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For all enquiries relating to this agenda please contact Amy Dredge
(Tel: 01443 863100 Email: dredga@caerphilly.gov.uk)

Date: 4th April 2018

Dear Sir/Madam,

A meeting of the **Cabinet** will be held in the **Sirhowy Room, Penallta House, Tredomen, Ystrad Mynach** on **Wednesday, 11th April, 2018** at **2.00 pm** to consider the matters contained in the following agenda. Councillors and the public wishing to speak on any item can do so by making a request to the Chair. You are also welcome to use Welsh at the meeting, both these requests require a minimum notice period of 3 working days and a simultaneous translation will be provided if requested.

All Committee meetings are open to the Press and Public, observers and participants are asked to conduct themselves with respect and consideration for others. Please note that failure to do so will result in you being asked to leave the meeting and you may be escorted from the premises.

Yours faithfully,

A handwritten signature in black ink, appearing to read 'CHARRY'.

Christina HARRY
INTERIM CHIEF EXECUTIVE

AGENDA

Pages

1 To receive apologies for absence.

A greener place Man gwyrddach



2 Declarations of Interest.

Councillors and Officers are reminded of their personal responsibility to declare any personal and/or prejudicial interest(s) in respect of any item of business on the agenda in accordance with the Local Government Act 2000, the Council's Constitution and the Code of Conduct for both Councillors and Officers.

To approve and sign the following minutes: -

- 3 Cabinet held on the 28th March 2018. 1 - 8

To receive and consider the following reports on which executive decisions are required: -

- 4 Corporate Plan Including Well-Being Objectives 2018 - 2023. 9 - 92
- 5 Draft Gwent Violence Against Women Domestic Abuse and Sexual Violence Strategy. 93 - 148
- 6 Future Regeneration Projects – Use of Directorate Reserves for Project Development Funding. 149 - 152

Circulation:

Councillors C.J. Cuss, N. George, C.J. Gordon, Mrs B. A. Jones, P.A. Marsden, S. Morgan, L. Phipps, D.V. Poole and Mrs E. Stenner,

And Appropriate Officers.

Agenda Item 3



CABINET

MINUTES OF THE MEETING HELD AT PENALLTA HOUSE, TREDOMEN ON WEDNESDAY, 28TH MARCH 2018 AT 2.00 P.M.

PRESENT

Councillor D. Poole – Chair

Councillors:

C. Cuss (Social Care and Wellbeing), N. George (Neighbourhood Services), C.J. Gordon (Corporate Services), Mrs B.A. Jones (Finance, Performance and Governance), P. Marsden (Education and Achievement), S. Morgan (Economy, Infrastructure and Sustainability), L. Phipps (Homes and Places) and E. Stenner (Environment and Public Protection).

Together with:

C. Harrhy (Interim Chief Executive), D. Street (Corporate Director - Social Services), M.S. Williams (Interim Corporate Director - Communities), R. Hartshorn (Head of Policy and Public Protection), P. Lewis (Acting Head of IT and SIRO), L. Donovan (Acting Head of Human Resources and Organisational Development), S. Harris (Interim Head of Corporate Finance), T. Stephens (Development Control Manager), K. Cole (Chief Education Officer), J. Reynolds (Sports and Leisure Facilities Manager) J. Jones (Corporate Information Governance Manager) and A. Dredge (Committee Services Officer).

Also in Attendance:

D. Harteveld – Managing Director - Education Achievement Service (EAS).

1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Mrs N. Scammell (Acting Director Corporate Services and Section 151 Officer).

2. BEREAVEMENT – HARRY ANDREWS MBE

Members and Officers stood for a minute silence as a mark of respect as the former Leader of Caerphilly County Borough Council, Harry Andrews, sadly passed away on Tuesday 27th March 2018 at the age of 80.

3. DECLARATIONS OF INTEREST

At the commencement of the meeting Councillor C. Gordon declared an interest in relation to agenda item 5 - Pontllanfraith Leisure Centre - Consideration of The Call-in, in the context of the Leisure Review. Councillors L. Phipps and C. J. Cuss declared interests in relation to agenda item 6 - Education Achievement Service (EAS) Business Plan 2018-2021. Councillors C. Gordon and Mrs B.A. Jones declared interests in relation to agenda item 9 – Welsh Church Act Fund. During the course of the meeting Councillors P. Marsden and L. Phipps declared interests in relation to agenda item 11 - Proposed Mineral Working and Restoration of Bedwas Tips. Details of which are recorded with the respective items.

4. CABINET MINUTES - 14TH MARCH 2018

The minutes of the Cabinet meeting held on 14th March 2018 were approved.

MATTERS ON WHICH EXECUTIVE DECISIONS WERE REQUIRED

5. INTEGRATED COMMISSIONING AND SECTION 33 AGREEMENT FOR CARE HOMES FOR OLDER PEOPLE IN GWENT REGION (POOLED FUNDS)

The report provided Cabinet with an update on the development of arrangements to pool funds for care home arrangements. The establishment of a regional pooled budget in relation to the exercise of care home accommodation functions (in this case care homes for older people) between Caerphilly County Council, and other Gwent Local Authorities (Blaenau Gwent County Borough Council, Monmouthshire County Borough Council, Newport City Council, Torfaen County Borough Council) and Aneurin Bevan University Health Board (ABUHB).

Cabinet were advised that the establishment of a partnership agreement, known as a Section 33 Agreement, will enable integrated commissioning and pooled funds in relation to the exercise of care home accommodation functions. This is a Statutory requirement on Local Authorities and Local Health Boards within the Social Services and Wellbeing (Wales) Act (2014) (SSWBA) which takes effect from April 2018. Partnership and collaboration is a significant element within Part 9 of the Act where duties and expectations around partnership working are set out. The Regional Partnership Board (RPB), is established on a statutory basis and comprises ABUHB, 5 Local Authorities, 2 County Voluntary Service Organisations and representatives of the regional Citizen's Panel and Provider Forum.

It was explained that the scope of the agreement and the design principles were aligned to the draft priorities for older people contained in the Population Needs Assessment and draft area plan (recently approved by full Council). The Section 33 Agreement requires the establishment of a 'pooled fund manager' and it was confirmed that consideration is currently ongoing to which of the six partners will assume this role. Cabinet noted that the fund will not share financial risk nor introduce and potential cross-subsidy between the partners. Any changes to this approach will require further approval by all parties to the agreement.

The Chair thanked the Director of Social Services for presenting the report and for the amount of work that he has undertaken with other Authorities in working towards this agreement.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By a show of hands this was unanimously agreed.

RESOLVED that for the reasons contained in the Officer's report: -

- (i) the pooled budget arrangements for Care Home accommodation functions to be overseen by the Regional Partnership Board (RPB) and, in particular the fund will not share financial risk nor introduce any potential cross-subsidy between the partners, be approved;
- (ii) any changes to this approach will require further approval by all partners and further agreement by Cabinet, be agreed;
- (iii) delegated powers be given to the Cabinet Member for Social Care and Wellbeing, as Caerphilly County Council Member of the Regional Partnership Board, in the exercise of those functions, and consideration of any specific arrangements that need to be put in place to meet statutory duties at a local and regional level, be approved;
- (iv) the required key elements for these arrangements through development of a formal Partnership Agreement i.e. a Section 33 agreement, be confirmed;
- (v) resource implications for the Local Authority in relation to the pooled budget arrangements and oversight of the pooled budget agreements by the Regional Partnership Board, be confirmed;
- (vi) the Council's Principal Solicitor to amend the Councils Constitution to give effect to the delegation in 10.3, be agreed.

6. PONTLLANFRAITH LEISURE CENTRE - CONSIDERATION OF THE CALL-IN IN THE CONTEXT OF THE LEISURE REVIEW

Councillor C. Gordon declared a prejudicial interest in relation to this item as he is a ward Members and also a service user. He left the meeting room and did not take part in the debate.

The report updated Cabinet on the outcome of an additional consultation undertaken in relation to the potential closure of Pontllanfraith Leisure Centre and to establish whether Cabinet wished to re-affirm its original decision or change its decision based on additional consultation. On 13th December 2017, Cabinet considered a report on the future of Pontllanfraith Leisure Centre and agreed a number of resolutions including the closure of Pontllanfraith Leisure Centre. The Cabinet decision was the subject of a call-in which was considered by the Regeneration and Environment Scrutiny Committee on 18th January 2018, where it was resolved to refer the matter back to Cabinet for further consideration.

Cabinet were referred to paragraph 4.8 in the report where the elements of the original consultation are set out, the analysis of which are presented in Appendix 1 (attached to the report). Reference was also made to the responses received from the Welsh Commissioner's. The Office of the Children's Commissioner stated that it was unable to respond to consultations in respect of local funding as such interventions could prejudice the Commissioner's Independent Status. The Wellbeing of Future Generations Commissioner stated that they do not have a case-work function to provide support to individual cases, however, advised the Council to apply the 'Sustainable Development Principle'. This includes the five ways of working: taking account of the long-term, helping to prevent problems occurring or getting worse, taking an integrated and collaborated approach, and considering and involving a diverse range of people. No response was received from the Older Persons Commissioner.

An additional consultation was undertaken with the Youth Forum (the second opportunity) to comment on the potential closure of Pontllanfraith Leisure Centre. 28 responses were received where youth workers had attended meetings across the Borough, details of which were set out in appendix 3 (attached to the report).

In addition, Cabinet were advised that on the 29th January 2018, a letter was received from Chris Evans MP accompanied by 84 survey responses. Unfortunately, none of the responses contained addresses or details of the individual's connection with the Leisure Centre. On the 15th February 2018, the Council received formal notification of a Judicial Review being launched in relation to the Cabinet Decision made on the 13th December 2017. The Legal Department are currently considering the grounds of the letter received from the Claimant's Solicitor.

Clarification was sought in relation to the National Non-Domestic Rate (NNDR) liability in respect of the School, as the anticipated annual costs for the Leisure Centre is £17,000. Officers confirmed the NNDR for the remainder of the year for the School is £1. It was explained that should the Leisure Centre close then the Community would not lose services. There are other facilities available and usage would be spread over Blackwood Comprehensive and Islwyn High Schools and other leisure centres within the area. In terms of the long-term sustainability Cabinet were advised that the leisure estate across the whole of the Authority is not sustainable due to the cuts in the revenue available to the Local Authority. Securing the provision of sport and leisure services now and in the future requires that difficult decisions have to be made that balance short term considerations against long-term sustainability. The financial climate means that it is not possible to continue subsidising all sites and so decisions must be taken now to secure a sports and leisure service for future generations. A ten year Sports and Leisure Strategy will be brought back to Cabinet later in 2018 that will involve 'getting more people, more active'.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By a show of hands this was unanimously agreed.

RESOLVED that for the reasons contained in the Officer's report and the recommendations set out below as in para 10.1 (iii) and (iv) and 10.2: -

- (i) the decision to defer (to close Pontllanfraith Leisure Centre) taken on 13th December 2017 and consider the future of Pontllanfraith Leisure Centre later in 2018 once the 10 year Sport and Leisure Strategy for the Authority has been adopted, be supported;
- (ii) Officers to write to Blackwood Town Council in accordance with the recommendation of Scrutiny Committee, be supported;

and

RECOMMENDED to Council that: -

- (i) the deferred savings totalling £136k as detailed in paragraph 7.8 of the report namely, language support in Primary Schools (vacant posts) - £66k and partial reduction in proposed saving on highways maintenance to be reduced from £212k to £142k are reinstated until such time as a final decision on the future of the Centre is made.

7. EDUCATION ACHIEVEMENT SERVICE (EAS) BUSINESS PLAN 2018-2021

Councillors L. Phipps and C. J. Cuss declared personal interests in relation to this item as they are on the Board of Directors for the Education Achievement Service.

The report updated Cabinet on the Education Achievement Service (EAS) Business Plan 2018-2021 and the Caerphilly specific Annex (April 1st 2018 - March 31st 2019). EAS are required to submit their Business Plan to Welsh Government following Cabinet's endorsement. The report outlined the South East Wales EAS Business Plan 2017-2020. The plan sets out the priorities, programmes and outcomes to be achieved by the EAS on behalf of the South East Wales Consortium. The report also focuses upon the expected outcomes in Caerphilly and the specific programmes that will be implemented during 2017-2018, these are contained in the Local Authority (LA) Annex.

Cabinet were advised there is an increase focus within the plan, as this issue was raised 12 months ago. Some minor changes had been agreed by the Cabinet Member for Education and Achievement since the report was written and there were no amendments to the Annex. The delivery model for the Business Plan is on a regional basis, the needs of each school and trends within Caerphilly are met with bespoke work with each school. The EAS offers a wide range of bespoke support that is based upon best practice and is committed to delivering a strong and robust service.

