuring robust monitoring processes and regular meaningful stakeholder engagement
2. Customer Service and Access - Newport City Council's services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need
3. Representative Workforce - Newport City Council has a workforce that represents the city and is a workplace with an inclusive culture which recruits, develops and retains staff
4. Community Cohesion - Newport City Council promotes positive relationships between different communities, supporting integration and effectively identifying emerging community tensions
5. Learn Well - Newport City Council supports the well-being and attainment of the city's pupils, and actively looks to address any disparity in achievement of vulnerable learners
6. Independent Living - Newport City Council contributes to the city being a great place to live, to grow older and live independently, and has in place a range of services that accommodates people in different situations

As part of our duties under the Equality Act (2010), Newport City Council is required to produce and publish an Annual Report outlining the progress that we have made against our Strategic Equality Objectives which are set out in our Strategic Equality Plan (SEP) 2020-24. This Annual Report sets out a summary of key achievements against our identified Objectives and outcomes, a detailed update on work to meet each Objective and finally, our workforce equality data which is also a publishing requirement under the Equality Act (2010)

The statutory deadline for publishing the annual report is the end of the year, on the council's website, with relevant notification and advertising of publication via relevant channels, including social media.

This report relates to the second year of delivery of our 2020-2024 SEP. During the year, progress against our Strategic Equality Objectives is monitored and supported by the council's Strategic Equalities Group (SEG). This group is chaired by the Cabinet Member for Organisational Transformation, and membership includes representation from Newport's Fairness Commission, Trade Unions, Elected Member Equality Champions, Staff Support Networks Chairs, and service area lead officers.

The SEP Annual Report is presented to the Overview and Scrutiny Management Committee for a **strategic overview** to work alongside the performance monitoring completed by other Committees.

Previous Consideration of this item

- 2.2 This is the first draft of the annual report considered by the Overview and Scrutiny Management Committee and is based upon previous consideration of the Strategic Equality Plan and the previous annual report.

3 Information Submitted to the Committee

3.1 Attached at **Appendix 1** is the Strategic Equality Plan Annual Report 2021/22.

4. Suggested Areas of Focus

The role of the Committee in considering the report is to:

- Consider and make comment on the content of the Annual Report and key achievements as outlined
- Determine whether the content of the report is a true reflection of the council's Strategic Equalities performance in 2021-2022

- Conclusions:
 - What was the overall conclusion on the information contained within the report?
 - Is the Committee satisfied that it has had all of the relevant information to base a conclusion on the quality of the Annual Report?
 - Do any areas require a more in-depth review by the Committee?
 - Do the Committee wish to make any Comments / Recommendations to the Cabinet?

Suggested Lines of Enquiry

4.1 The Committee may wish to consider:

- How progress of compliance against the Strategic Equalities Plan is monitored
- Is the report a fair and honest reflection of current performance
- Whether all staff members, senior management and relevant stakeholders are effectively engaged effectively to deliver against the Plan

Section B – Supporting Information

5 Supporting Information

5.1 [Strategic Equality Plan 2020-24](#)

6 Links to Council Policies and Priorities

This Annual Report outlines the council's performance against the Strategic Equality Plan, performance in line with key policies and provides a high-level review of activities deliberately aligned with Newport's wellbeing objectives, to build cohesive and sustainable communities, and to improve skills, education, and employment opportunities.

7 Wellbeing of Future Generations (Wales) Act

Activities in relation to delivery of the Plan will support the Five Ways of Working under the Wellbeing of Future Generations (Wales) Act.

Highlighting the key achievements, development of new policies and monitoring performances across the council will help the achieve a number of goals and targets and will contribute to the Wellbeing Goals of a prosperous Wales, a more equal Wales, a Wales of cohesive communities and a Wales of vibrant culture and thriving Welsh language

The report covers the work undertaken with strategic groups including the Strategic equality Group, stakeholders, and partners to achieve the strategic objectives. The key themes and actions in the report underpin them and balance short term needs with the delivery of medium to long-term solutions.

It identifies key successes towards the plan and shows how the council has worked towards each of the strategic objectives and how this is steering the work of the council, partners, and communities across Newport.

8. Background Papers

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan](#)
- [Socio-economic Duty Guidance](#)
- [Public Sector Equality Duty](#)

Report Completed: August 2022

Strategic Equality Plan 2020-2024

ANNUAL REPORT 2021-22

Forewords from Cabinet Member for Organisational Transformation and Chief Executive – *to be added to final report*

Introduction

As part of our duties under the Equality Act (2010), Newport City Council is required to produce and publish an Annual Report outlining the progress that we have made against our Strategic Equality Objectives which are set out in our Strategic Equality Plan (SEP) 2020-24. This Annual Report sets out a summary of key achievements against our identified Objectives and outcomes, a detailed update on work to meet each Objective and finally, our workforce equality data which is also a publishing requirement under the Equality Act (2010).

This report relates to the second year of delivery of our 2020-2024 SEP. During the year, progress against our Strategic Equality Objectives is monitored and supported by the council's Strategic Equalities Group (SEG). This group is chaired by the Cabinet Member for Organisational Transformation, and membership includes representation from Newport's Fairness Commission, Trade Unions, Elected Member Equality Champions, Staff Support Networks Chairs, and service area lead officers.

Summary of Achievements

The table below sets out a summary of key achievements during this reporting period against each of our Strategic Equality Objectives and outcomes. Further details on activities can be found in the relevant sections of the report.

Strategic Equality Objective	Outcome	Achievements
Leadership, Governance, and Involvement	Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city	<ul style="list-style-type: none"> Inclusive Leadership training completed by nearly 300 Senior Leaders and Managers. Leader appointed as WLGA Spokesperson for Equalities, Migration and Anti-Poverty Significant dates, including LGBT+ History Month, Ramadan, Eid-al-Fitr, Holocaust Memorial Day, Pride Month, Lunar New Year, Refugee Week, Windrush Day, Gypsy, Roma, Traveller (GRT) History Month, Transgender Day of Visibility, Black History Month and Hate Crime Awareness Week, have been recognised and promoted across the city.
	Newport City Council has a clear governance structure in place to monitor equality performance across the organisation	<ul style="list-style-type: none"> Fairness and Equality Impact Assessments including the Socio-economic Duty against policy/decision making are ongoing and has been considered against a range of decisions
	Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision-making process	<ul style="list-style-type: none"> £415,000 of funding has been distributed to 79 community projects, overseen by and a representative community steering group, working closely with Newport's Fairness Commission.
Customer Service and Access	We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access	<ul style="list-style-type: none"> Accessibility Stakeholder Group continues to advise on council projects Equality, Hate Crime and EUSS awareness sessions delivered to all senior customer service staff Development of corporate guidance on interpreting and translation to ensure service is culturally and linguistically sensitive
	Complaints relating to discrimination are managed in a way that ensures organisational learning	<ul style="list-style-type: none"> The council's complaints monitoring process now includes the collection and analysis of demographic data

	Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced	<ul style="list-style-type: none"> • Inclusive cycle scheme is fully operational and has engaged with a wide range of Newport residents • Disability inclusion training delivered to Newport Live staff and added to staff induction programme • Newport Live signed up to the Disability Confident employer scheme
Representative Workforce	Staff with protected characteristics are better represented at all levels throughout the organisation	<ul style="list-style-type: none"> • Update to internal demographic monitoring categories based on census categories to better reflect local communities
	Diverse staff have a voice within the organisation, and are listened to	<ul style="list-style-type: none"> • Staff networks for disabled, LGBTQ+ and ethnic minority staff continue to provide a platform for staff from under-represented groups to influence our workplace policy, service delivery and strategic decision making
	The potential for unconscious bias in recruitment processes is recognised, and minimised	<ul style="list-style-type: none"> • All managers are receiving Inclusive Leadership training, which includes raising awareness of issues related to bias in recruitment • Recruitment and selection e-Learning module now available for all managers
Community Cohesion	Everyone living in Newport feels welcomed, and integration is supported by local communities	<ul style="list-style-type: none"> • Significant support provided to EU citizens in Newport ensured eligible residents could submit late applications to the EU Settlement Scheme post deadline • Established Hardship Group and a referral pathway to manage complex cases of hardship that arise as a result of insecure migration status
	Community tensions are monitored and mitigated effectively	<ul style="list-style-type: none"> • Fortnightly community tensions meeting and weekly community dial in established in partnership with Gwent Police
Learn Well	There is greater parity in attendance and exclusion rates for all pupils in Newport	<ul style="list-style-type: none"> • Development and roll out of Emotional Based School Avoidance (EBSA) support and resources for schools • Exclusions and work focussed on violence reduction in schools
	We have a better understanding of the challenges faced by potentially marginalised pupils	<ul style="list-style-type: none"> • Preparing schools for the requirements of the Relationships and Sexuality Statutory Education Code (RSE) • A Whole-Schools approach to emotional wellbeing and to help schools achieve the aims set out in the Welsh Government's Framework (2021)
Independent Living	People are empowered to live in their own accommodation for longer	<ul style="list-style-type: none"> • During the year over 2,665 people were supported by all floating support schemes to access and maintain their accommodation, including adults with learning disabilities and refugees

		<ul style="list-style-type: none"> • Floating support scheme supported 20 unaccompanied asylum-seeking children (UASC) to increase opportunities for independent living
	People are empowered to play an active role in their local communities	<ul style="list-style-type: none"> • Community Connectors continue to support people to connect with, and be involved with, their local communities
	The city is responsive to the accommodation needs of victims of domestic abuse	<ul style="list-style-type: none"> • Housing Support Grant continues to fund projects for people escaping domestic abusive relationships, including specific provision for people from ethnic minority backgrounds • 381 women supported by the Domestic Abuse Floating Support service to remain in their own homes • New scheme launched for women subject to sexual and financial exploitation in a 'safe house'. • Funding to provide an additional DAFS support worker to oversee the DACC (Domestic Abuse Conference Calls) calls from Gwent Police.

DRAFT

Equality Objective 1: Leadership, Governance, and Involvement

“Newport City Council has strong leadership and clear governance around equality, ensuring robust monitoring processes and regular meaningful stakeholder engagement”

Governance

To deliver on the objectives we set out in our Strategic Equality Plan, we need to lead by demonstrating our commitment to equality and being an example of good practice. Since publishing our Strategic Equality Plan, we have worked hard to ensure that our equality

- ☒ Newport City Council shows clear and consistent leadership in promoting equality and diversity across the city
- ☒ Newport City Council has a clear governance structure in place to monitor equality performance across the organisation
- ☒ Newport City Council will improve how it understands the impact of changing services by engaging residents and relevant groups in the decision-making process

objectives will be delivered effectively over the lifetime of the Plan. In the last reporting period, we established themed delivery groups, including Representative Workforce and Customer Service and Access Groups, which bring key officers together to progress these areas of work.

We also reviewed the Terms of Reference and membership of our Strategic Equalities Group, which is attended by our Elected Member Champions for equality, service area representatives from across the council, and the Chairs of our Staff Support Networks.

This year, we have continued our work to increase the understanding of the Socio-Economic Duty (SED) and embed its principles in our strategic decision-making process. Last year we appointed a Cabinet Member lead for the Duty and updated our Fairness and Equality Impact Assessment process to fully reflect the Duty and provide a more streamlined, integrated assessment tool for decision-makers. SED assessments are now part of our policy development and strategic decision-making process. The Duty has been considered against a range of decisions to ensure we reduce inequalities for those who experience socio-economic disadvantage.

Leadership

During this reporting period, we continued to stand with our minority ethnic communities, which the COVID-19 pandemic has disproportionately impacted. We also acknowledge the devastating impact social injustice in the UK and worldwide has had on local communities. Last year we signed up to Race Council Cymru’s [Zero Tolerance to Racism](#) policy for Wales. In October, our Diversity Staff Network launched its anti-racism guide, followed by a series of well-attended anti-racism workshops. We remain committed to promoting a zero-tolerance approach to racism throughout the council and contributing toward building an Anti-racist Wales.

The Leader of the Council, Councillor Jane Mudd, was appointed as the Welsh Local Government Association (WLGA) spokesperson for Equalities, Migration and Anti-Poverty.

During the period, we mandated equality and diversity training for all council staff, starting with an Inclusive Leadership course for all senior leaders and managers. Inclusive leadership is a vital part of achieving the equality objectives set out in our Strategic Equality Plan and ensuring senior staff are enablers of change within the council. Approximately 300 senior leaders and managers completed Inclusive Leadership training, and we have scheduled additional workshops during 2022-23 to ensure all senior staff participate.

Involvement

We recognised the impact that COVID-19 had on many of our minority, marginalised or isolated communities and developed a comprehensive Community Impact Assessment (CIA) to inform our response and recovery work. The CIA focusses on the effects experienced by people that share Protected Characteristics, but also on socio-economic factors, like employment and risk of poverty, community cohesion and migration. The CIA was informed by available evidence and research, as well as a series of themed engagement sessions with communities.

The CIA informed both our strategic recovery aims and the development of a Participatory Budgeting programme, delivered in partnership with Public Health Wales and external consultants, Mutual Gain. Following the successful delivery of the first round of this programme, we were able to repeat this process, generating ideas and helping the community to develop local projects that could help the vulnerable groups identified emerge from the pandemic. A 2-day event was attended by Newport residents, who voted for those initiatives most likely to benefit diverse communities. In total, this programme distributed £415,000 of funding to 79 projects. Large grants were awarded to Newport Sudanese Community, Community House Eton Road, Maindee PTA, Home-Start Cymru and Kidscape.

It is important to demonstrate our commitment to equality and ensure it is visible to staff and communities. We have worked hard to communicate our plans, raise the profile of our work, and promote key dates and celebrations, including LGBT+ History Month, Ramadan, Eid-al-Fitr, Holocaust Memorial Day, Pride Month, Lunar New Year, Refugee Week, Windrush Day, Gypsy Roma Traveller (GRT) History Month, Transgender Day of Visibility, Black History Month and Hate Crime Awareness Week. To ensure our communications are meaningful, messaging on our internal and external platforms have been supported by awareness sessions, partnership events and the distribution of learning materials.

Focus on the future

Priorities for the next year include:

- Working in partnership with Welsh Government and the WLGA to deliver on recommendations made in the Welsh Government's Race Equality Action Plan
- Further developing our Fairness and Equality Impact Assessment processes and deliver training to staff on its use
- Deliver bespoke equalities training to all staff across the organisation, supported in consultation with our Staff Networks to share the value of lived experience

- Work to develop our Elected Member champion roles

Equality Objective 2: Customer Service and Access

“Newport City Council’s services are accessible to everyone in Newport, providing services that are both inclusive and considerate of individual need”

- ☒ We have a better understanding of the demographics of our service users, and reflect these in service design, removing barriers to access
- ☒ Complaints relating to discrimination are managed in a way that ensures organisational learning
- ☒ Through close partnership working with Newport Live barriers to accessing sports and leisure provision in the city will be reduced

Access

A focus on accessibility and inclusion is key to ensuring that the council provides equitable access to services in the future. Despite the challenges that COVID-19 has presented in the last two years, we have made progress on several of the outcomes we identified within this objective.

Last year, in response to the physical changes that were required to the city centre because of the pandemic, we established an Accessibility Stakeholder Group (ASG) to review and consider how projects relating to the city centre and council services impact on accessibility.

The group brings together several local stakeholders, including disabled members of the public and third sector organisations. It has shaped our approach to reopening the city centre following periods of national lockdown. The group regularly contributes to planning and project delivery and acts as a critical friend to a range of service areas within the council.

Receiving feedback, practical solutions, and ideas for improvement from people that have lived experience of barriers to access has been invaluable. This year the group has met monthly and continued to influence changes to active travel routes, pedestrianisation of the city centre and ongoing plans for new developments like our city centre leisure provision and the Devon Place bridge.

Complaints and Customer Service

This year we have continued to see changes in the way that we deliver services to the public. While Covid-19 restrictions were eased, we still needed to be cautious in our approach to protect staff and residents. The MCS (My Council Services) Team have had to adapt and prioritise service area requests and development work this year to manage Welsh Government initiatives provided through Local Authorities, such as cost of living payments. These initiatives have seen an increase in requests received online and through the Contact Centre.

As most service requests were received online and through our contact centre, we analysed BrowseAloud and Language Line data to ensure we delivered services in a form, language,

and manner accessible to people from diverse backgrounds. This allowed us to understand accessibility issues better, develop multilingual assets in community languages, and provide corporate guidance on interpreting and translation to support staff. In addition, all senior customer service staff received equality and diversity training, including Hate Crime and EU Settlement Scheme awareness, to ensure that they better understand the needs and concerns of minority communities.