It was explained that concerns were previously raised in terms of Key Stage 2 and 3, and the projections for 2019/20 are currently in Draft form. Cabinet requested that a further report be brought at the end of July 2018, with anticipated projections in this regard.

EAS has committed to offering a 2% efficiency saving on last year's core funding contribution for 2018/19 and an indicative 2% efficiency for the next 2 financial years. These efficiencies have been thought through carefully in what will be a challenging financial climate for EAS and Councils. It is likely that the EAS will need to implement a change management programme to enable a balanced budget to be set for the current financial year.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By a show of hands this was unanimously agreed.

RESOLVED that subject to an additional recommendation and that the Education Achievement Service (EAS) bring a further report to Cabinet at the end of July 2018 in relation to projections for Key Stage 2 and 3, and for the reasons contained in the Officer's report: -

- (i) the priorities contained within the Business Plan and the Annex and the impact of the plan for Communities within its Local Authority area, be noted;
- (ii) the EAS Business Plan be endorsed prior to its submission to Welsh Government;
- (iii) the Education Achievement Service (EAS) to bring a further report to Cabinet at the end of July 2018 in relation to the future projections at Key Stage 2 and 3, be agreed.

8. PUBLICATION OF GENDER PAY GAP DATA - EQUALITY ACT 2010 (SPECIFIC DUTIES AND PUBLIC AUTHORITIES) REGULATIONS 2017

The report sought Cabinet's approval for the publication of the Authority's Gender Pay Gap written Statement. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their Gender Pay Gap from 2017.

Cabinet were advised that the provisions under these Regulations only apply to employees directly appointed and managed by the Council. Employees who are appointed and managed

by school Head Teachers/Governing Bodies are, therefore, not required to be included within the scope of the Council's Gender Pay Gap Data. This reflects the unique employment legislation position whereby all schools employees are employed by the local authority, but decisions about the appointment and management of such employees are mostly discharged by Head Teachers/Governing Bodies, as appropriate. Caerphilly Schools will not be required to publish and report their own specific figures as no School employs more than 250 staff.

It was explained that the Council's Gender Pay Gap data is required to be published on the Council's website and Government website by 30th March on an annual basis. The data must include the hourly pay, as both a mean figure, (identifying the difference between the average of men's and women's pay) and the median figure, (identifying the difference between the midpoints in the ranges of men's and women's pay). Employers are encouraged to produce a written statement explaining the data. The Regulations further require the Council to publish the mean and median gender pay gap relating to bonus pay. The Council does not offer piecework or bonus incentive schemes.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By a show of hands this was unanimously agreed.

RESOLVED that for the reasons contained in the Officer's report, the written Statement detailing Gender Pay Gap data for publication on the Council's website and Government's website using the Gender Pay Gap reporting service, be agreed.

9. DATA PROTECTION REFORM - UPDATES TO CORE POLICIES

The report sought Cabinet's approval for the adoption of the amended versions of four core information governance/security policies. The updates are required to meet the forthcoming requirements of the new General Data Protection Regulation, reflect industry best practice and underpin the Council's information security provisions.

Cabinet were advised that the General Data Protection Regulation (GDPR) will be directly applicable in the UK from 25th May 2018. A Data Protection Bill is currently progressing through Parliament that not only ensures the UK's compliance with the requirements of GDPR but also a new EU Law Enforcement Directive, aspects of the Digital Economy Act and national security considerations. Cabinet noted in October 2017, there will be a greater requirement for accountability and "Privacy by Design", greater rights for data subjects, including rights to know what the Council will do with their data and mandatory breach reporting within 72 hours. The maximum monetary penalty for breaching the Data Protection Act currently set at £500,000 will increase to the equivalent of €20 million or 4% of global annual turnover under GDPR.

GDPR comes at a challenging time when services must become leaner, requiring more efficient ways of working and collaborations with other organisations. Effective information governance controls to reduce risk to service users and to the Council are vital to this process. This presents an opportunity to make better use of all of the Council's information assets, not just those containing personal information, to aid service delivery and potentially save costs, as well as addressing increasing demands of requests made under Freedom of Information and associated information rights legislation.

Cabinet thanked the Corporate Information Governance Manager for her hard work and support with the recent training undertaken with staff across the Authority.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By a show of hands this was unanimously agreed.

RESOLVED that for the reasons contained in the Officer's report, the adoption of the amended versions of four Core Information Governance/Security Policies, be approved.

10. WELSH CHURCH ACT FUND

Councillors C. Gordon and Mrs B.A. Jones declared prejudicial interests in relation to this item as they are Members of the Welsh Church Act Fund. They left the meeting room and did not take part in the debate.

The report sought Cabinet's approval of the recommendations supported by the Grants to the Voluntary Sector Panel (the Panel) on the 17th January 2018.

Cabinet were advised that Caerphilly County Borough Council receives an annual allocation of circa £62k from Monmouthshire County Council and as this allocation has not been fully spent in previous years it is currently anticipated that a balance of £263k will be carried forward into the 2018/19 financial year.

At previous meetings of the Panel it was decided that for Caerphilly CBC the following criteria would apply when considering applications for assistance from the Welsh Church Act Fund: -

- (i) A grant of no more than £2,000 to be given to partly fund projects of £6,000 and over.
- (ii) Smaller projects less than £6,000 be grant aided up to a third of the total cost.
- (iii) All organisations receiving grants produce the necessary financial records to show the expenditure has been incurred.
- (iv) No organisation is allowed to apply in consecutive years.

At its meeting on the 13th July 2009 the Panel agreed that in future, Officers would approve grant applications meeting the Welsh Church Act Fund criteria, using delegated powers. Such decisions would then be reported to the Panel for information, where Members could ask for further information if required.

The Panel has raised concerns for some time regarding the high level of balances being carried forward for the Welsh Church Act Fund. As a result, at its informal meeting on the 17th January 2018 the Panel was presented with 5 options in respect of the level of grants awarded from the Welsh Church Act Fund. Details of which were set out in appendix A (attached to the report). Following consideration of the options the preferred approach of the Panel was Option 4 - Applications of up to £5,000 to be fully grant funded with applications above £5,000 to be subject to a grant rate of 75% on the sum in excess £5,000 e.g. an application requesting £8,000 that meets the criteria would receive £7,250 (£5,000 plus 75% of £3,000). With a maximum grant application payable of £10,000.

Cabinet considered the options presented and requested an additional recommendation that this fund be widely publicised.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By a show of hands this was unanimously agreed.

RESOLVED that the recommendations in 1.9.1 to 1.9.4 be agreed with further recommendations to include a maximum grant available of £10,000 and Officers will widely publicise the Welsh Church Act Fund and the benefits available, and for the reasons contained in the Officer's report: -

- (i) the recommendation of the Grants to the Voluntary Sector Panel that Option 4 be implemented with effect from the 1st April 2018, be supported, in that applications of up to £5,000 to be fully grant funded with applications above £5,000 to be subject to a grant rate of 75% on the sum in excess £5,000 e.g. an application requesting £8,000 that meets the criteria would receive £7,250 (£5,000 plus 75% of £3,000). With a maximum grant application payable of £10,000, be agreed;
- (ii) that grants should be restricted to community organisations and community based projects in the first instance and that this position should be reviewed in 12 months' time, be agreed;
- (iii) grant awards that meet the agreed criteria will continue to be approved by the Head of Corporate Finance using delegated powers, be noted;
- (iv) Officers will undertake a review of the application process to expedite payments wherever possible, be noted;
- (v) Officers will widely publicise the Welsh Church Act Fund and the benefits available.

11. EXEMPT MATTER

Members considered the public interest test certificate from the Proper Officer and concluded that on balance the public interest in maintaining the exemption outweighed the public interest in disclosing the information. By show of hands this was unanimously agreed.

RESOLVED that in accordance with Section 100A(4) of the Local Government Act 1972 the public be excluded from the remainder of the meeting because of the likely disclosure to them of exempt information as identified in paragraph 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

12. PROPOSED MINERAL WORKING AND RESTORATION OF BEDWAS TIPS

Councillors P. Marsden and L. Phipps declared prejudicial interests in relation to this item as they are ward Members. They left the meeting and did not take part in the debate.

The report sought Cabinet's approval for proposed mineral working and restoration of Bedwas Tips.

Following consideration and discussion, it was moved and seconded that the recommendations in the report be approved. By a show of hands this was unanimously agreed.

RESOLVED that for the reasons contained in the Officer's report, the recommendations at paragraph 10.1 be approved.

The meeting closed at 3.35pm.

Approved and signed as a correct record subject to any corrections made at the meeting held on 11th April 2018.

CHAIR



CABINET 11TH APRIL 2018

**SUBJECT: CORPORATE PLAN INCLUDING WELL-BEING OBJECTIVES
2018 - 2023**

REPORT BY: INTERIM CHIEF EXECUTIVE

1. PURPOSE OF REPORT

- 1.1 To present to Cabinet the local authority's Corporate Plan (the Plan) with Well-being Objectives for 2018 - 2023 and to seek the views and approval of Cabinet prior to its presentation to Council on 17th April 2018.
- 1.2 The Local Government Measure 2009 requires all local authorities in Wales to set and publish a set of priorities called Improvement Objectives as soon as is 'practicably possible' in the new financial year. However, the introduction of the Well-being of Future Generations (Wales) Act 2015 (WBFGA) also places a legal requirement for 'public bodies' to set and publish Well-being Objectives.
- 1.3 As there is a cross over between the two pieces of legislation, authorities are treating the two requirements as one outcome, to publish one set of Well-being Objectives, the Wales Audit Office and Welsh Local Government Association (WLGA) have endorsed this approach.

2. SUMMARY

- 2.1 The Plan introduces the local authority's new set of Well-being Objectives to run for five years; 2018-2023. The WBFGA statutory guidance states that "*public bodies may decide they want to change one or more of their well-being objectives. There is no deadline or fixed point in time where this should happen*". However we would aim to review them on a yearly basis in line with reporting progress on performance of the Objectives to the public.

3. LINKS TO STRATEGY

- 3.1 The Council's Well-being Objectives contribute to Public Services Board (PSB) Well-being Plan and all of the Well-being Goals in the Well-being of Future Generations (Wales) Act 2015:

- 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

4.0 THE REPORT

- 4.1 The WBFGA came into effect in April 2016 and required public bodies to publish their Well-being Objectives by 31st March 2017. This presented conflicting timing requirements, due to the local government elections in May 2017 and the Public Services Board’s (PSB) Well-being Plan not due to be finalised until May 2018. The advice received from the Welsh Local Government Association and the Wales Audit Office was to set objectives prior to 31st March 2017 to meet the legislation, and then review them after local elections. This would also take into account any emerging priorities from the PSB Well-being Assessment.
- 4.2 Therefore officers have reviewed the 2017/18 objectives and began by assessing the feedback from citizens that arose from the PSB Well-being Assessment. This was an extensive engagement process and included analysing both data and qualitative information to arrive at areas that citizens thought were important. Areas of concern were around jobs and having the right skills or transport connections to get a job, education for young people but in a broader sense of helping provide life opportunities such as skills into employment, travel and to be able to afford a home. There were wide ranging areas around health also. Some areas of concern were not within the authority’s area of influence such as improved access to GPs, whilst other areas such as volunteering and apprenticeships required a collaborative response and are being addressed by the PSB Well-being Plan, “The Caerphilly We Want”.
- 4.3 It is proposed that Objectives are set over a five year period. Setting the Objectives over a longer period has some real benefits. A yearly cycle is quite short and if done correctly can be a time consuming process. By the time the Objectives are consulted on, reviewed and set it is nearly time to reset them again. A five year cycle also allows for greater consideration of what is needed with more time to take action and to evaluate their successes. This is also in keeping with the requirement of the five ways of working (long term impacts) and also aligns with the medium term financial plan and the life of an administration. The draft Corporate Plan 2018-23 replaces the previous Corporate Plan 2016/17 and Well-being Objectives 2017/18.
- 4.4 The Well-being Objectives proposed for 2018-2023 included in the Plan are:

Objective	Outcomes
1. Improve education opportunities for all	<ul style="list-style-type: none"> • Aim to reduce the impact of poverty within early years. • Raise standards of attainment. • Reduce impact of poverty on attainment for both vocational and non-vocational qualifications to provide equality of opportunity. • Help those who are not able to follow a traditional attainment path. • Support learning that enables young and adult employment opportunities including a focus on ‘future skills’ • Improve ‘Digital Skills’ for all ages. • Improve the learning environment. • Safeguard all children and young people in order to create a climate for learning, particularly for those most vulnerable.