In September 2021, we opened a temporary Face to Face facility for high-priority services such as Housing, Council Tax and Housing Benefits. We set up a dedicated service at the Riverfront, which was available through appointment-only bookings to manage the flow of visitors due to limited space and resources. We consulted the Accessibility Stakeholder Group regarding interim measures and permanent service relocation to ensure we maintained accessibility for people with disabilities. We aim to complete the relocation project to move services into the Central Library Museum and Art gallery by January 2023.

In this reporting period, we have also made some improvements to data collection and demographic monitoring across our customer service and complaints departments.

Engagement in Sports, Leisure, Art, and Culture

This year, we have worked with partners to develop and implement programmes that reduce barriers to accessing public sports and leisure services within the city. Our Parks & Recreation team has continued working with Newport Live to deliver the "Wheels for All" scheme, an inclusive adapted cycling programme within Tredegar Park that is free for Newport residents. The range of adapted bikes available has opened the opportunity to cycle to people of all abilities and ages, with tandems and wheelchair-accessible bikes addressing and further reducing a particular barrier for disabled people. The scheme has been a considerable success, providing seven hundred rides and enabling people to access cycling in a safe, traffic-free environment within Newport. Before the launch of this project, disabled children and adults had to travel to Cardiff or Bristol to access or participate in adapted cycling schemes.

Our partners, Newport Live have also signed up to the Disability Confident employer scheme and added disability inclusion training to their staff induction training programme. All existing and new staff to the organisation will receive disability inclusion training from a Disability Sport Wales tutor to ensure staff are equipped to assist disabled customers and aware of the opportunities available. This will help further reduce barriers to accessing sports and leisure provision for disabled people within Newport.

Focus on the future

Priorities for the next year include:

- Consulting with our Accessibility Stakeholders Group on key projects, including the move of our Information Station and development of our new leisure provision
- Improving data collection and demographic monitoring across our customer service and complaints departments
- Embedding Accessibility Standards across our digital platforms

- Diversity and inclusion review of Arts and Culture provision
- Continued development of Newport Live programmes to ensure opportunities for as wide a range of people as possible.
- Continue progress on the Disability Sport Wales ‘insport’ Gold kitemark scheme.

Equality Objective 3: Representative Workforce

“Newport City Council has a workforce that represents the city, and is a workplace with an inclusive culture, which recruits, develops, and retains staff”

- ☒ Staff with protected characteristics are better represented at all levels throughout the organisation
- ☒ Diverse staff have a voice within the organisation, and are listened to
- ☒ The potential for unconscious bias in recruitment processes is recognised, and minimised

During our public consultation on our Strategic Equality Plan, we received feedback that made it clear that developing an empowered and more representative workforce would be key to achieving our vision of a more equal Newport.

Like many organisations across the country, the last two years have been characterised by unprecedented workforce disruption. At the beginning of the pandemic, Newport City Council transitioned from a mainly office and location-based workforce to one largely working from home. However, unlike many other organisations, we were also responsible for many of the essential services required to keep society moving during the various lockdowns.

Despite these challenges, we have made significant progress towards meeting our Strategic Equality Objectives as we adapt to the new normal.

Recruitment

Our Recruitment Working Group continues to meet to consider how we can develop a more inclusive recruitment strategy. This year we have extended the training provided to all managers to include e-learning on recruitment and selection. In addition, all managers are receiving Inclusive Leadership training, which includes raising awareness of bias in recruitment and ways to address unconscious bias in the recruitment process. This means that decisions of selection and shortlisting panels are less likely to be impacted by unconscious bias.

We have also seen a significant increase in the proportion of applicants for our senior leadership roles from those with a minority ethnic background. The recruitment campaign for Heads of Service featured dedicated EDI content, including information on staff networks, an anti-racism statement and links to our Strategic Equality Plan. This campaign received a positive response from applicants from underrepresented communities. Unlike previous senior leadership recruitment campaigns, the proportion of applicants from minority ethnic backgrounds was comparable to our resident population.

Staff Networks

To help us foster an inclusive culture, we have established a range of support networks for staff from under-represented groups to contribute to and support the delivery of our equality priorities, internally and across our communities. Last year we established two Staff Support Networks, the Diversity Network for staff from an ethnic minority background and IN-NCC, a network for disabled staff.

This year we established an LGBTQ+ Staff Network. Our Pride Network is for staff who identify as LGBTQ+ and seeks to reflect the diverse sexual and gender identities of LGBTQ+ within our community. Staff Networks are a powerful agent for organisational change and ensuring the voices of under-represented groups are heard, listened to, and able to influence policy and process. They are also a safe space for staff to share experiences and seek support.

We remain committed to ensuring Staff Networks have opportunities to influence organisational development and are included in strategic decision-making. The Chairs of our Networks were heavily involved in recruiting our new Heads of Service and are now part of representative interview panels for senior roles.

Workplace Culture

This year we have continued to work to increase the amount of content relating to equality and diversity visible to staff on our internal communications platforms. This has included marking significant dates throughout the year and topical updates on issues, including anti-racism, hate crime and gender identity. In October, during Black History Month, our Diversity Staff Network launched its anti-racism guide, followed by a range of workshops for staff. We have also offered a range of informal learning events for staff.

In addition, we continued our work with Proud Councils and are now one of 8 councils within the network to recognise and continue to improve our culture in relation to LGBTQAI+.

Focus on the future

Priorities for the next year include:

- Review and update of Bullying and Harassment Policy
- Improving our collection of staff data, increasing completion rates, and aligning with census categories to allow effective comparison
- Developing a range of entry routes to the organisation and promoting these to under-represented groups
- Embedding anti-racism principles within our workplace culture
- Developing Gender Identity and Dignity in the Workplace Policies

Equality Objective 4: Community Cohesion

“Newport City Council promotes positive relationships between different communities, supporting integration and effectively identifying emerging community tensions”

Everyone living in Newport feels welcomed, and integration is supported by local communities

Community tensions are monitored and mitigated effectively

As a local authority, community cohesion is a central theme within our equality related work plans, and our priorities in this area are informed by the delivery of the Welsh Government’s community cohesion work plan for local authorities. The ongoing implications of Brexit, the wider global migration crisis, and the disproportionate impact of the pandemic on minority communities have continued to present additional challenges to community cohesion.

Like last year, most of our cohesion work has been reactive, supporting communities to access information in their main languages, developing online communications channels to share important updates, responding to COVID-19, and addressing vaccine misinformation within some of our most vulnerable communities.

Hate Crime and Community Tensions

This year we continued our commitment to addressing all forms of hate as it affects our communities. We continued our fortnightly tensions meetings with our partners in Gwent Police, which enabled us to effectively monitor and mitigate emerging community tensions. We saw a significant rise in hate speech directed at LGBTQ+ communities, particularly trans and non-binary people. To tackle this, we have provided training on hate crime to frontline staff, highlighting discrimination faced by trans people and started work in schools as part of the Hate Crime in Schools Project. We have also delivered hate crime training to a range of community groups and our internal staff networks.

EU Settlement Scheme

As a result of the EU referendum and Britain’s exit from the European Union, EU, EEA or Swiss nationals and their family members resident in the UK by 31 December 2020 were required to apply to the EU Settlement Scheme (EUSS) to secure their rights to live, work and study in the UK. As of the end of the EUSS deadline, 10990 applications had been made to the EUSS by Newport residents.

From July 2021, people who failed to make an in-time or late application to the EUSS no longer had legal status in the UK. This year our teams have worked hard to promote awareness of the EUSS, including the deadline, late applications, and status entitlements. Our EU Citizens Forum continued to meet virtually, bringing together community members and third sector services to effectively address issues affecting EU citizens in Newport. We continued hosting awareness events for professionals on post-Brexit rights and coordinating

a weekly multi-agency drop-in for EU citizens to access immigration advice, EUSS application assistance, or other practical support.

This year we also signed up for the Afghan Citizens Resettlement Scheme (ACRS) and have been working closely with the Home Office, Welsh Government, and other local authorities to support Ukraine relief efforts and the development of new Ukraine Resettlement Schemes.

Hardship Group

Insecure immigration status can result in significant consequences and hardship for migrants. For example, people may have limited or no access to welfare benefits, housing, employment, education, and health services. The COVID pandemic has exacerbated the hardship faced by migrants with insecure or unclear migration status.

This year we established a Hardship Group and a referral pathway to manage complex hardship cases arising from insecure migration status. Representation includes Social Services, Housing, Connected Communities, and external partners such as Health services and third sector organisations. This group and associated referral pathway have contributed to a more structural approach to coordinating support and exploring sustainable solutions for those experiencing hardship. In addition, we have developed awareness-raising training which will be prioritised for all public-facing staff.

The impact of the end of free movement from the EU and the Nationality and Borders Act 2022, combined with the effects of the ongoing economic downturn, is likely to result in the continued increased demand for hardship support within Newport.

Focus on the future

Priorities for the next year include:

- Registering with the Office of Immigration Services Commissioner (OISC) to provide free immigration advice and representation to people with an insecure migration status
- Developing a council Hate Crime Policy
- Working with partners on an inclusive 'safe house' network with venues in Newport for LGBTQ+ People to feel safe in the city
- Developing a 'Welcome to Newport' app for newcomers to the city

Equality Objective 5: Learn Well

“Newport City Council supports the wellbeing and attainment of the city’s pupils and actively looks to address any disparity in achievement, of vulnerable learners”

☒ There is greater parity in attendance and exclusion rates for all pupils in Newport
☒ We have a better understanding of the challenges faced by potentially marginalised pupils

Covid-19 has continued to have a negative impact on learners through further disruption to education and through the detrimental effect on mental health and wellbeing, which became more evident on return to school. Schools have worked proactively to support the changing needs of their learners to ensure equity of provision and targeted intervention for their most vulnerable learners. Because of the pandemic, we have prioritised actions within our Strategic Equality Plan in relation to supporting the mental health and wellbeing of learners and co-ordinating a multi-agency approach to improving learner engagement.

Emotionally Based School Avoidance/EHE

In response to schools reporting a significant issue in the number of learners identified at risk of or currently not attending school due to emotional needs (EBSA), a task and finish group was established to consider the nature and scope of this matter and develop a training and support pathway for schools. The universal EBSA training for school staff has been coproduced and piloted with Newport Mind. A monthly delivery programme of this two-part training session has been offered to all schools. A half termly question and answer clinic session that consists of Education Psychologists, Education Welfare Officers and InReach Practitioners has been created for school staff to present ongoing cases that are causing a concern. There is an allocated slot in our Wellbeing panels to have EBSA focussed conversations about students who are causing concern.

Several Elective Home Education (EHE) activities have been arranged for children, young people and families including wellbeing, sport, performing arts and cookery.

Exclusions and work focussed on violence reduction in schools

Exclusions continued to be carefully monitored throughout this period on a weekly and monthly basis. The managed move panel continued to take place virtually with representation from senior leaders in all secondary schools. The development of a weekly ‘virtual inclusion helpline’ for all school-based staff gave a regular opportunity to meet with Teacher Advisers who can offer specialist advice and support to staff managing increasingly complex behaviours in schools, to try and minimise further disengagement of learners as well as look at longer term, appropriate strategies that can be utilised to support whole school communities. The introduction of NCC’s Violence Reduction protocol (September 2021)

developed utilising a multi-agency approach, led by officers from within the NCC Education and Youth Justice Services as well as support from Gwent Police and school-based staff. This new approach in response to serious incidents (violence related) occurring in schools seeks to provide specialist and targeted support for all those involved as well as exploring alternative options other than permanent exclusion of the learner.

Whole School Approach

Gwent Whole School Approach to Emotional and Mental Wellbeing was commissioned by Newport City Council as part of our bid to the Welsh Government's Whole-Schools Approach Development Fund. The purpose of this fund was to implement a whole-schools response to the mental health and emotional wellbeing challenges presented by COVID, lockdown, social distancing, and learners' return to school. The initial stages of the Post Covid Recovery work involved delivering two - day long training events hosted live on Microsoft Teams. The funds procured through the Welsh Government's Whole-Schools Approach Development Fund also enabled the Whole School Approach Team and Educational Psychology Service to procure training on Circles Solutions for schools from highly acclaimed psychologist Sue Roffey. Circle Solutions is a pedagogy to develop social/emotional skills based on the principles of ASPIRE (Agency, Safety, Positivity, Inclusion, Respect & Equity).

Preparing schools for the requirements of the Relationships and Sexuality Statutory Education Code (RSE)

During 2021-22, our Healthy Schools Officer has worked with primary schools to explore age-appropriate opportunities and sexuality within the curriculum as part of relationships and sexuality education (RSE) which becomes statutory for certain age groups from September 2022. We have provided all primary and secondary schools with resources to support their delivery of RSE. Many schools have engaged with Spectrum to provide workshops to learners on domestic abuse and healthy relationships. Nearly all secondary schools and most primary schools who were targeted to engage in LGBTQ+ inclusion projects are engaged in cluster projects to develop greater understanding and tolerance towards 'protected characteristics' groups, via a 'whole school approach' of strategies and initiatives to enhance inclusivity.

Focus on the future

Priorities for the next year include:

- Expansion of the Healthy School service/hosting the regional role in Newport
- Gwent Education Minority Ethnic Service (GEMS) to be involved with WSA training
- LGBTQ+ training targeted to school leaders, wellbeing leads and healthy school's coordinators.
- Expansion of counselling service to include community support
- Anti-bullying – developing a co-ordinated approach

Equality Objective 6: Independent Living

“Newport City Council contributes to the city being a great place to live, to grow older and live independently, and has in place a range of housing related services, which accommodates people in different situations”

People are empowered to live in their own accommodation for longer

People are empowered to play an active role in their local communities

The city is responsive to the accommodation needs of victims of domestic abuse

Our housing services have continued to experience an unprecedented increase in demand during this period. At the beginning of the pandemic, the UK and Welsh governments expanded the definition of vulnerability and the statutory housing duties of local authorities in recognition of the potential impact that Covid-19 could have on people who were homeless.

Housing Support Grant and Homelessness

Prevention Grant projects, including floating support, mediation, and housing options staff, continue to support people to maintain their accommodation and prevent homelessness. The Housing Support Grant also funds 20 units in four refuges, including one specifically for Black, Asian, and Minority Ethnic women and two as part of a regional scheme for women with more complex needs.

In addition, our Domestic Abuse Floating Support, crisis and advice scheme supports a minimum of 380 women in their current temporary or permanent accommodation. It includes a dedicated post working with minority ethnic women. 2 additional dispersed units for 5 people have recently been acquired using VAWDASV and Phase 2 homelessness capital funding. We have also established two new schemes: funding for a support worker to operate the DACC (Gwent Police Domestic Abuse Conference Call) process and funding for the Horizons Project for female victims of sexual and financial exploitation.

We have continued to consolidate and remodel our support services to ensure they meet the needs of marginalised groups. Our work with the Gwent Gypsy and Traveller Support Service, Light House Project Refugee Service, and European Economic Area (EEA) Housing Service continues, with dedicated support workers providing support and advice to proactively address the disadvantages and inequalities that result in barriers to accessing housing.

Last year, we supported five young people with learning disabilities to move into self-contained flats, and this year, we have established additional schemes to meet the needs of asylum seekers and refugees. As part of the implementation of the Independent Living Strategy, we have launched a floating support scheme for unaccompanied asylum-seeking children and young people (UASC) to support their transition out of care to independent living. Next year we will begin a three-year programme of re-tendering and consolidating most of our floating support services in the city.

As well as providing accommodation, we also encourage people to play an active role in their local community, through projects that include:

- Adult Services' Community Connectors
- Floating support workers
- Integrated Wellbeing Networks with Aneurin Bevan University Health Board (ABUHB)
- Older Persons Pathway
- Independent Living Strategy
- Tenancy ready programmes

Our Community Connectors for minority ethnic communities offer support to people who may be socially isolated to improve their well-being based on what matters to them. During 2021/22, they supported 182 people with information, advice and assistance resulting in over 500 referrals or signposting to referrals to local services. Information in different languages was shared via digital platforms with Mosques, churches, and online groups.

Connectors continue to work with groups at a grassroots level on COVID recovery plans. They have re-started face-to-face work and supported 7 Ethnic Minority groups to re-build their capacity with volunteer recruitment and retention. They have also assisted with signposting to funding sources and funding applications to ensure sustainability. The team continue to map community activity provision and engage with groups as we continue working on the city's recovery.