<p>2. Enabling employment</p>	<ul style="list-style-type: none"> • Aim to reduce the impact of poverty by supporting people into better employment prospects. • Meet the targets of the European Social Fund programmes of getting people skilled and into work. • The Council will use the value of its third party spend to bring greater social and economic regeneration to the communities we serve. • Use investment in the housing stock to increase the number of skilled, qualified workers and tackle worklessness by providing apprenticeship, training and work placements with our in-house workforce and building contractors. • Ensuring local delivery of work programmes aligns and maximises opportunities from the Cardiff Capital Region 'City Deal'.
<p>3. Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people's well-being</p>	<ul style="list-style-type: none"> • All council housing is improved to meet the Welsh Housing Quality Standard by 2020. • Provide support to improve housing conditions in the owner-occupied sector. • Increase the provision of new, affordable, social housing that meet the 'Lifetime Homes' principles and identified needs, whilst supporting the governments' innovative housing programme. • Deliver adaptations to support the health and well-being of people in their homes and maximise the delivery and appropriate use of accessible homes. • Increase the supply of housing by supporting opportunities to bring long-term, empty homes back into use. • Promote the development of a healthy and vibrant private rented sector as a viable housing option. • Prevent homelessness and tackle rough sleeping. • Prevent tenancies from failing by providing a range of housing related support (including those affected by financial hardship, mental health issues or physical disabilities). • Help reduce fuel poverty by making homes more energy efficient and providing people with advice on how best to heat their homes.
<p>4. Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the</p>	<ul style="list-style-type: none"> • Work with the delivery of the South East Wales Metro, aiming for the Valley Lines Electrification programme as part of the delivery of the wider South East Wales Metro scheme • Develop the CCBC Regeneration Strategy and Delivery Plan with connectivity at its heart, promoting accessibility,

adverse impacts on the environment	<p>the Metro and digital and Broadband improvements that support innovation and improves accessibility for all.</p> <ul style="list-style-type: none"> • Promote the reinstatement of passenger services to the Nelson to Ystrad rail line under the Metro programme • Promote the reinstatement of the Caerphilly to Newport rail line as part of the Metro programme. • Promote a sustainable bus network that supports accessibility and connectivity both locally and regionally through a road network that encourages efficient bus operation. • Maximise transport connectivity within and between modes by integrating the delivery of the CCB Active Travel Plan with the Metro to improve bus, rail, walking and cycling provision to increase accessibility and add value to the Metro proposals.
5. Creating a county borough that supports a healthy lifestyle	<ul style="list-style-type: none"> • Aim to reduce inequalities in health across the county borough. • Creating a place that supports a healthy lifestyle Including: <ul style="list-style-type: none"> ➢ Contributing towards the Welsh Government target to reduce smoking prevalence rates to 16% by 2020 ➢ Reducing the overweight and obesity rates in children <p>Understand and address what helps to encourage people to become more physically active</p>
6. Support citizens to remain independent and improve their well-being	<ul style="list-style-type: none"> • Support people to 'help themselves' by providing comprehensive advice and information including signposting to other services. • Have 'meaningful conversations' to help people identify 'what matters' to them to inform 'outcome focused' planning. • Provide support to reduce the need for higher tier statutory interventions. • Identify and support carers. • Improve the recruitment of foster carers and Shared Lives carers. • Continue to identify opportunities to work collaboratively wherever appropriate.

4.5 The WBFGA legislation states that when public bodies produce their Well-being Objectives they must explain the following:

- Why the public body considers that its well-being objectives will contribute to the achievement of the well-being goals;
- Why the public body considers that its well-being objectives have been set in accordance with the sustainable development principle (the five ways of working);
- The steps to be taken to meet the well-being objectives in accordance with the sustainable development principle;
- How each public body will govern itself to meet its well-being objectives;

- How each public body will keep the steps it takes to meet its well-being objectives under review;
- How each public body will ensure that resources, including financial, are allocated annually for the purpose of taking steps to meet its objectives;
- When each public body expects to meet its well-being objectives;
- Any other relevant information about their well-being objectives that they consider relevant.

Therefore the Plan provides narrative under each of these headings.

4.6 Setting objectives is not new to the authority. Priorities and objectives have been set for many years. However the intent of the legislation has changed to place more of an emphasis on getting real knowledge to understand cause and effect in order to put in place the right solutions. With that in mind, the Corporate Plan with the Well-being Objectives (2018-2023) aims to be realistic in delivery yet provide greater aspiration, to be alive to innovation and new technologies and take a more forward and longer term thinking approach. The publication has a greater emphasis on making better connections in both understanding the issues and in collaborating with those who can help us achieve our objectives. In particular, we show strong connections and commitment to the Cardiff Capital Region and the City Deal and how these innovative and emerging activities can help over the long term, and improve the well-being and quality of life for our citizens.

4.8 The Corporate Plan also introduces 7 Cabinet 'Commitments'. The Cabinet carried out considerable work to agree a set of principles and values as to how the Executive wants to carry out its business. The Plan introduces the commitments, as shown on page 3 on Appendix 1.

4.9 The Council has also reviewed its principles for helping to guide financial management and decisions and the new 'Medium Term Financial Plan Principles' are shown on page 4 of Appendix 1.

5.0 WELL-BEING OF FUTURE GENERATIONS

5.1 The proposed Well-being Objectives are integrated across the Well-being Goals as set out in para 3.1. Each objective explains how it was set within the sustainable development principle in the WBFGA and how it focuses on long term solutions with an emphasis on prevention and shows how it takes a longer term approach. Changing the time frame of the objectives to a five year plan is part of the longer term alignment to other business processes.

6.0 EQUALITIES IMPLICATIONS

6.1 An EIA screening has been completed in accordance with the Council's Strategic Equality Plan and supplementary guidance. No potential for unlawful discrimination and/or low level or minor negative impact has been identified; therefore a full EIA has not been carried out. The Well-being Objectives however will benefit different groups of citizens if achieved and each objective is assessed against its contribution to the national goals, which includes 'A More Equal Wales'.

7.0 FINANCIAL IMPLICATIONS

7.1 There are no direct financial implications at this time, but the Well-being Statement must explain how the Council will ensure that resources, including financial, are allocated annually for the purpose of taking steps to meet its objectives.

8.0 PERSONNEL IMPLICATIONS

8.1 There are no personnel implications from this report.

9.0 CONSULTATIONS

9.1 This report has been sent to the Consultees listed below and all comments received are reflected in this report.

10.0 RECOMMENDATIONS

10.1 That Cabinet provide any views and endorse the proposal to present the draft Corporate Plan with Well-being Objectives to Council for approval on June 2018.

11.0 REASONS FOR THE RECOMMENDATIONS

11.1 For the reasons set out in the report, Cabinet endorse the Corporate Plan and Well-being Objectives in meeting our statutory duty of the Well-being of Future Generations (Wales) Act 2015 and the Local Government Measure 2009

12.0 STATUTORY POWER

12.1 Well-being of Future Generations (Wales) Act 2015 & Local Government Measure 2009.

Author: Ros Roberts, Corporate Performance Manager, roberr@caerphilly.gov.uk

Consultees: Christina HARRY, Interim Chief Executive
Dave Street, Corporate Director, Social Services
Steve Harris, Interim Head of Corporate Finance
Mark.S.Williams, Interim Head of Communities Directorate
Cllr Barbara Jones, Deputy Leader/Cabinet Member for Finance Performance and Governance
Keri Cole, Chief Education Officer
Gareth Jenkins, Assistant Director, Children's Services
Jo Williams, Assistant Director, Adults Services
Sue Richards, Interim Head of Education Service, Education Planning and Strategy
Shaun Couzens, Chief Housing Officer
Rhian Kyte, Team Leader, Strategic Planning
Mark Jennings, Housing Officer
Rob Hartshorn, Head of Policy and Public Protection
Kathryn Peters, Corporate Policy Manager
Anwen Cullinane, Senior Equalities Officer, Equalities
Paul Cooke, Senior Policy Officer
Shaun Watkins, Principal Personnel Officer, Social Services
Dave Roberts, Principal Finance Officer
Lisa Lane Corporate Solicitor

Appendix 1: Corporate Plan and Well-being Objectives 2018-2023

Background papers: Report to Council 7th June 2016 'Caerphilly County Borough Council, draft 2017/17 Corporate Plan (Well-being Objectives)';
Report to Council 7th March 2017 'Well-being Objectives'.

Corporate Plan 2018-2023

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Foreword from the Leader of Council - Cllr David Poole

Caerphilly County Borough Council has embarked upon an exciting but challenging journey of improvement and change.

As Leader of the Council it is my responsibility to ensure the organisation is capable of rising to these challenges and is prepared to respond effectively and efficiently. In order to achieve this it is clear that we will need to do things differently and we must be willing to adapt and respond to change.

This Council wants to ensure our communities remain sustainable during these challenging times. We need to ensure we are equipped to deliver effective and purposeful services to our communities and where we are not best placed to deliver them directly; we enable others to do so on our behalf. We are acutely aware of the declining line on our budget sheet over the next few years and this, balanced against increasing pressures in areas such as social care, can; if not approached with a methodical and innovative mind-set, create the “perfect storm”.

Working closely with my Cabinet colleagues we are collectively focussed upon bringing a new sense of purpose and direction to the organisation.

Within this Corporate Plan, we have defined an over-arching vision, supported with clear objectives and priorities, so that everyone is clear about the direction of travel and what we are aiming to achieve and most importantly, the role that each and everyone of us has to play in shaping it

The **Well-being Objectives** are a critical part of this process as they will help us shape services, target our resources and prioritise our efforts over the next 5 years.

All this is set against the wider regional context of change which is rapidly moving ahead – particularly in terms of the Cardiff Capital Region City Deal. This £1.2billion programme will bring new jobs, opportunities and economic growth to South East Wales and we are one of 10 councils in the region which lead this exciting new partnership.

It goes without saying that I am determined to make sure that all our communities across the county borough reap the full benefits from this deal, thereby ensuring that the county borough remains a place of choice, to live, work and enjoy.

I hope you find this document useful and it provides you with an insight into the journey that lies ahead and our ambition to shape it, as we aim to not only survive these challenging times, but thrive within them!



Cllr Dave Poole

1. Our Cabinet



Introducing our Cabinet from left to right: Cllr Eluned Stenner, Cllr Nigel George, Cllr Barbara Jones, Cllr Carl Cuss, Leader Cllr David Poole, Cllr Colin Gordon, Cllr Sean Morgan, Cllr Lisa Phipps, Cllr Philippa Marsden.

Our Cabinet Commitments

The Leader of Council and his Cabinet have agreed seven Key Commitments which underpin the overarching vision and priorities of Caerphilly County Borough Council (CCBC): They are:

1. We will always do our best to protect jobs and services within the current challenging financial climate.
2. We will build on CCBC's reputation as an innovative, high performing local authority.
3. We will ensure we have an engaged and motivated workforce.
4. We will always strive to ensure CCBC delivers value for money in everything it does.
5. We will help protect the most vulnerable people in our society and make safeguarding a key priority.
6. We will always welcome feedback and consider the views of residents, staff and other key stakeholders.
7. We will be open, honest & transparent in everything we do.

These will be our guiding principles in all that we do.

2. Our Medium Term Financial Plan Principles 2018

Over the course of the last four years we set principles that would guide our financial decision making. As part of the challenging environment we still find ourselves in we thought it was a good time to review our financial principles in line with our new Cabinet commitments and the Council's values and vision.

Following that review we have revised our Medium Term Financial Principles and they are set out below:

- ❖ We will seek to protect services for the most vulnerable whilst continuing to evaluate all other services.
- ❖ We will limit the impact of cuts on front-line services where we can whilst continuing to reduce expenditure and explore opportunities to generate new sources of income.
- ❖ We will adopt a longer-term approach to financial planning that considers the impact on future generations.
- ❖ We will need to accept that we will not be able to maintain existing levels of service but will introduce more innovative ways of working through the use of emerging technologies.
- ❖ We will engage with our communities to understand their needs and explore options to deliver some services through collaboration, partnerships, community trusts etc. to ensure that communities remain resilient and sustainable in the longer-term.

These principles will help to steer our financial decision making during the next few years and will be routinely reviewed to ensure they stay relevant for the coming years.

Although this is a five year Plan, the Resources Section within each objective may be subject to changes beyond our control. We will keep these under review and update the public as part of our public performance reporting.

3. How our Plans fit together

As a large organisation different aspects of our planning and frameworks can seem complex and it can be difficult to see how different activities come together or contribute to one another. The diagram below shows how our activities such as our planning – what we want to do, and our values – how we want to do something; all contribute towards the end goal and to the delivery of the Well-being Objectives. There is no one section more important than the other, the values and behaviours wrap around all we do. There is further detail on the next page to explain the various elements:

Planning and Improvement Framework 2018-2023





Describing the Framework

1. Our Cabinet Commitments

The political leadership of the Council are called the Cabinet and they have carried out work to decide on a set of commitments they want to make to the public and to staff. These are the standards you can expect from our leaders and how they want to be held to account. These are shown in the diagram as wrapping around all that we do and the way in which we will conduct business.

2. Vision and Values

This is the vision for the Council that we as an organisation want to aspire too and the values that we want to jointly share and build upon. In brief the vision is what we want to achieve and the values are how we would go about doing it. It is important to have both as there are many ways to realise a vision but it must be done in the right way. Our vision and values are being formed and will be consulted on with staff as it is critical that values belong to all and are not led from the top down. The only way to ensure this is in full consultation with our staff. When they are set we will publish them in our annual performance report.

3. Medium Term Financial Principles

These are the principles we will use to help make decisions with financial implications. As the financial situation becomes more difficult, the principles will guide us (page 5) and we will use them in making decisions. For example one of our principles is to “limit the impact of cuts on front-line services where we can whilst continuing to reduce expenditure and explore opportunities to generate new sources of income”. Any decisions will look at this in the first instance and not ‘simply cut’ but to take a more considered approach in finding other ways to do something. This will go hand in hand with the sustainable development principles of the Well-being of Future Generations (Wales) Act 2015.

4. Business Improvement Portfolio Board

We (Local Government) are at a crossroads. The reduction in funding during the austerity programme over the next five years is widely felt to be more than just a reduction in budgets: it is a ‘tipping point’ where we have to fundamentally redefine what we do; what services we provide and how we provide them. It will require a new relationship and understanding with our communities as to why we exist and what our residents can expect. To cope with this challenge we need to have a clear picture of where we are going and how we are going to get there - not one that is simply swept along by events. Therefore we created a ‘Business Improvement Portfolio’ (BIP) Board to lead a portfolio of change across the organisation to transform a range of areas. The Authority has already made considerable savings totalling

£82.17m, however it has been estimated in a recent Cabinet report that further savings requirements of circa £34m will be needed over the next 3 years (19/20, 20/21 and 21/22) in order to deliver a balanced budget. As such, the BIP programme will help with the process of delivering a balanced budget by ensuring that services are delivered as efficiently and effectively as possible and also to ensure that services are redesigned, where necessary, and 'future proofed' to meet the demands and expectations of our communities. There are three specific programmes that form the BIP noted below:

Improving Leadership - The local government landscape is changing and managers are going to have to manage in a different context than they have been used to. This will involve working more closely with partners and with communities and this will require us to consider new options as to how we provide services. This programme will identify the core management competencies required by our managers, at all levels, and ensure that we have an adequate range of support for managers to help them develop their skills in these areas. We will have fewer staff so we will need more flexibility in roles and responsibilities.

Improving engagement – We value the workforce and know the importance of effective engagement and internal communications. In the wider context, Local Government is changing so in order to secure its ongoing success, it is important that we work to improve current workforce practices, and where necessary, develop new ways of working. To be successful, requires the commitment and engagement of our entire workforce because engaged employees perform better. They know better than anyone where we can eradicate unnecessary waste and become more efficient. This will require improved communication and engagement across the whole organisation to ensure that appropriate communication channels are in place for feedback and suggestions to reach the right people at the right time.

Improving Services – if the other two programmes are about getting the foundations right these programmes are about making a difference with challenges in some areas that are quite significant. Initially this began with the identification and introduction of a series of projects. The intention of the programme was to bring structure to the work already underway in a number of areas. Following a review we themed the projects into the following areas

- ❖ Digital Theme – Digital Strategy; Customer Service Review, and Agile Working.
- ❖ Collaboration Theme – I.T. Collaboration.
- ❖ Alternative Service Delivery Theme – Tourism Facilities.
- ❖ Major Projects Theme – Band A 21st Century Schools; Band B 21st Century Schools; WHQS Delivery; Post 16 Education; Library Review; Youth Service Review; Children's Centre; Leisure Review; Waste Review, Community Centres Review, Street Lighting, and Civil Parking Enforcement.
- ❖ Income Generation – projects to be finalised.
- ❖ Green Energy/Carbon Reduction – projects to be finalised.

The BIP is a long term strategic programme that will run over a number of years and we will tell you about our successes and areas for improvement with these projects through our annual performance reports.

5. Service Planning and Staff Development

We have a process of evaluating our services to learn what is working well and what needs to improve. This process of 'learning' means we can take a position on what needs to improve and build the outcomes into our service planning.

We have changed our planning cycles to align with each other from 2018-2023 however they will be periodically reviewed to allow for emerging issues and activities. We will continue to look at the best way to carry out corporate planning. Processes may change over time but the principle of planning to improve will remain part of our performance arrangements. Our annual Personal Development Review process is being reviewed to ensure it is fit for purpose linked into the core competencies and behaviours of the organisation. Delivery is carried out by 'people' so there must be a clear line of sight between people development, planning and delivery of effective actions.

6. Corporate Plan and Well-being Objectives

This document is our 'Corporate Plan' and includes our six Well-being Objectives. We have a statutory duty to set Well-being Objectives using the five sustainable development principles under the Well-being of Future Generations (Wales) Act 2015. Setting objectives is not new, we have set priorities in a range of ways for a long time; however this is the first time we have set objectives over a five year planning period. We will review the objectives routinely as circumstances can change and will consult with the public to make sure they remain relevant. It is important to note that this is not all that we do, there are many more activities that are carried out, however these objectives are what you told us (or that the data showed) where we could make a real difference to the well-being of the county borough. Section 4 details what our Well-being Objectives are.

7. Public Services Board Well-being Plan

The Well-being of Future Generations (Wales) Act 2015 required the setting up of a statutory board called a Public Services Board (PSB) made up of the Local Authority, the Fire Service, Natural Resources Wales and the Aneurin Bevan University Health Board with other invited members, including Gwent Police and Public Health Wales. The purpose of PSB is to improve the economic, social, environmental and cultural Well-being in its area by strengthening joint working across all public services in Wales. To do this the PSB carried out a well-being assessment of the area and in response to the findings set objectives in a Well-being Plan.

The PSB Plan is due to be published in May 2018 and will be delivered through a Well-being delivery plan, which has five action areas and four enablers (these are things that need to happen to make the other things possible such as sharing of public sector assets). The Councils own Well-being Objectives are designed to contribute towards the high level Well-being Plan rather than replicate its delivery.

4. Well-being Objectives 2018-2023

Introduction

We set our Well-being Objectives by using intelligence and data from the Well-being Assessment that was carried out to inform the PSB Well-being Plan. This told us about the concerns people had and the areas they would like to see improve.

The objectives were also informed by our duty to deliver sustainability which is described within the five ways of working in each objective. We also looked at how we could build on strengths that support improvement in our action planning (and not just areas to improve).

We also show how our objectives contribute towards the seven national Well-being Goals and a description of those goals can be found on page 76. The areas below are not all that we do, indeed it is not possible to cover everything the Council does but we have set these six objectives as they are critical to improving citizens' well-being both in the long and short term. These objectives will be reviewed periodically and we will consult on any changes with our citizens.

Number	Description	
Objective 1	Improve education opportunities for all	Page 10-22
Objective 2	Enabling employment	Page 23-33
Objective 3	Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people's well-being	Page 34-46
Objective 4	Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impacts on the environment	Page 47-54
Objective 5	Create a county borough that supports a healthy lifestyle	Page 55-56
Objective 6	Support citizens to remain independent and improve their well-being	Page 68-74

**“Education is not preparation for life;
education is life itself.”**

~ John Dewey~

1. Improve education opportunities for all

Outcomes

1. Aim to reduce the impact of poverty within early years.
2. Raise standards of attainment.
3. Reduce the impact of poverty on attainment for both vocational and non-vocational qualifications to provide equality of opportunity.
4. Help those who are not able to follow a traditional attainment path.
5. Support learning that enables young and adult employment opportunities including a focus on ‘future skills’
6. Improve ‘Digital Skills’ for all ages.
7. Improve the learning environment.
8. Safeguard all children and young people in order to create a climate for learning, particularly for those most vulnerable.

1. Improve education opportunities for all

Well-being Statement

Over the last few years we have focused on improving young people's outcomes and non-vocational qualifications to provide more opportunities for further education or employment. This is still a priority outcome; however we have decided there is a greater need to take a more holistic view of education such as understanding issues in children's early years and aspects like poverty and how they can affect attainment. Much has been done to develop a multi-agency approach and learn from relevant research, such as work on 'Adverse Childhood Experiences' (ACES).

We also want to look at how we can help those who are more vulnerable and unable to access a traditional pathway, as well as provide learning for young people and support for adults, whether that is to provide more skills or opportunities into employment. This objective is about preventing longer term problems for future generations that are associated with low skills and lack of learning opportunities.

Early Years

Attendance is a critical factor to attaining good academic results. Research has shown how important early years are in a child's life, particularly the first 1000 days. Whilst emphasis is often upon secondary attendance and truancy, the Charlie Taylor Report (2012) highlights that 'truancy' is only one dimension. This distracts attention from the cause of these problems, which is non-attendance in the early years when approved by parents. This soon becomes a pattern and establishes poor attitudes towards school.

The research explains a clear link between children from disadvantaged backgrounds, attendance and school attainment at the Level 2+ indicator at GCSE. Only 3% of pupils who miss more than 50% of school achieve 5A*-C as opposed to 73% achieving 5A*-C who have 95% attendance.

Children with low attendance in early years are more likely to come from poorer backgrounds and are likely to start school already behind their peers, especially in language acquisition and social development. Poor attendance can be a sign that there are more serious issues going on in the child's life. Without the opportunity to receive good quality learning every day from the start of their education, the most disadvantaged pupils are unlikely to narrow the gap

The evidence shows that children with poor attendance are unlikely to succeed academically and are more likely not to be in education, employment or training (NEET) when they leave school.

Our Welsh Government funded Flying Start programme provides support for early years (0-4 years of age) and aims to establish positive behaviours in children and families, through healthy lifestyles, positive parenting, attendance and raising aspirations. The Flying Start programme offers a range of support at each age and is critical in establishing positive parent and child behaviours, in readiness for the child's education, to give them the best opportunity for later life chances. Research shows that parents' qualifications and work experience are likely to lead

to improved attendance for their children. This is why some of the Flying Start programme helps to build confidence in parents and promote aspiration.

Families First is a Welsh Government programme designed to improve outcomes for children, young people and families. It has an emphasis on prevention and helping families as early as possible to prevent any issues getting worse. There are a range of programmes that mirror 'Flying Start' particularly for those living in poverty outside of Flying Start areas; also Families First is available to all ages and areas. Some of the programmes that support this objective range from 'Families Learning Together' to help parents learn how to best support their child's learning with literacy and numeracy to 'Little Voices / Tiny Talkers' which is a collaborative contract to target children with speech and language delays.

Attainment

Attainment is still the aspect we are judged on nationally and we recognise that education attainment contributes towards this overall 'readiness' and capacity for opportunities. Each year we rank around 19th to 20th in our educational attainment results at Key Stage 4 (15-16 years of age), and whilst we improve year on year we stay low down in this rating compared to other authorities' improvement journeys. Standards in Caerphilly are improving but not at a sufficient rate compared to similar authorities across Wales. However our ranking in primary settings (by teacher assessment) is ranked 6th and 7th, so there is work to do in preventing declining results in later years.

There are many factors which increase levels of vulnerability in learners, one of which is poverty and deprivation. The measure that is commonly used to measure deprivation is a pupil's eligibility to receive Free School Meals (FSM). Sixteen of the 110 areas in Caerphilly are in the 10% most deprived areas in Wales, although our eligible pupils perform well against those who are not eligible in exam results. Reducing the gap in performance between eFSM and non-eFSM pupils at Key Stage 4, Level 2+ as well as raising standards for all is very important as this measure can affect the life chances of learners. Achieving this indicator at the age of 16, opens up further education, employment and training opportunities. The use of the Pupil Development Grant (PDG) enables schools to create a deeper level of support for those eFSM learners. The Local Authority is part of a regional school improvement consortium called the Education Achievement Service (EAS). The EAS deliver school improvement services on our behalf and monitor the PDG robustly to ensure the resources go to the right place.

At a discussion held with Caerphilly Business Forum and the Welsh Innovation Centre for Enterprise (ICE), the following issues emerged as important around educational matters where gaining a good level education was seen as key in getting young people work ready.

Helping those who do not follow a traditional path

Not all pupils can stay in a mainstream school environment until the age of 16. Some young people are fragile or vulnerable and require specialist provision. Other young people require a flexible, blended, approach and two of our services support pupils specifically in this way, Education Other Than At School (EOTAS) and the Youth Service.