Focus on the future

Priorities for the next year include:

- Development of another complex with five self-contained flats for people with learning difficulties and/or cognitive impairments
- Commencement of a three-year programme of re-tendering and consolidation of most floating support services in the city.
- Implementation of the first Housing Support Programme Strategy's (2022-2026) nine strategic priorities
- Completion and implementation of the first Rapid Re-housing Transition Plan (2022-2027)
- Implementation of Welsh Government legislation including the Renting Homes Act and changes to the Housing (Wales) Act 2014 -Homelessness Priority Needs Groups to include people sleeping rough.
- Improve the financial and digital inclusion offer via up-skilling support staff and increased training opportunities e.g. The Department of Work and Pension's Money Guiders Programme.
- Provide additional units of a range of social housing to begin to address increased demand.

Equality Monitoring and Capturing Data

Equality data is used by the council to inform our decision-making, help us understand where we have gaps, and support effective impact assessments.

This section of the report will consider:

- Collecting data; how we collate information related to protected characteristics
- Evaluating data; how we use this data to inform our practice

1. Collecting Data

Collecting accurate information about our employees and the public is key to delivering services which are inclusive, and responsive to individual need. We collect and monitor equality data in a number of ways.

A. Systems

The council has a range of systems which collect data, for example, through our Customer Relationship Management (CRM) system, other databases linked to individual services, and through our internal HR system. These allow service areas to build a picture and profile of their customers or staff. Customer data is utilised in developing service area plans and work programmes and allows service areas to amend existing services and delivery where needed. We use our internal data to assist with workforce planning and inform our representative workforce work.

B. Consultations

The council regularly consults and engages with a variety of community groups, citizen panels and the public in general. We develop surveys and consultations based on needs for service changes, improvements or strategies that will affect the community. This year we have consulted on topics such as the setting of our budget, the new Leisure Centre provision and facilities and residents parking. Consultation methods have included online surveys, sharing of consultation opportunities on our website and social media platforms and Bus Wi-Fi surveys. Using demographic monitoring for all surveys and consultation exercises means we can now better understand the needs of people in Newport that share protected characteristics, and the differential impact of our proposals.

C. Community Well-being profiles

In line with the Well-being of Future Generations Wales Act (2015), the council published our Community Well-being Profiles in 2019. The profiles are available on our website for the public, as well as internally on our intranet system for staff. These profiles provide a source of data across different areas, including data on ethnicity and are often used by the council to inform equality impact assessments.

As part of the work of the Gwent Public Services Board and the new wellbeing plan to be published in 2023, a new wellbeing assessment is underway, and results will be published in May 2022.

D. National Census

We continually review and update our standard equalities monitoring forms and are working to ensure that the data we capture aligns with the categories within the recent Census. This will allow us to better understand our resident population, any under or over-representation of communities accessing our services, and inform our workforce representation strategies and planning.

2. Evaluating data

The council uses a range of processes which ensure that we use the data that we collect in a way that informs our planning, decision and policy making.

A. Fairness and Equality Impact Assessments

The completion of Fairness and Equality Impact Assessments at the outset of decision or policy making process, assists the council in evidencing that we are meeting our Equality duties, and, more importantly, using relevant equality data to ensure that any disproportionate impact is mitigated at an early stage, and the best decisions for the public are made. The council has an integrated model of equality impact assessment, combining considerations around Equalities, Welsh Language, Well-being of Future Generations, and the parameters of fairness set out by our Fairness Commission within a single process. This will shortly include obligations relating to the Socio-economic Duty. FEIAs should be evidence based, drawing on internal and external data to support any findings.

B. Service Area Plans

Annual plans are produced by each of the council's service areas, and act as a key reporting mechanism for the delivery of our Corporate Plan, as well as our Wellbeing Objectives. Each Service area has performance indicators relating to priority actions, as well as areas of risk which are updated on a quarterly basis. Risks are currently identified in relation to non-compliance with the Equality Act 2010.

Workforce Data

The following workforce data shows information about the protected characteristics of our employees captured between April 2021 and March 2022. The data shows that at the time of reporting there were 5982 staff employed by Newport City Council which is an increase from 5779 in the last reporting period.

Comparing workforce data against national statistics remains challenging due to differences in how employee systems collect data compared to the Census of England and Wales. 2011 Census data is now outdated and unlikely to be an accurate reflection of the current demographics of Newport. Work continues to align our systems to ensure comparative data can be analysed effectively, information is managed securely, and we instil confidence that our monitoring is inclusive.

In the previous reporting period, we made some changes to the recording options that we offer potential and existing staff to better align with the Census 2021 and as part of our ongoing commitment to continuously improving the way we capture data. While the latest UK censuses were conducted in 2021, topic summaries and area profiles are currently unavailable. We hope to include this data and further analysis in our next Annual Report.

In the last two years, we have seen an increase in people providing their personal information across several categories, with fewer people opting not to provide information or leaving categories blank. Several factors have influenced this change, including an increased awareness of the importance of monitoring data due to the national census campaign and our efforts to move towards a culture that normalises the capture of demographic information and is clear about its role and purpose. This year we have continued to reinforce the importance of updating personal information, update staff on new recording categories available and prompted colleagues to update their information when they log on to our employee self-service system.

Last year we started to capture data relating to gender identity, armed forces connections, care leavers and transgender status both for applicants and existing staff. This data can currently only be reported on in low numbers, however we hope to include further detail in future reports.

As an indication of applicant data, we can report that out of 5777 applicants:

- 40 applicants disclosed that they have had gender reassignment
- 86 applicants had identified they were eligible for a guaranteed interview under the 'Disability Confident Scheme'
- 36 were eligible for a guaranteed interview under our 'Armed Forces Covenant'
- 18 were eligible for a guaranteed interview under our 'Care Leavers' agreement
- From the 'Gender Identity' question 37.93% identified as female, 16.46% as male, 0.33% selected 'other' and 45.28% of respondents left the question blank

Data Analysis

At the time of data capture, we had 5982 staff employed, 850 leavers and 5777 applicants. Anomalies in data (numerical statistics in 'pay band by sex', 'contract type by sex', 'working pattern by sex', 'ethnicity pay gap' and 'disability pay gap') are due to the time that reports were run/requested but were analysed from a date correct at 31/03/2022 and the percentages displayed are reflective of the correct data. Intersectional data was analysed from a master spreadsheet that allowed all categories to be filtered and defined simultaneously.

Key findings

Ethnicity

- 92% of staff identify their ethnicity as white; this includes White – British, Welsh, English Scottish, Irish, Other European, and Other, a decrease of 1.5% from last year. This compares to approximately 85% of Newport's population.
- 2.1% of staff identify their ethnicity as Asian or Asian British - Other, Pakistani, Bangladeshi, Indian compared to 4.1% of Newport.
- 0.15% of staff identify their ethnicity as Chinese or Other – Chinese, Chinese or Other Ethnic Group
- 0.9% of staff identify their ethnicity as Black or Black British African, Other, Caribbean, or Mixed Black African
- 1.54% of staff identify their ethnicity as Mixed – Other, Mixed White & Black African, Mixed White & Black Caribbean, Mixed White & Asian
- The UK Census sub-category 'White – Gypsy or Irish Traveller' was adopted in the last reporting period. In this reporting period, 1 applicant came from a Gypsy or Irish Traveller background.
- 0.57% of staff were 'not stated', 'unknown', or 'Prefer Not To Say (PNTS)'
- 2.71% of staff left their ethnicity blank compared to the previous reporting period of 1.85%
- Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) staff made up 5.41% of leavers, an increase from 4.15% in the previous period
- 92.04% of staff leaving the organisation were of White (all categories) ethnicity
- 'Arab' is listed in ONS National Census category for ethnicity, but we did not offer this option during the reporting period
- 10.56% of applications were from people who identified as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories), compared to population of 13.2%
- 5.44% applicants were Asian, 2.11% applicants were Black, 0.36% were Chinese and 1.82% were of mixed ethnicity
- 4.63% of our current staff are from a Black, Asian, or other minority ethnic background, a slight increase on last year's figure

- We lose a higher percentage of people who identify as Black (all categories), Asian (all categories), Chinese (all categories) and Mixed ethnicity (all categories) than we do of those identifying as White

Age

- Of 21 staff aged over 75, 6 left the organisation during this period
- 25–34-year-olds made up 24.12% of leavers, which was the highest percentage - same category as last year
- 65.4% of the workforce is aged 16-49 and over 50s make up 34.6% - similar figures as the previous year
- At 63.84% most of our job applicants are under 45 years old
- 15.01% of applicants were aged 75+, an increase of 10.71% from 4.3% in the previous reporting period
- In our last annual report 22.97% of applicants were aged 16-24; this report shows that 17.54% in this age bracket applied for jobs with us, a decrease in younger applicants of 5.4%
- We have an increase in our 16-24 age category of current staff from last year. Now 4.8 of our staff are aged between 16-24
- 1.77% of applicants preferred not to disclose their age

Sex

- 76.66% of the workforce are female and 23.34% are male, the same as last year
- In 2021, the gender pay gap in Wales increased from 11.8% to 12.3%, due to a larger increase in men's hourly pay.
- In 2021, Newport's gender pay gap decreased by -11.1% from 20.1% to 9.0%
- Newport City Council's gender pay gap was 0.6% (mean) and -0.4% median.