The EOTAS service provides alternative educational pathways for those pupils who may be unable to continue in full time mainstream education for a variety of reasons. The focus of the educational opportunities available to pupils who are within this aspect of the education system is to maintain standards of attainment and to develop strategies which will support an individual managing their own behaviours more effectively into adulthood through developing resilience and coping strategies.

We work with a range of stakeholders to deliver an appropriate educational pathway including the Youth Service, so that learners have opportunities to succeed in formal, non-formal and informal learning experiences. Whilst providing informal educational support for all young people 11-25, the Youth Service is proactive in supporting those who may not always achieve via formal educational pathways, such as GCSEs. Young people of school age are supported both in school time, for example, by providing an alternative curriculum, and outside of school hours, so as to provide holistic, integrated and wrap around support for those most in need of it. In this way educational targets for attainment, attendance and behaviour are significantly supported.

Welsh Government guidance, together with current policy direction, consistently recognises the role of youth work in all its forms with regard to ensuring the engagement by young people in society, including the positive influence on their education, health, behaviours and their work prospects – in these ways, Youth Service activity mirrors the intent across all well-being themes. Frequently, the Youth Service can engage positively with young people, particularly in areas of poverty, where others cannot, ensuring that all young people have contact with adults that can enable them to live positive and fulfilling lives and contribute to their communities. The unique relationship that youth workers have with young people helps to accomplish this, combined with the reach of the Youth Service, which goes far beyond that of schools, social services and many others, many of whom rely on the Youth Service to deliver key messages to young people. Our participation commitments are largely fulfilled by the Youth Service, for whom the involvement of and collaboration with young people to influence their lives and their communities is central to the provision of youth work. The long term support provided to young people, supports the transition from childhood to adulthood, enabling significant prevention work to be undertaken and is a unique feature of services in Education and beyond. Other types of support include a Families First run project called Targeted Youth and Family Engagement which aims to develop personal and social skills particularly around behaviours and boundaries, raise confidence and build self-esteem. The project also provides one to one and group support for young parents.

At the age of 16 schools work successfully with colleges to ensure that, where pupils choose a vocational route as a next step, transition processes are effective.

Enabling Employability

When we carried out the local assessment of well-being, the assessment made the connection between a lack of opportunity and the role of education and training in helping to provide opportunities for jobs. One of the significant areas to emerge from our assessment exercise was the need to ‘provide training, apprenticeships, employment and opportunities that are appropriate for all sectors of the community’.

The overall picture is that **31.4%** of the county borough residents have no qualifications compared with a figure of 26% for Wales as a whole. This came through as a concern from the communities we spoke with. A strong local economy was identified as essential for lifting local people out of poverty and attainment for young people was linked to longer term quality of life.

The Public Services Board want to address this as part of their new Well-being Plan. Our contribution towards improving this picture is three employability programmes we run within a regional partnership and we are considering a fourth which has the potential to begin in early 2018.

The programmes are **Inspire 2 Work** is a six county regional operation led by Blaenau Gwent. This provides support for young people aged 16-24 who are not in education, employment or training and have no means of engaging with formal or informal education, training or employment. Participants, who must live in a non-Community First area, are offered a tailored package of one to one support to help them return to education, enter work or gain a qualification required to access voluntary opportunities.

Bridges into Work 2 is a five county regional operation led by Torfaen Council. This provides tailored support for participants who are 25+ who are economically inactive (figures are quite high in the county borough) or long term unemployed (living in non-Communities First areas).

Working skills for Adults 2 provides support for employed or self employed aged 16+ with a view to gain further qualifications to upskill into better opportunities. The potential new programme is called Nurture, Equip and Thrive (NET). This would provide advice and guidance to those people in employment who are suffering in work poverty due to under employment in order to get additional hours or a second income. It could provide support to get those with long term sickness back into employment. This is under consideration as we would have to match the available European funding. All the programmes are due to run to at least 2022 and have measurable targets for getting people engaged, qualified or entering into employment.

We recognise Communities First funding contributes towards employment but this pot of funding is being changed as Welsh Government have reviewed the programme and now want to target the money in a different way and more information on this is on page **24** under our Enabling employability Objective.

The Council follows the national **Engagement and Progression Framework**. This has involved the recruitment of a co-ordinator within the Youth Service, whose role is to work closely with children and young people who have been identified by schools and others as being at risk of not going into employment, education or training (NEET). Following the identification, the co-ordinator will provide a wide and varied programme of support such as regular mentoring meetings with youth workers, accompanied visits to colleges and other establishments, visits to and from employers to develop their knowledge, understanding, motivation and access to events which give young people the chance to view and apply for a variety of opportunities linked to education, employment and training.

Our **Emphasis** project offers support to young people aged 13-19 who are likely or at risk of becoming homeless. Often these young people are NEET. The Emphasis worker will work

with the young person to improve their well-being and help them better engage with school. Supporting People workers often attend well-being events at colleges to promote services like housing related support that help keep young people in education and access training opportunities.

At a regional level the **Cardiff Capital Region City Deal (CCRCD)** is looking at allocating a development fund for a pilot to develop a business case of the feasibility of a 'Skills for the Future' project. This will provide region wide school engagement support for business and a skills investment fund to deliver over 10,000 apprenticeships, graduate internships and upskilling employees in the private sector. More on this can be found in our Enabling employment Objective however it is worth recognising the connection here between skills, education and employment.

The lack of consistent advice and guidance for young people combined with the under supply of young people interested in doing apprenticeships in the areas that priority sectors need, has the potential to make the mismatch of skills available, to skills needed even greater. Uncertainty around what skills are needed following Brexit, the growth in automation and the increasing importance of digital skills means it is important we support a joint regional approach to deliver an 'employer led skill system' in the Cardiff Capital Region. In other words we need to better match the skills being taught to the skills employers need. Fewer children and students are studying Science, Technology, Engineering, Maths (known as STEM) and digital skills at a regional level. Part of addressing this under the 'Skills For The Future' project is the CCRCD aim to invest in good quality careers advice in schools from year 8 onwards (as part of a much wider programme) to work with schools in delivering a more informed learner employment choice and ensure young people are better equipped to pursue more lucrative career options and earning potential.

Automation and Artificial Intelligence (AI) has implications for business in the near future and this means implications for the types of knowledge and skills that our children need, to make sure they can benefit from the opportunities that AI can bring. There are also concerns. It has been widely reported that by 2030 one in four jobs could be lost in Wales (estimated at 112,000 jobs) to automation and AI unless skills change. We need to ensure our young people are trained today for tomorrow's skills.

Digital Strategy and Competency

Digital Competency - We recognise in the new digital era that having access to technology and facilities to study, for example, online study, is one way that can help people with the quality of their life. This is why we will have a strong focus on ways to roll out more high speed and quality broadband and look to provide digital opportunities. We are taking part in The Learning in a Digital Wales programme to provide high speed broadband for schools (funded by Welsh Government). Welsh Government officials are working with local authorities and British Telecom (BT) to start ordering and implementing more services this year. In schools, as part of the new curriculum a new Digital Competence Framework is being introduced.

*"*Digital competence is the set of skills, knowledge and attitudes that enable the confident, creative and critical use of technologies and systems. It is essential for learners if they are to be informed, capable and have the potential to be successful in today's society"*

*<http://learning.gov.wales/docs/learningwales/publications/160831-dcf-guidance-en-v2.pdf>

Several of our schools are leading on this with some becoming centres of excellence to share good practice. The Digital Competency Framework has been developed to be inclusive of all learners aged 3 to 16-plus. It covers the development of skills from the earliest stages that very young children need to learn.

Another part of our digital agenda is the work that is being done within our libraries. The library service are working with families and toddlers to develop basic coding skills and encourage literacy, counting, socialising, problem solving and teamwork through use of the Fisher Price Code-a-Pillar toy where parts of the body control different aspects, such as movement, sound and lights. These parts can be rearranged to make the caterpillar move in different directions. The project takes place in the main 4 libraries, Caerphilly, Blackwood (where the project was piloted), Bargoed and Risca and is badged as a school readiness programme to support the digital curriculum. Our Families First programme brings families into library's to take part in their 'Families Learning Together' project improving literacy and numeracy,

For our 7-12 year olds, this age group focuses on online coding and using Raspberry Pi and BBC Microbit Kits. They are taught a basic coding language called Scratch. More advanced children are able to learn coding using advanced coding languages such as HTML and Python. This project takes groups of children over several weeks to give them time to develop their skills.

A third strand will focus on older children and adults and libraries are currently working with older pupils from Coleg Gwent to gather evidence and work out how this project can work to give the pupils technological employability skills they need post education. Libraries are currently having a conversation with Adult Education Services around employability skills and this may be a future development.

Each library has its own improvement plan (LIP) in which they show their contribution to 4 skills areas; School Readiness, Health, Life and Employability.

Other library workshops available include 'Information Skills' focusing on age 11, (year 6) to engage with children before comprehensive school. Our Community Librarians show groups of pupils how libraries work and support them in developing critical thinking skills, using search engines to get the best results, and learning how to use text based resources effectively including use of contents and index pages. They also engage with the children on E- safety with topics such as cyber bullying, sexting and talk about the effects these can have on the children and their friends. Adult Education also deliver a range of digital learning courses across the county borough as does the Supporting People programmes in assisting with basic computer skills and activities such as 'digital Fridays'.

We want to take an innovative approach to digital connectivity and be alive to the opportunities in the region that can benefit our community, which is why we are committed to the development of a **Digital Strategy** as part of the Cardiff City Region City Deal. This comprises a range of proposals which depend upon a well developed infrastructure using a 'dark fibre' network. This means instead of using traditional cabling, data is transported over unused optical fibre. A dark fibre network is optical fibre infrastructure that is not in use. Exploration of the use of 'dark fibre' would result in faster and wider connection at a global, regional and community level. This would also support the next generation of digital mobile

access of 5G which has greater down load speeds and capacity for a larger numbers of devices. For example, the difference between the speed of 4G and 5G would be the ability to down load a film in less than 10 seconds on a 5G network, compared to 10 minutes on a 4G network. This kind of access and speed will provide extensive support to schools and colleges on their digital journeys. There are a wide range of proposals within the strategy and being aware of how the digital future will impact our young people will be critical to the skills that are needed, for example in jobs that may be automated in the future.

21st Century Schools Programme

The Welsh Government (WG) 21st Century Schools programme 2014-2019 has resulted in an investment of £56.5m in education within the county borough. This has been funded 50% by WG and 50% by the Authority. There were 5 projects identified as part of the programme. Two are now complete, Islwyn High School which opened in July 2017, and Y Gwindy Welsh Medium Secondary School which is an expansion of Ysgol Gyfun Cwm Rhymni in the Caerphilly Basin and also incorporated a new primary school Ysgol Gynradd Gymraeg Caerffili. The Abertysswg/Pontlottyn Primary School Building, which is part of the Rhymney age 3 to 18 school which opened January 2018 and was named the 'Idris Davies' primary school. These are state of the art 21st Century School developments. The extension of Newbridge School has recently started with completion scheduled for September 2018 and the final scheme invested £2M into a refurbishment project at Blackwood Comprehensive.

The Authority has recently submitted to WG their bid in relation to the 21st Century schools Band B programme which will run from 2019 for a 5 year period and will focus on the improvement of the condition of school buildings and maximising community usage.

How we used the '5 ways of working' to set this Well-being objective?

Involvement – There are many people involved in achieving this objective, from schools, parents, health services, libraries, builders (for school improvements), colleges and employment organisations. One of our biggest partners in helping young people and schools to better levels of achievement and attainment is the Education Achievement Service (EAS) who deliver school improvement on our behalf. There are too many partners to list but we will continue to promote partnership working and sharing resource with the old saying in the forefront of our minds that “it takes a village to raise a child”.

Long term - The objective is over 4-5 years but the benefits for children and young people will be over a 25 year period from birth to adulthood. The objective covers actions and the importance of early years on learning through to support for young adults into employment programmes and the recognition that digital learning plays an important skill in the present and the future.

Collaborate – The EAS and our schools are our main partners for academic improvements and we work closely with them to improve attainment. We have a range of different collaborations which will form part of our detailed action plans. Many of the projects delivering to this Well-being Objective are delivered through collaborative partnerships between health, local authority, statutory and voluntary sector partners.

Integration –We are aware that aspirations are linked with the family and therefore Flying Start, Families First, Supporting People and other key agencies, working with families will also be key partners. In addition, studies have shown that raising aspirations and improving attitudes to learning is wider than just educational barriers. Therefore, we may require the support of services such as leisure, parks and countryside, the voluntary sector and health services as a way of engaging with children and young people and their families.

Prevention – We are taking a long term approach by understanding the effect of children’s early years on their readiness and experience of school, connected to attendance through to the skills and exam levels they achieve at school. We are taking a preventative approach for those who cannot follow a traditional path through a range of support and one to one work. We recognise the importance of growth in digital skills needed for work of the future but also promoting vocational work and making sure those young people that don’t have a traditional path in education are valued and supported. The success of this objective has a big impact on quality of life, as it is recognised that skills that enable employment are one of the main paths out of poverty.

What steps will we take to achieve this goal?

There will be a detailed action plan to aid the delivery of this objective over the next 4-5 years. In the meantime below we highlight some of the main actions that we will take over this time:

Outcomes	Timeframe
1. Aim to reduce the impact of poverty within early years	
Continued delivery of the Flying Start programme to help improve access, take up and attendance.	2017-2021
Continued delivery of the Families First programme to help improve access, take up and attendance.	2017-2021
Increase the number of eligible working families accessing the free Childcare Offer.	Sept 2017-2021
2. Raise standards of attainment	
Reduce variation between schools so that all schools make improvements by working closely with the Education Achievement Service to continue to sharpen processes and intervene effectively.	2017 ongoing
Reduce the rate of fixed term exclusions particularly at targeted primary and secondary schools by revising the behaviour strategy and developing specialist fit for purpose provision.	November 2017 – June 2018
Further develop the STRIVE (System, Tracking, Reporting, Identifying, Vulnerability Education) to include data on young people who are currently Not in Education Training and Employment (NEET) in order to identify destinations and support young people into further training or employment.	December 2017 - 2018
3: Reduce impact of poverty on attainment for both vocational and non vocational qualifications to provide equality of opportunity	
More effectively track progress of vulnerable groups and monitor impact of interventions on outcomes.	July 2017 onwards
Develop the role of person centred practice (PCP) champion and embed person	Sept 2016 –

Outcomes	Timeframe
centred practice in targeted schools.	Aug 2018
Increase engagement and support for young people who are at risk of or are currently NEET to secure destinations and realise their potential.	2016 - 2019
Reconfigure the core Youth Service to ensure that young people with the most need are supported to achieve, whether by formal or non-formal means.	Apr 2018- Sept 2019
4: Support those who are not able to follow a traditional attainment path	
Improve the consistency of what is delivered for all (Education other than at school) learners with providers currently on the EOTAS Framework.	Jan 2018
Develop the transition plan in relation to Team Teach with schools arranging their own training.	July 2017
Work with Local Authorities involved in the Flexibilities Funding pilots in preparation for implementation from April 2019 to maximise the reach of grant funded programmes for vulnerable families.	Apr 2018- 2021
Review Additional Learning Needs (ALN) in mainstream Schools including Additional Support and Community Tuition, and Education Other than at School settings. The purpose is to: <ul style="list-style-type: none"> ensure that all schools are aware of and compliant with responsibilities in line with the existing Special Education Needs Code and developments in relation to the 'Additional Learning Needs' reform ensure effective targeting of resources to meet needs ensure a consistent approach for EOTAS learners ensure appropriate pathways are established for EOTAS learners 	Jan 2017 – Sept 2019
5: Support learning that enables young and adult employment opportunities	
Deliver Adult Community Learning and European Social Fund operations to improve the level of skills and provide opportunities to gain qualifications (formal and non-formal) and move people towards employment.	2017-2023
Continue the 'Inspire to Work' programmes, support for those aged 16-24 who are not in education, employment or training and have no means of engaging with education, employment or training. The Project is currently approved.	Delivery started June 2017 – June 2019.
Continue to expand the Progress Traineeship Scheme which targets care leavers age 16 to 18. The scheme will focus on the local authority providing the young person with an excellent programme of work experience to enable them to develop and gain a meaningful qualification in collaboration with Social Services.	2017 - 2018
The CCRC will support the allocation of development funding to pilot a 'Skills For The Future' project to test out the concept and develop a business case.	2018/19
6: Improve digital skills for all ages	
Introduction of literacy, numeracy and digital competence expected of all teachers and pupils. Caerphilly schools are working with Welsh Government to become centres of excellence in sharing good practice in digital competency.	Sept 2017 - ongoing
Develop support for Adult Education to deliver digital literacy skills, supporting the three employability programs.	2017-2022

Outcomes	Timeframe
Support the development of Cardiff Capital Region City Deal Digital Strategy	2018-2023
7. Improve the learning environment	
Agree the 21 st Century schools Band B programme which is planned to run from 2019.	2018
Ensure robust procedures are in place to ensure timely submission of Business Cases to Welsh Government.	2018
Ensure all requirements of the School Organisations Code are met when implementing the programme.	2018-2023
Effectively manage the procurement and planning of projects to ensure value for money and best use of resources	2018-2023
Effectively manage our Capital resources to ensure it is targeted at areas of most need.	2018-2023
Ensure the right schools are in the right places to meet current and future demand.	2018-2023
8: Safeguard all children and young people in order to create a climate for learning, particularly for those most vulnerable	
Develop a Well-being Strategy and a model policy for schools	2018
Develop a sustainable delivery system of sufficient safeguarding training for all staff to create safety for all learners	2018-2022

Why we consider that our Well-being Objective will maximise our contribution to the National Well-being goals

A **Prosperous Wales** develops a skilled and well educated population; we need our young people to have greater vocational or non-vocational skills in order to have better paid jobs and job satisfaction that contribute to the community and a better quality of life.

Achieving our Well-being Objective is essential to contribute to this national goal.

This work is about helping all young people (and adults) reach their potential and so underpins a more **Equal Wales**. Literacy, play, speech and all the programmes designed to help improve reading and writing through the life course maximise contribution to A Wales of **Vibrant Culture and Thriving Welsh Language**

Recognition of the way health and well-being contributes to Education attainment means that healthier young people would enable a **Healthier Wales**

Digital competence and the networks behind them contributes to a **Globally Responsible Wales**

Success of this objective would also contribute to:

- Welsh Government Goal 2 - Improve education outcomes for all and reduce the gap in outcomes for different groups
- Arts Council of Wales - REACH – Developing the creativity of children and young people
- Public Health Wales – Give our children the best start in life including opportunities to grow, play and learn in a healthy and safe environment

- Aneurin Bevan University Health Board - Support every parent expecting a child and give every child in Gwent support to ensure the best start in life.

How we will resource this Well-being Objective

- ✚ Digital programmes are funded by Welsh Government, although we contribute towards aspects like line rental.
- ✚ The Flying Start Programme is funded by Welsh Government grant £5,214,300, however funding for this programme is due to reduce by 1.8% in 2018/19.*
- ✚ Families First Project is funded by Welsh Government grant £2,747,197 but from 2018/19 there will be a 1.8% reduction for 2018/2019.*
- ✚ Supporting People Programme is funded by Welsh Government grant £6,232,790.*
- ✚ There is no specific funding for our libraries coding work however, as it is being embedded into everyday to make it sustainable, there will only be a cost to maintain and purchase any further equipment in the future.
- ✚ Band B 21st Century Schools Programme will be 50% funded by Welsh Government and 50% funded by the Local Authority.
- ✚ Inspire 2 Work – provides up to £755k of European Grant Funding, with a match funding commitment from the Local Authority. The project runs up to June 2019.
- ✚ Bridges into Work 2 provides up to £1.6m European Grant Funding, with a match funding commitment from the Local Authority. Current project end date is April 2020.
- ✚ Working Skills for Adults 2 – provides up to £542k European Grant Funding, with a match funding commitment from the Local Authority up to the project end date of April 2020.
- ✚ Working with the EAS to ensure Pupil Development Grant and Education Improvement Grant is appropriately targeted and monitored, currently at £13,406,723.
- ✚ Youth Strategy grant is funded by Welsh Government, currently £159,630.
- ✚ Adult Community Learning grant is funded by Welsh Government, currently £304,785.
- ✚ The Cardiff City Region City Deal to agree allocation of £120k for scoping of a digital strategy.
- ✚ *The funding for the various programmes of Families First, Supporting People and Flying start will be changed as it is Welsh Government (WG) intention to put these and 7 other grants into one funding stream, called 'Flexible Funding' pulling together 10 different grants. The implications of this are not fully known yet however WG guidance will be produced about the grants in June 2018.

When will the objective be completed?

This journey will be ongoing as we will always consider that improving children and young people's life chances, and enabling employment opportunities are important. However, as this objective is set for the next 5 years we will consider that we have made significant improvement when we rise above the Welsh average in the indicators below

Outcome	Measure
1	Cumulative number of children accessing the Flying Start programme annually is above the cap number of 2483
1	Increased number of eligible working parents accessing the Childcare Offer funded places
1	Number of individual families benefitting from the Families First Programme

1	Number and % of participants who report improved emotional/mental Well-being (following the programme they participated in).
2	% of year 11 pupils achieving Level 2 including Maths and English
2	% of year 11 pupils achieving Level 1 threshold
2	% of Primary School Attendance
2	% of Secondary School Attendance
2	% of Fixed Term Exclusions per 1000 pupils at Primary and Secondary Schools
7	% of Primary and Secondary school surplus places
4	% of Year 11 leavers from schools known to be not in education, employment or training (NEET)
2	% of pupils achieving the expected outcomes at the end of key stage 2
2	% of pupils achieving the expected outcomes at the end of key stage 3
	% of pupils achieving the expected outcome at the end of the Foundation Phase
4,5&8	Number of care leavers (16-18) engaged in the Progress Traineeship Scheme increases
5	Number of young people engaged in the Live Vacancy Events (2 per year)
5	Meet or exceed employability targets (as given for the BIW and Inspire programme)
6	The roll out of digital competency framework within our schools

For context we will also review the National indicators for Wales below as part of this overall objective:

General Well-being Indicators-	Source of Data
Measurement of development of young children	Foundation phase profile

Other relevant information

We recognise there are many other factors that help young people with education and wider life skills such as the ability to cook meals or to have good self-esteem. For example recent research (University of Strathclyde and Dundee) found intensive exercise improves the academic performance of teenagers. Whilst we cannot prioritise all these aspects programmes like our healthy schools and exercise programmes recognise these other aspects and are included in objective 3 and 5.

Information on schools and their performance within the county borough can be found at www.mylowschool.com



2. Enabling employment

Outcomes

1. Aim to reduce the impact of poverty by supporting people into better employment prospects.
2. Meet the targets of the European Social Fund programmes of getting people skilled and into work.
3. The Council will use the value of its third party spend to bring greater social and economic regeneration to the communities we serve.
4. Use investment in the housing stock to increase the number of skilled, qualified workers and tackle worklessness by providing apprenticeship, training and work placements with our in-house workforce and building contractors.
5. Ensuring local delivery of work programmes aligns and maximises opportunities from the Cardiff Capital Region City Deal.

2. Enabling employment

Well-being Statement

This objective is about enabling people to be ready for jobs and to help prevent longer term problems that are associated with low skills and lack of employability. We want to contribute towards overall issues that affect employment within the local economy.

Before employment there are many related support programmes that help to get people in a position in order to be work ready, low level mental health needs, low motivation, lack of confidence and several other factors play a part in getting a person to a position where they are ready to train or write a CV or attend an interview. Several of our Families First, Flying Start and Supporting People projects (whilst not specific to employment) help to grow people's confidence and to give them a voice that puts them in a better state of mind to start looking at employment needs and opportunities.

It must be recognised that we cannot, as a Local Authority, solve unemployment issues as national economic growth is one of the key determinants in the availability of jobs. What we can do is help equip people with the skills and experience to provide the best chances for work. We can ensure our planning factors in support for business growth and that we understand and act on wider determinants of employment such as travel and accessibility to jobs.

Employment is still seen as one of the main routes out of poverty so it is important that we look at ways we can equip people for 'sustainable' and 'well paid' employment. Education is a key factor in this and we have outcomes to improve our standards of attainment within our Education objective.

During the course of our conversations with the public we met many citizens who told us a key area of concern was being able to have skills and access to employment. The local assessment of well-being told us that within the county borough we have 70% of males aged 16-74 years who are economically active and nearly 60% of females 16-74 who are economically active. This means we have 30% of males aged 16-74 who are economically inactive and approximately 40% of women 16-74 years of age who are classed as economically inactive.

(The economically inactive are defined as people who are not in employment or unemployed. There are many reasons why an individual may be inactive, for example, they might be studying, looking after family or long-term sick)

The proportion of males aged 16-74 years who were long-term sick or disabled was 8.6% in the county borough against the Wales average of 6.5%. The proportion of females aged 16-74 years who were long-term sick or disabled was slightly less at 7.8% against a Wales average of 6.0%.