Marital Status

- Married people (45.7%) and single people (30.3%) make up most of the workforce. The number of married staff has slightly decreased since last year
- The largest percentage of applicants are single people at 34.1% followed by married people at 27.99%
- 0.25% of the current workforce are in a civil partnership
- The highest proportion of leavers are married people at 43.5%
- The lowest proportion of leavers are those in civil partnerships, or who are widowed

Disability

- 2.52% of the workforce are disabled, an increase of 0.41% from last year
- The approximate global (and local) percentage of disabled people is 15%
- 4.4% of the leavers were disabled, an increase of 1.9% from 2.5% last year
- 'Not known' or left 'blank' accounts for 4.6% of staff, 4.59% of leavers, and 19.99% of applicants
- The number of disabled applicants has decreased from 4.64% to 4.48%

- 30.3% of the disabled workforce, last year left the organisation, based on 122 staff declaring a disability from 2020-2021
- Applicants selecting 'not disabled' has decreased from 85.39% last year to 75.52%

Sexual Orientation

- 1.82% of the workforce identified as lesbian (or gay woman), bisexual or homosexual (or gay man), an increase from last year of 0.49%
- 4.41% declined to specify their current sexual orientation, a decrease from last year of 0.42
- The number of people choosing to leave this question blank has decreased from 49.07% last year to 42.08%
- We have had a decrease in applicants who identify as lesbian, bisexual, and gay rising from 5.17% to 4.41%
- Just over one third of leavers left this question blank, compared to just under half of all staff and only 18.28% of applicants
- 3.76% of leavers are lesbian, bisexual, or gay, an increase from last year of 1.64%
- We are losing more lesbian, bisexual, and gay people than we are employing in each recorded category
- Applicants who identified as Heterosexual decreased from 83.05% during the last reporting period to 73.84%

Religion or Belief

- Just under half of our staff chose to leave this blank
- The majority (23.84%) of staff identified as Christian (all categories), with 12.17% identifying as Protestant, 6.8% as Roman Catholic and 4.9% as Orthodox.
- Christian (all categories) and 'Not Specified' were the largest groups, with 23.84% and 11.74% respectively, following blank
- Those identifying as Buddhist, Jewish or Taoist has decreased from 0.53%, to 0.12%
- 1.25% are Muslim (Sunni and Shiite) compared to data from our (2011) Wellbeing Profiles which suggests that 4.7% (minimum) are Muslim
- 1.54% of leavers in 2020-2021 were Muslim which has decreased to 1.41% in this reporting period
- The largest group identity specified for applicants was Atheist with 16.03%
- 262 applicants stated their religion or belief as 'other'

Focus on the future

Considering our data findings, we will be focussing on the following areas of work next year:

- Delivering targeted recruitment campaigns that increase our engagement and reach with under-represented groups
- Developing our understanding of ethnicity and disability pay gaps across the organisation
- Focussing on increasing reporting for those categories that still have a low completion rate, for example, religion

- Promoting our staff networks to all potential and current staff to encourage confidence in our workplace culture and help people to bring their whole selves to work
- Reviewing our recruitment strategy and process, along with our recruitment landing pages to ensure these are welcoming and inclusive to all

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Captured as of 31st March 2022

Pay band by sex

Pay Band (£)	2020/21				2021/2022			
	Female	%	Male	%	Female	%	Male	%
10,000-14,999	20	0.4	10	0.7	15	0.3	4	0.3
15,000-19,999	1919	39.3	450	31.7	1152	22.4	280	18.6
20,000-24,999	944	19.3	288	20.3	1623	31.5	441	29.2
25,000-29,999	384	7.9	129	9.1	592	11.5	194	12.9
30,000-34,999	280	5.7	121	8.5	230	4.5	91	6.0
35,000-39,999	389	8.0	110	7.7	412	8.0	141	9.3
40,000-44,999	696	14.2	191	13.4	781	15.2	193	12.8
45,000-49,999	38	0.8	14	1.0	77	1.5	32	2.1
50,000-54,999	51	1.0	18	1.3	25	0.5	8	0.5
55,000-59,999	27	0.6	9	0.6	54	1.0	19	1.3
60,000-64,999	16	0.3	9	0.6	14	0.3	9	0.6
65,000-69,999	14	0.3	6	0.4	12	0.2	10	0.7
70,000+	33	0.7	17	1.2	52	1.0	17	1.1
Not known	75	1.5	49	3.4	109	2.1	70	4.6
Total	4886	100	1421	100	5148	100	1509	100

Contract type by sex

Contract Type	2020/21				2021/22			
	Female	%	Male	%	Female	%	Male	%
Permanent	3485	71.3	1027	72.3	3500	68.0	1029	68.2
Acting Up	30	0.6	6	0.4	13	0.3	5	0.3
Casual	356	7.3	146	10.3	404	7.8	146	9.7
Fixed Term	921	18.8	195	13.7	1048	20.4	244	16.2
Long Term Sickness cover	2	0	1	0.1	6	0.1	4	0.3
Mat Cover	4	0.1	0	0	49	1.0	14	0.9
Seasonal	29	0.6	5	0.4	27	0.5	2	0.1
Secondment	5	0.1	1	0.1	9	0.2	6	0.4
Sessional	53	1.1	40	2.8	80	1.6	58	3.8
Supply	0	0	0	0	0	0.0	0	0.0
Temporary	1	0	0	0	12	0.2	1	0.1
Total	4886	100	1421	100	5148	100	1509	100

Working pattern by sex

Working Pattern	2020/21				2021/2022			
	Female	%	Male	%	Female	%	Male	%

Full time	1619	33.1	949	66.8	1736	33.7	977	64.7
Job share	62	1.3	5	0.4	62	1.2	4	0.3
Part time	3205	65.6	467	32.9	3350	65.1	528	35.0
Grand Total	4886	100	1421	100	5148	100	1509	100

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Age profile

All Staff						
Age Group	Employees (as of 31 st March)	%	Left the Authority	%	Job Applicants	%
16-24	288	4.8	93	10.9	1013	17.5
25-34	1273	21.3	205	24.1	1525	26.4
35-44	1586	26.5	183	21.5	1150	19.9
45-49	763	12.8	91	10.7	451	7.8
50-54	790	13.2	71	8.4	323	5.6
55-59	688	11.5	75	8.8	229	4.0
60-64	395	6.6	69	8.1	85	1.5
65-69	139	2.3	52	6.1	29	0.5
70-74	39	0.7	5	0.6	3	0.1
75+	21	0.4	6	0.7	867	15.0
Prefer not to say	0	0.0	0	0.0	102	1.8
Total	5982	100	850	100	5777	100

Sex profile (biological sex assigned at birth, not gender identity)

All Staff						
Sex	Employees (as of 31 st March)	%	Leavers	%	Job Applicants	%
Female	4586	76.7	619	72.8	4203	72.8
Male	1396	23.3	231	27.2	1504	26.0
Unknown	0	0.0	0	0.0	70	1.2
Total	5982	100	850	100	5777	100

Marital status

Marital Status	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Civil Partnership	14	0.2	3	0.4	38	0.7
Divorced	281	4.7	43	5.1	217	3.8
Living with Partner	614	10.3	103	12.1	776	13.8
Married	2733	45.7	367	43.2	1617	28.0
Separated	107	1.8	19	2.2	82	1.4
Single	1814	30.3	257	30.2	1970	34.1
Widowed	38	0.6	6	0.7	18	0.3
Would prefer not to specify	62	1.0	15	1.8	101	1.7
(blank)	319	5.3	37	4.4	958	16.6
Total	5982	100	850	100	5777	100

Disability

Disability	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Disabled	151	2.5	37	4.4	259	4.5
Not disabled	5556	92.9	774	91.1	4363	75.5
Not known	64	1.1	11	1.3	128	2.2
(blank)	211	3.5	28	3.3	1027	17.8
Total	5982	100	850	100	5777	100

Sexual orientation

All Staff						
Sexual Orientation	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Heterosexual / Straight	3092	51.7	509	59.9	4226	73.2
Homosexual / Gay Man	47	0.8	9	1.1	82	1.4
Bisexual	29	0.5	11	1.3	104	1.8
Lesbian / Gay Woman	32	0.5	12	1.4	55	1.0
Other	1	0.0	0	0.0	14	0.2
Declined to specify	264	4.4	44	5.2	240	4.2
(blank)	2517	42.1	265	31.2	1056	18.3
Total	5982	100	850	100	5777	100

Religion or belief

All Staff						
Religion	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Agnostic	321	5.4	47	5.5	418	7.2
Atheist	547	9.1	113	13.3	926	16.0
Buddhist - Hinayana	0	0.0	0	0.0	0	0.0
Buddhist - Mahayana	5	0.1	1	0.1	10	0.2
Buddhist - Theravada	2	0.0	1	0.1	9	0.2
Christian - Orthodox	294	4.9	52	6.1	324	5.6
Christian - Protestant	728	12.2	108	12.7	734	12.7
Christian - Roman Catholic	404	6.8	59	6.9	592	10.2
Confucianism	0	0.0	0	0.0	0	0.0
Hinduism	6	0.1	3	0.4	27	0.5
Islam - Shiite	4	0.1	2	0.2	10	0.2
Islam - Sunni	71	1.2	10	1.2	204	3.5
Judaism - Orthodox	0	0.0	0	0.0	0	0.0
Judaism - Reformed	0	0.0	0	0.0	0	0.0
Not Specified	702	11.7	120	14.1	859	14.9

Other	262	4.4	40	4.7	428	7.4
Shintoism	0	0.0	0	0.0	6	0.1
Sikhism	5	0.1	1	0.1	15	0.3
Taoism	1	0.0	0	0.0	3	0.1
(blank)	2630	44.0	293	34.5	1212	21.0
Total	5982	100	850	100	5777	100

Ethnicity

Ethnic Origin	All Staff					
	Employees (as of 31st March)	%	Leavers	%	Job Applicants	%
Asian or Asian British - Bangladeshi	32	0.5	6	0.7	76	1.3
Asian or Asian British - Indian	23	0.4	4	0.5	49	0.8
Asian or Asian British - Other	30	0.5	3	0.4	79	1.4
Asian or Asian British - Pakistani	40	0.7	7	0.8	110	1.9
Black or Black British - African	28	0.5	6	0.7	96	1.7
Black or Black British - Caribbean	17	0.3	4	0.5	17	0.3
Black or Black British - Other	9	0.2	0	0.0	9	0.2
Chinese	6	0.1	0	0.0	21	0.4
Gypsy / Traveller	0	0.0	0	0.0	1	0.0
Mixed - Black African	3	0.1	1	0.1	9	0.2
Mixed - Other	31	0.5	6	0.7	42	0.7
Mixed - White & Asian	19	0.3	2	0.2	18	0.3
Mixed - White & Black African	11	0.2	3	0.4	6	0.1
Mixed - White & Black Caribbean	28	0.5	4	0.5	30	0.5
Other Ethnic Group	3	0.1	2	0.2	24	0.4
White - British	3808	63.7	513	60.4	2591	44.9
White - English	113	1.9	28	3.3	116	2.0
White - Irish	34	0.6	4	0.5	25	0.4
White - Other	91	1.5	17	2.0	107	1.9
White - Other European	49	0.8	8	0.9	88	1.5

White - Scottish	11	0.2	1	0.1	4	0.1
White - Welsh	1400	23.4	203	23.9	1241	21.5
Not Stated	15	0.3	3	0.4	23	0.4
Prefer not to say	17	0.3	3	0.4	49	0.8
Unknown	2	0.0	1	0.1	1	0.0
(blank)	162	2.7	21	2.5	945	16.4
Total	5982	100	850	100	577	100

Ethnicity in Newport and Wales (from Wellbeing Profiles 2019)

Ethnic Origin	Newport	%	Wales	%
White; English/Welsh/Scottish/Northern Irish/British	126,756	87.0	2,855,450	93.2
White; Irish	769	0.5	14,086	0.5
White; Gypsy or Irish Traveller	84	0.1	2,785	0.1
White; Other White	3,416	2.3	55,932	1.8
Mixed	2,752	1.9	31,521	1.0
Indian	1,218	0.8	17,256	0.6
Pakistani	3,127	2.1	12,229	0.4
Bangladeshi	1,749	1.2	10,687	0.3
Chinese	600	0.4	13,638	0.4
Other Asian	1,292	0.9	16,318	0.5
Black African	1,499	1.0	11,887	0.4
Black Caribbean	782	0.5	3,809	0.1
Other Black	254	0.2	2,580	0.1
Arab	926	0.6	9,615	0.3

Supporting Documents

Newport City Council: Strategic Equality Plan and Equality Objectives 2020-2024 (2020). Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2020-2024.pdf>

Newport City Council Strategic Equality Plan: Annual Report 2019-2020 (2021). Available at: <https://www.newport.gov.uk/documents/Council-and-Democracy/Equalities-and-Welsh-language-/Strategic-Equality-Plan-2019-20.pdf>

Fairness Commission <http://www.newport.gov.uk/fairnessCommission/en/Full-Report/Full-Report.aspx>

Stats Wales <https://statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Earnings/genderpaydifferenceinwales-by-year>

Newport's Well-being Plan 2018-2023 [Local Well-being Plan 2018-23 \(English Final\)](http://www.newport.gov.uk/Local-Well-being-Plan-2018-23-English-Final) ([newport.gov.uk](http://www.newport.gov.uk))

Chwarae Teg; State of the Nation Report <https://chwaraeteg.com/wp-content/uploads/2021/02/State-of-the-Nation-2021.pdf>

Annual Survey of Hours and Earnings (ASHE)

https://www.ons.gov.uk/searchdata?q=Annual%20Survey%20of%20Hours%20and%20Earnings&size=50&sortBy=release_date

Senedd Equal Pay Audit <https://senedd.wales/media/hg4fwhe1/equal-pay-audit-2020-english.pdf>

ONS Data <https://www.ons.gov.uk/peoplepopulationandcommunity>



Scrutiny Report

Overview and Scrutiny Management Committee

Part 1

Date: September 2022

Subject **Scrutiny Adviser Report**

Author Scrutiny Adviser

The following people have been invited to attend for this item:

Invitee:	Role
Samantha Schanzer (Scrutiny Adviser)	Present the Committee with the Scrutiny Adviser Report for discussion and update the Committee on any changes.

Section A – Committee Guidance and Recommendations

Recommendations to the Committee

The Committee is asked to:

1. Action Plan

Consider the Actions from previous meetings (**Appendix 1**):

- *Note the responses for the actions;*
- *Determine if any further information / action is required;*
- *Agree to receive an update on outstanding issues at the next meeting.*

2. Committee’s Work Programme:

Consider the Committee’s Forward Work Programme Update (**Appendix 2**):

- *Are there any amendments to the topics scheduled to be considered at the next Committee meeting?*
- *Are there any additional invitees that the Committee requires to fully consider the topics?*
- *Is there any additional information that the Committee would like to request?*

2 Context

Background

2.1 Attached at **Appendix 1** is the Action Sheet from the Committee meetings. The updated completed actions are included in the table.

- 2.2 Any actions that do not have a response will be included on the Action Sheet at the next meeting to ensure that the Committee can keep track of outstanding actions.
- 2.3 The purpose of a Forward Work Programme is to help ensure Councillors achieve organisation and focus in the undertaking of enquiries through the Overview and Scrutiny function. Effective work programming is essential to ensure that the work of Overview and Scrutiny makes a positive impact upon the Council's delivery of services.
- 2.4 Further information about the work programming process, including the procedures for referring new business to the programme, can be found in our Scrutiny Handbook on the Council's Scrutiny webpages (www.newport.gov.uk/scrutiny).
- 2.5 The Centre for Public Scrutiny's Good Scrutiny Guide recognises the importance of the forward work programme. In order to 'lead and own the process', it states that Councillors should have ownership of their Committee's work programme, and be involved in developing, monitoring and evaluating it. The Good Scrutiny Guide also states that, in order to make an impact, the scrutiny workload should be co-ordinated and integrated into corporate processes, to ensure that it contributes to the delivery of corporate objectives, and that work can be undertaken in a timely and well-planned manner.