Unemployment across many parts of the county borough is characterised by long term generational 'worklessness', most notably in those communities which may have been affected by widespread redundancy following past industrial closures. There also exists a growing issue of workless households, whereby cycles of negative attitudes towards employment are perpetuated throughout families, with significant impact upon the attitudes and prospects of future generations. For example the Upper Rhymney Valley community area contains a large proportion of the more deprived areas within the county borough, where unemployment is a

major issue, with generations of families where no-one has ever worked. Data shows that rates of unemployment by ward for males aged 16-74 years in Rhymney were significantly higher than the county borough average (6.6%) and the Wales average (5.5%) in most of the wards. People living within these communities will often experience numerous complex barriers to employment, including transport (the geography of the county borough makes this a particular problem for some areas), childcare, poor physical and mental health, low confidence, low skills, lack of education/qualifications, essential skills, poor motivation, domestic abuse and substance misuse. There is more detail on the data within our 'Caerphilly County Borough Area Assessment of Local Well-being' March 2017 which can be accessed online at <https://your.caerphilly.gov.uk/publicservicesboard/>.




The Office for National Statistics data (Jul 2016 – Jun 2017) shows that the number of people unemployed in the county borough (5.3%) is higher than the Wales (4.7%) and UK (4.6%) averages. The percentage of workless households is also higher. Being unemployed is known to have a detrimental effect on health and well-being, and is also linked to deprivation and poverty. Helping people into work will enable them to live independently, lift them out of poverty and help to promote good health and well-being.

Developing skills and achieving qualifications to take young people into employment is covered in our Education Objective and is critical to the achievement of this objective as **31.4%** of our adult residents do not hold any qualifications. Access to jobs by sustainable transport is addressed in our objective on transport.

Enabling Employability

The Well-being Assessment involved talking with many citizens who made the connection between lack of opportunity, in particular job prospects and the link between education and training in helping to provide opportunities for jobs.

Within Caerphilly, a range of employability programmes are run, funded by both the European Social Fund (ESF) and Welsh Government, which are designed to improve employability across a variety of customer groups. Our **Education Objective** specifically provides actions for the programmes below which contribute to this objective and is summarised below:

-  **Inspire 2 Work** – links directly to our work with young people aged 16-24 who are not in education, employment or training and have no means of engaging with formal or informal education, training or employment.
-  **Bridges 2 Work** - tailored support for participants who are 25 + who are economically inactive, working in non-priority areas (this is not part of the programmes known as Communities for Work which operates in areas classed as deprived).
-  **Working skills for Adults 2** provides support for employed or self-employed aged 16+ with a view to gain further qualifications to upskill into better opportunities.

Central to the successful co-ordination of these programmes is a '**triage**' process, which forms part of the Communities for Work programme and provides a central point of referral, whereby customers seeking employment or skills can be referred in to designated triage staff who will then determine their eligibility for any one of the available employability programmes and refer them as appropriate. This approach ensures effective partnership working and a lack of duplication across the different employability programmes enabling the provision of a holistic employment service across the whole county borough, which is able to support all customers regardless of their individual eligibility criteria.

Communities for Work provide intensive mentoring support for unemployed customers within the most deprived areas (known as Communities First areas) of the county borough. The programme is funded by ESF and comprises a partnership between ourselves and the Department of Work and Pensions (DWP), whereby Employment Mentors based within the Council and Employment Advisers, based within DWP work together in cluster teams to provide intensive employability support to address the many complex barriers to employment which customers may experience.

The Communities First funding programme is changing and moving in a greater way towards employment. Following a review by Welsh Government, a decision was taken to phase out the Communities First programme; however the employability support which was previously provided as part of the programme will now be provided by the new Welsh Government funded **Communities for Work Plus** programme, which is due to commence formally in April 2018. This new programme will “fill the gaps” by providing mentoring-based employability support for customers who do not meet the formal eligibility criteria of the existing ESF funded programmes. We will report more on this scheme and its successes over the course of the objective

Childcare Offer for Wales

The New Welsh Government Childcare Offer is now available across the county borough and could bring huge financial savings for eligible parents earning the equivalent of 16 hours **or more** per week. From the term following their 3rd birthday, children could be entitled to 20 hours of government funded childcare. This is in addition to the 10 hours already provided by the part-time Foundation Phase and up to 30 hours of childcare during the school holidays. The Welsh Government funded childcare within the county borough at the moment could be instrumental in helping parents back into employment knowing their child care needs may be met.

Welsh Housing Quality Scheme (WHQS) Investment Programme

We are committed to delivering the WHQS across all our 10,805 homes by 2020. We are also committed to delivering an ambitious transformation programme which will see a £200 million WHQS investment act as a catalyst to transform not only homes but also lives and communities throughout the area. We recognise that investment on this scale presents a unique opportunity to deliver added social, economic and environmental benefits to the people that live in homes and within our communities.

The investment programme provides an opportunity to link housing and regeneration outcomes through ensuring greater alignment between key strategic and operational programmes; through securing external funding to add to the existing investment programme; through engaging people and communities that may have previously been deemed ‘hard to reach’ and; through doing different things and doing them in a different way.

The procurement strategy and contract structure adopted has been designed specifically to drive the achievement of greater added value through community benefits. The structure seeks to maximise the Welsh pound, deliver greater social, economic and environmental benefits and impact, and provide the market with greater assurance and confidence by moving away from ‘might be’ framework contracts to ‘will be’ long term commitment contracts.

In order to achieve this ambition, we have included targeted recruitment and training requirements into WHQS internal works and supply partner contracts (this means we ask that our contractors to recruit and train people who are unemployed as part of the contract) we ask them to take a flexible approach to a suite of community benefits which includes a request to consider implementing the living wage, the creation of a fund to support local community groups, and activities to help facilitate the transfer of knowledge and experience within, and between, the private sector and local schools and colleges.

To date, 106 new full time job opportunities have been created across Caerphilly Homes (The Council's housing department) and a further 71 as a result of the work awarded to our WHQS internal works contractors and supply partner. The opportunities created, particularly by the Council, have directly benefited the local economy as approximately 80% of the workforce employed reside within the county borough and therefore spend their salary locally.

A total of 43 apprenticeship opportunities have also been created within the Caerphilly Homes team to support the delivery of the WHQS programme. An additional 15 have been created by the Council's internal works contractors and the supply partner.

In an attempt to ensure that the most disadvantaged people within the county borough are able to take advantage of the opportunities presented by the programme, we and our delivery partners have made available a number of work placement opportunities for people aged 16+ and who have been engaged via the Welsh Government's tackling poverty programme called Lift. 17 individuals from workless households have benefited from the integration of the WHQS programme with the delivery of 'Lift'.

Work placement opportunities have been created by our internal works contractors and sub contractors, together with Robert Price, the Council's WHQS supply partner, and E-On who are undertaking an extensive external wall insulation and energy efficiency programme on behalf of Caerphilly Homes, funded by Welsh Government and ourselves in Lansbury Park.

A commitment of £50,000 per annum for a period of 5 years was made at the outset of the programme to assist those deemed furthest from the labour market to overcome barriers to employment. To date the funding has been used to add value to the employment support work undertaken by the Community Regeneration Team and the delivery of 'Lift'. Moving forward, the funding will complement the delivery of the new employment support programmes recently announced by Welsh Government (Legacy, Communities 4 Work and Communities 4 Work Plus) and support the most vulnerable tenants on their journey towards employment.

Procurement

We spend around £170m per annum on third party expenditure which provides opportunities for making better links with what we can do to support the local economy. We are committed to ensuring we achieve value for money from our third party procurement expenditure. So we recognise the value of using purchasing to support wider cultural, social, economic and environmental objectives, in ways that offer real long-term benefits to the community. Our 'Programme for Procurement' will be a living strategy, flexible, adaptable and alive to the changing environment will detail specific actions to bring this about.

Our Objective has a mixture of practical and short to mid term actions such as providing skills that help people to get ready for employment, however there are also wider determinants and

longer term actions that need to take place, in the shape of our draft **Regeneration Strategy – ‘A Foundation for Success’ 2018-2023**. Caerphilly County Borough and the wider Cardiff Capital Region is entering a period of transformative change, the need for a strategy to coordinate a wide range of initiatives and make best use of funding streams is urgent in order to maximise the potential benefits to the county borough.

Whilst there are different routes to transformation the strategy recognises how important our Foundational Economy is. The ‘Foundational Economy’ is an official name for business activities that we use every day and see all around us, such as shops, social and child care and food industries, energy and housing. It is important this is not overlooked in partnership plans to regenerate the area because these sectors generally represent 40% of the labour market across the UK and make a substantial contribution to South Wales and Caerphilly county borough. The ‘Foundational Economy’ provides essential services whose loss would be felt and affect the well-being of our citizens whether it’s the loss of a village shop or the closure of a care home. The other benefits of this type of business is that it is relatively stable, so offers some protection against external economic shocks and is relatively evenly spread across Wales.

The Strategy has a wide range of priorities from creating employment, promoting digital connectivity, increasing entrepreneurship and improving access to employment. ‘A Foundation for Success’ identifies a series of actions that are required to deliver improvement and growth and this will form the basis of the Delivery Plan. The Strategy will be supported by a set of plans, one of which is the ‘Caerphilly Basin Master Plan’. Along with aspects such as tourism and transport Caerphilly has the potential to be a key metro hub due to its central location in the region and the Master Plan sets out how this opportunity can be carried out. The area of Caerphilly and Ystrad Mynach has been identified as a Strategic Hub by the Welsh Government Valleys Task Force as an area where public money can be focused to provide opportunities for the private sector to invest and create new jobs. The Strategy provides the opportunity for the Council to coordinate its own activities but equally important is that it involves a multi agency approach and a commitment from partners to coordinate activity in order to achieve cost effectiveness, reduce duplication and maximise the benefits to the county borough.

Regional ‘Skills for the Future’ CCRC project

A significant growth in skills shortage vacancies is forecast in key sectors (for example manufacturing, financial and construction) and in digital skills in almost all sectors. Furthermore employer surveys have cited untapped recruitment potential in the private sector, particularly amongst small and medium term enterprises, (SME’s) and reasons are wide ranging. SME’s are particularly significant to the regional economy as they make up about 95% of companies and are the biggest creator of jobs but at this time many face skills gaps and are experiencing recruitment issues. Increasing the number of apprenticeships and graduates is perceived as a challenge. There is also a lack of awareness of what is on offer and as we noted in our Education Objective, there are less students studying in areas such as engineering and digital skills. Surveys of SME’s showed 71% would be interested in hiring apprentices with some additional support.

Evaluations from other parts of the country that carried out school engagement and support for SME apprenticeships (Leeds City Region) estimated the long –term economic value of each apprenticeship was 22 times the initial cost of implementing apprenticeships. Graduate migration patterns routinely show low pay as a factor that causes graduates to leave Wales and cite the lack of opportunity to get well paid jobs in the private sector, which is causing

an over reliance on the public sector. The 'Skills for the Future' project looks to pilot a range of activities (building on existing practice) to include: a business and skills brokerage service, school engagement, access to apprenticeship and graduate internships, plus additional support and incentives for SME's, to increase the number and range of employment opportunities and greater alignment between the skills of the labour market and the skills needed by industry.

The Growth and Competitiveness Commission made recommendations that the Learning Skills and Innovation Partnership known as LSKIP (of which we are a member) under the umbrella of the proposed Employment and Skills Board could look to co-ordinate the current funding streams to invest in skills that support people from all ages into work. This is important because existing workforces need upskilling so workers of today are included in future proofing the economy. The Bevan Foundation, Joseph Rowntree Foundation and Growth and Competitiveness Commission all note that a targeted approach to careers advice could also help reduce poverty – which costs the Cardiff Capital Region an estimated £2.2bn a year. This presents an exciting opportunity to make wide sweeping changes for the quality of life for people living, studying and working in the region.

How we used the '5 ways of working' to set this Well-being Objective?

Involvement – Those that are involved in the achievement of this objective are many and diverse, from our WHQS contractors, to the Job Centre and the Department of Work and Pensions who refer people to us for our 'triage service' so we can find the best programme of help. We have an Education and Training Forum and a European Social Funding steering group that meets regularly to bring all the key partners together. An area for development in achieving our objectives would be to enable greater involvement within the private sector to meet their needs in order to help people into sustainable jobs.

Long Term - The objective is over 4-5 years but the benefits for upskilling and enabling people into sustainable and well paid jobs has a clear link to improving quality of life and lifting people out of poverty. This begins with education such as literacy and numeracy and moves on through a range of experiences and skills to become work ready. An area that presents a barrier to the long term planning is the life cycle of grant funding which is funded on a yearly basis. This means it can be unclear if the funding will be available after that time and often learning and training needs to take place over a longer period (2-3 years). Changes to the period of government funding would enable better planning to take place to support this way of working.

Collaborate – This objective cannot be achieved in isolation as it deals with the complexity of human nature, quality of life and wider economic determinants from a national and local level. The City Deal is a multi partnership programme which has a learning and skills sub group that aims to make sure the local current employment programmes connect to the wider needs which are recognised as 'growth areas' in business. In other words if there is growth in the economy, example in financial services, then the skills and training need to recognise and reflect this so they align. Regeneration actions cannot be carried out in isolation, this objective is built on the principle of collaborating.