Forward Work Programme Update

- 2.6 The Committee's draft work programme was set in August 2022, including estimated timescales for when the reports will be considered by the Committee. This programme is then managed and implemented by the designated Scrutiny Adviser for this Committee under the direction of the Committee Chairperson.
- 2.7 Attached as **Appendix 2** is the Committee's Forward Work Programme Update. The Committee is asked to consider:
- *Any amendments to the topics scheduled to be considered at the next Committee meeting?*
 - *Are there any additional invitees that the Committee requires to fully consider the topics?*
 - *Is there any additional information that the Committee would like to request?*

3 Information Submitted to the Committee

- 3.1 The following information is attached:

Appendix 1: Action Sheet from Previous Meetings;

Appendix 2: Draft Forward Work Programme

4. Suggested Areas of Focus

Role of the Committee

The role of the Committee in considering the report is to:

- **Action Sheet from Previous Meetings - Appendix 1**
 - Consider the responses to the actions from the meeting;
 - Are you satisfied that you have received the necessary information?
 - Are there any further issues arising from the responses that you would like to raise?
 - For the actions that do not have responses – these actions will be rolled over to the next meeting and reported back to the Committee.
- **Draft Forward Work Programme - Appendix 2**

Consider:

 - Are there any amendments to the topics scheduled to be considered at the next Committee meeting?
 - Are there any additional invitees that the Committee requires to fully consider the topics?
 - Is there any additional information that the Committee would like to request?

Section B – Supporting Information

5 Supporting Information

- 5.1 The Corporate Assessment, and the subsequent [follow up assessment](#) provide background information on the importance of good work programming. Specific reference is made to the need to align the Cabinet and Scrutiny work programmes to ensure the value of the Scrutiny Function is maximised.
- 5.2 The latest Cabinet work programme was approved by the Cabinet on a monthly basis for the next 12 months and includes the list of reports scheduled for consideration. Effective forward planning by both Cabinet and Scrutiny needs to be coordinated and integrated in relation to certain reports to ensure proper consultation takes place before a decision is taken. A link to the Cabinet work programme is provided [here](#) to the Committee as part of this report, to enable the Committee to ensure that the work programmes continue to reflect key decisions being made by the Cabinet.

6. Links to Council Policies and Priorities

- 6.1 Having proper work programming procedures in place ensures that the work of Overview and Scrutiny makes a positive impact upon the Council’s delivery of services, contributes to the delivery of corporate objectives, and ensures that work can be undertaken in a timely and well-planned manner.
- 6.2 This report relates to the Committee’s Work Programme, Actions from Committee’s and Information Reports that support the achievement of the Scrutiny Committee, in accordance with the Law and Regulation Service Plan, Objectives, Actions and Measures and the Wellbeing objectives:

Well-being Objectives	Promote economic growth and regeneration whilst protecting the environment	Improve skills, educational outcomes & employment opportunities	Enable people to be healthy, independent & resilient	Build cohesive & sustainable communities
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Corporate Plan Commitments	Thriving City	Aspirational People	Resilient Communities
Supporting Function	Modernised Council		

7 Wellbeing of Future Generation (Wales) Act

7.1 The Wellbeing of Future Generations Act 2015 which came into force in April 2016 sets the context for the move towards long term planning of services.

7.2 General questions

- How is this area / policy affected by the new legislation?
- How will this decision / policy / proposal impact upon future generations? What is the long term impact?
- What evidence is provided to demonstrate WFGA has been / is being considered?
- Evidence from Community Profiles / other data?
- Evidence of links to Wellbeing Assessment / Objectives / Plan?

7.3 Wellbeing Goals

- How are the Wellbeing goals reflected in the policy / proposal / action?
 - *A prosperous Wales*
 - *A resilient Wales*
 - *A healthier Wales*
 - *A more equal Wales*
 - *A Wales of cohesive communities*
 - *A Wales of vibrant culture and thriving Welsh language*
 - *A globally responsible Wales*

7.4 Sustainable Development Principles

- Does the report / proposal demonstrate how as an authority we are working in accordance with the sustainable development principles from the act when planning services?
 - **Long Term**
The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs
 - **Prevention**
How acting to prevent problems occurring or getting worse may help public bodies meet their objectives
 - **Integration**
Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies
 - **Collaboration**
Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives
 - **Involvement**
The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

8 Background Papers

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan 2017 - 2022](#)
- The Corporate Assessment and [follow up assessment](#).

Report Completed: August 2022

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**OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE
ACTION SHEET – 29.07.22**

	Agenda Item	Action	Responsibility	Outcome
1	Conclusion of Committee reports	Send comments and recommendations to officers	Samantha Schanzer	COMPLETED – 01.08.22
2	Annual Digital Report 21-22	Circulate residents survey summary to members	Mark Bleazard/Samantha Schanzer	COMPLETED – asked for survey summary to be provided for circulation 01.08.22, circulated to committee 12.08.22
3				
4				
5				
6				

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Scrutiny

Overview and Scrutiny Management Committee Draft Work Programme: June 2022 to May 2023

Meeting	Agenda Items
24/06/2022	<ul style="list-style-type: none"> ▪ Welsh Language Annual Report
29/07/2022	<ul style="list-style-type: none"> ▪ Annual Digital Report ▪ Digital Strategy
09/09/2022	<ul style="list-style-type: none"> ▪ Corporate Plan – To: <ul style="list-style-type: none"> ○ Consider the Draft Well-being Objectives and strategic priorities of the Council to support the Well-being of Future Generations seven Well-being Goals. ○ Provide comment and recommendations on the draft Corporate Plan themes which will form the Corporate Plan for 2022-27. ▪ Strategic Equalities Plan Annual Report – To consider: <ul style="list-style-type: none"> ○ Whether the Annual Report reflects a true and fair account of the council’s progress towards achieving the objectives defined in the Strategic Equality Plan 2020-24 for the period in question – 2021 – 2022. ○ Whether the Annual Report highlights the ongoing commitment to Equalities effectively and focuses on appropriate successes and highlights successes and good work ○ Whether the Annual Report highlights the ongoing commitment to equalities effectively and focuses on appropriate areas for development ○ Whether it wishes to provide comment and recommendations on the Annual Report to Cabinet.
23/09/22	<ul style="list-style-type: none"> ▪ Climate Change Plan Report 2022-27 – TBA ▪ Annual Information Risk Report 2021-22 – To: <ul style="list-style-type: none"> ○ Provide an assessment of the Council’s information governance arrangements, identify key risks and agree the action plan.

	<ul style="list-style-type: none"> ○ Highlight the importance of information governance to the organisation, the risks faced and the current level of risk.
30/09/22	<ul style="list-style-type: none"> ▪ Annual Corporate Safeguarding 2021-22 – To: <ul style="list-style-type: none"> ○ Consider how the Council is carrying out its corporate safeguarding responsibilities and make comment or recommendations to Cabinet. ▪ Scrutiny Annual Report 2021-22 – To: <ul style="list-style-type: none"> ○ Consider and endorse the Scrutiny Annual Report for 2021/22 ○ Agree a schedule for the on-going monitoring of the implementation of the action plan.
21/10/2022	<ul style="list-style-type: none"> ▪ Corporate Annual Report 2021-22 – To: <ul style="list-style-type: none"> ○ Provide comment and recommendation to the Cabinet on the performance of the Council towards their objectives set out in the Corporate Plan. ▪ Annual Compliments, Comments and Complaints Report 2021-22 – TBA. ▪ Annual Corporate Wellbeing Self-Assessment Report (new LGEA requirement) – TBA.
02/12/2022	<ul style="list-style-type: none"> ▪ Planning and Performance Risk Management Framework – TBA.
03/02/2023	<ul style="list-style-type: none"> ▪ 2023/24 Revenue Budget and MTFP – To: <ul style="list-style-type: none"> ○ Receive the comments and recommendations made by the other Scrutiny Committees and question the Officers on any issues with Budget Process and Public Engagement. ○ Make recommendations to the Cabinet relating to the Budget Process and Public Engagement ○ Confirm the final list of comments to be forwarded to the Cabinet for information.
03/03/2023	<ul style="list-style-type: none"> ▪ TBD
28/04/2023	<ul style="list-style-type: none"> ▪ TBD