Integration – In identifying this objective we have considered how this would support other organisations objectives and we found there is a significant benefit to other organisations objectives, such as the Job Centre and DWP whose purpose is to enable people into employment. At a local level if there is more money going into the economy this supports local

business. From a health perspective a satisfactory job and contribution to society have been shown to provide positive benefits in improving and sustaining good mental health which can reduce the need for mental health services.

Prevention – The complexity of the problem we are trying to solve requires a long term and multi partnership approach, from helping young people in early years to education attainment and skills for adults such as digital skills, using our purchasing power and business contracts to promote apprenticeships, understanding the issues of planning at a town and county borough level to stimulate business growth, and to make sure we are joining up with relevant programmes like the Cardiff Capital Region City Deal.

The potential Housing Investment Fund under the City Deal for example, looks at stimulating the SME sector by providing loan development funding and a Custom Build scheme to release smaller pots of public sector land. This can safeguard and create new jobs by increasing the level of spend across the construction sector, it also makes connections by supporting SME’s through good quality housing and the ability to attract skilled workers so we connect what we do with what is needed to make the most of these transformative agendas.

What steps will we take to achieve this Well-being Objective?

There will be a detailed action plan to aid the delivery of this objective over the next 4-5 years. In the meantime below we highlight some of the main actions that we will take over this time:

Outcomes	By When (2018-2023)
1: Aim to reduce the impact of poverty by supporting people into better employment prospects	
2. Meet the targets of the European Social Fund programmes of getting people skilled and into work	
Develop the Communities First and Communities First Plus programme to meet the targets of sustainable employment.	2018-2019
Develop the Delivery Plan for the Foundation for Success Strategy which will identify actions from small scale projects through to major complex programmes.	2018-2023
Develop (following consultation) the Caerphilly Basin Master Plan.	2018-2023
3: The Council will use the value of its third party spend to bring greater social and economic regeneration to the communities we serve	
Develop the Councils Programme for Procurement.	2018
Develop appropriate guidance to assist suppliers on how to identify social and economic benefits.	2018/19
Develop an effective mechanism to record social and economic regeneration.	2019
4. Use investment in the housing stock to increase the number of skilled, qualified workers and tackle worklessness by providing apprenticeship, training and work placements with our in-house workforce and building contractors	
○ Create apprenticeships and work placements in the Housing Repair Operations team linked to succession planning and skill gap practices	Annually

Outcomes	By When (2018-2023)
<ul style="list-style-type: none"> ○ Create apprenticeships, employment opportunities and work placements as part of the WHQS investment programme 	recurring from 2017 onwards
5. Ensuring local delivery of work programmes aligns and maximises opportunities from the ‘City Deal’.	
To agree to the principle of a) Creation of regional Housing Investment Fund that will help to support work for the small and medium size building sector. b) Agree the principle of a Custom Build scheme, Plot Shop. Once principles are agreed full business cases and governance arrangements would then be implemented.	2018-19
To agree as part of the CCRC partnership the allocation of development funding to pilot a range of proposals for the ‘Skills for Future’ fund.	2018

Why we consider that our Well-being Objective will maximise our contribution to the National Well-being goals





A Prosperous Wales develops a skilled and well educated population. We need our young people and adults to have greater vocational or non vocational skills in order to have better paid jobs and job satisfaction that contribute to the community leading to a better quality of life. This connects to our objective on transport and accessibility. An important part of employment is good transport infrastructure and links to provide easier access to well paid and sustainable jobs. This work is about helping all young people (and adults) reach their potential and so underpins a more **Equal** and **Healthier** Wales. Employment both locally and as part of the regional plans through a wide range of support maximises contribution towards a **Globally Responsible** Wales

Success in this goal is fundamental to supporting a range of other public bodies, for example the Department of Work and Pensions has five objectives, two of which are to:

1. Support economic growth and improved productivity by ensuring work always pays and people are supported to find and progress in work
2. Help reduce the disadvantages faced by disabled people and people with health conditions through the welfare system and labour market.

This is aligned with our own Regeneration Strategy and the goals of the City Deal.

How we will resource this Well-being Objective

-  The Adult Education European Social Fund grant is currently £755,058 to April 2019 and match funded with Welsh Government direct grant to improve NEETS.
-  European Social Fund grant, currently £344,216 to April 2020. Match funded with Welsh Government direct grant to upskill low skilled and paid workforce throughout Caerphilly.
-  Communities for Work (ESF), £1,298.672, currently to December 2020.
-  Communities for Work Plus, currently £856,754 to April 2018-2019. (WG commitment to April 2020).

- ✚ The Cardiff Capital Region City Deal is a £1.2 billion programme which has a range of allocations towards the various potential projects. The Skills for the Future project has a provisional development allocation of £2,247, 882 if agreed in principle.

When will the objective be completed?

This objective will be ongoing as part of a whole county borough partnership approach. Many of the wider regeneration actions are based on projects that are judged at this time by completion of milestones and the effectiveness of them will need to be evaluated. However we will consider success when:

- We have virtually all pupils in education, employment or training.
- Employability targets (as given for the Bridges2 work and Inspire programme in the Education Objective are met or exceeded).
- Employability targets for the Communities for Work programme are met or exceeded

Outcome	Measure
1&2	Priority 1 (Adults aged 25+) Target 2018/19 Engagements 240 , Job Entries 24
1&2	Priority 1 (Adults aged 25+) Target for 2019/2020 Engagements 240 , Job Entries 48
1&2	Priority 3 (Young People/NEETS aged 16-24) Target 2018/2019 Engagements 96 , Job Entries 96
	Priority 3 (Young People/NEETS aged 16-24) Target 2019/2020 Engagements 48 , Job Entries 48
1&2	Employability aims for the new Communities for Work Plus programme are met or exceeded (actual targets are not yet confirmed)
3	We will develop new Performance Measures as part of our developing 'Programme for Procurement'
4	The number of apprenticeships, work placements and employment opportunities provided
4	WHQS - The number of apprenticeships, work placements and employment opportunities provided
5	The Supporting People programme has 11 outcome measures one of which relates to people being engaged in employment or voluntary work – these are reported twice a year to Welsh Government

For context we will also review the National indicators for Wales below as part of this overall objective

General Well-being Indicators-	Source of Data
Percentage of people in employment.	Annual Population Survey
Percentage of people in education, employment or training, measured for different age groups	Welsh Government Measures of Participation
Percentage of people living in households in material deprivation.	National Survey of Wales
Percentage of people living in households in income poverty relative to the UK median, measured for children, working age and those of pension age.	DWP

Other relevant information

A ‘Valleys Taskforce’ was set up by the Welsh Government to look at how investment in the Valleys will be delivered over the next five years. In particular the Taskforce will address uncertainties around investment funding, such as that previously received from the EU. The Taskforce will work closely with the Cardiff Capital Region to harness the potential of new initiatives such as the Metro, and to enhance the valleys’ unique and diverse landscape as a tourism destination.

The main priorities for the Valleys Taskforce will be: eradicating poverty and, creating work and improving quality of life. Looking to the future the Taskforce will seek to create a sense of aspiration, vibrancy, and confidence in the future.

As such a high level plan has been set up ‘Our Valleys, Our Future’, which is supported by £100 million of Welsh Government investment over 10 years. The Valleys Task Force Vision is to close the employment gap between the South Wales Valleys and the rest of Wales by helping an additional 7,000 people into work.



3. Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people’s well-being.

Outcomes

1. All council housing is improved to meet the Welsh Housing Quality Standard by 2020.
 2. Provide support to improve housing conditions in the owner-occupied sector.
 3. Increase the provision of new, affordable, social housing that meet the ‘Lifetime Homes’ principles and identified needs, whilst supporting the governments’ innovative housing programme.
 4. Deliver adaptations to support the health and well-being of people in their homes and maximise the delivery and appropriate use of accessible homes.
 5. Increase the supply of housing by supporting opportunities to bring long-term, empty homes back into use.
 6. Promote the development of a healthy and vibrant private rented sector as a viable housing option.
 7. Prevent homelessness and tackle rough sleeping.
 8. Prevent tenancies from failing by providing a range of housing related support (including those affected by financial hardship, mental health issues or physical disabilities).
 9. Help reduce fuel poverty by making homes more energy efficient and providing people with advice on how best to heat their homes.
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3. Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people's Well-being

Well-being Statement

All statistical information in this paragraph has been accessed from Info Base Cymru and relates to Caerphilly county borough, unless specified otherwise. There are 78,714 dwellings in the county borough (Mar 2016) – 13.8% local authority, 4.9% housing association 71.1% owner-occupied and 10.3% privately rented. 36% of housing is terraced, which is above the all Wales average. Average house prices have increased by £9,506 since September 2016 to £130,651 in September 2017. The average weekly gross pay for full time workers is £488.80, below the all Wales average of £505.90. The percentage of working age people who are benefit claimants is 17.3%, higher than the all Wales average of 14.4%. Life expectancy for males (77.8) and females (81.2) is below the all Wales average (males 78.4 and females 82.3). In 2016, there were 10.0 deaths per 1,000 residents, compared with 10.6 for Wales. The percentage of adults reported in the Welsh Health Survey as being currently treated for a mental illness was 16%, compared to 13% for Wales.

The issues we are trying to address through this objective are complex and multifaceted and cannot be addressed through one single action. In this next section we outline, in turn, why we have chosen each outcome to realise the objective:

1. All council housing is improved to meet the Welsh Housing Quality Standard (WHQS) by 2020

Research has consistently demonstrated a strong link between housing, health and well-being. Investment in the housing stock will allow the council to contribute to the health and well-being of the tenants, whilst fulfilling its statutory requirements. The council has a housing stock of 10,805 properties comprising approximately 13,000 tenants and is investing approximately £220m in bringing all homes up to the Welsh Housing Quality Standard by 2020. The investment in the stock will contribute to our aim of improving homes, lives and communities.

2. Provide support to improve housing conditions in the owner-occupied sector

Nearly 70% of all housing in the county borough is owner-occupied. The type and quality of the housing in the sector varies from traditional terraced housing to new private developments. Many households do not have sufficient income to maintain their home when it falls into disrepair and could be living in conditions, which are detrimental to their safety, health and well-being. Housing in disrepair can also have a negative visual and anti-social impact on communities in which they are situated. Various support measures are required to provide owners with affordable options for improving their properties.

3. Increase the provision of new, affordable, social housing to meet identified needs whilst also supporting the government's innovative housing programme

Our most recent assessment of the housing market (2015) showed a requirement for affordable housing in the county borough by property type and size and area. It showed that by far the largest requirement was for general needs, single person accommodation. Over 5,000

households are currently on the common housing register waiting to be rehoused. The overall demand for affordable housing currently outstrips supply. Funding from Welsh Government allows us to partially address identified needs, in partnership with the housing associations, through the housing development programme. Welsh Government has acknowledged the need to increase the number of affordable homes built in Wales to meet housing needs and has a target of 20,000 over its term of office. It has ring-fenced funding under the innovative housing programme to develop homes for the future that are cheaper to heat, more environmentally friendly and capable of responding to demographic change.

The funding allows house builders, housing associations and local authorities to explore new ways of working to build homes more quickly and more sustainable. To date, two housing associations have received innovative housing funding to develop one scheme each in the county borough. Welsh Government have also made funding available under the Shared Ownership / Rent to Own model as well as Health and Housing model, designed to address the needs of older persons, children with complex needs, carers, persons with learning difficulties and dementia.

Lifetime Homes is a set of standards that are required by Welsh Government when homes are built. They are designed within the principles of inclusivity, accessibility, adaptability, sustainability and good value. This means for example wider doorways, sockets at wheel chair height and particular attention to the way movement would circulate in hallways and stairs. It is based on a principle of 'cradle to grave' so homes can adapt to accommodate changing needs which means people do not have to be moved when life changes occur.

In the longer term the Cardiff Capital Region Joint Cabinet (CCRJC) are looking at agreeing a set of principles for a potential 'Regional Housing Investment Fund'. The CCRJC recognise that across the region we need more homes to be built and that finance can be a barrier particularly for small and medium term builders. A flexible fund could support builders ranging from housing sites that may have stalled, to funding development of brownfield sites as this could help make builds more viable.

If the principles of a 'flexible fund' are agreed, the CCRJC would explore working with Welsh Government and the Development Bank for Wales for ways to progress a 'Housing Investment Fund'. As a new idea and a long term aspiration this could come to fruition out of the time frames of this plan, however in adopting a greater forward thinking approach we recognise the power of this regional approach in supporting achievement of this outcome.

4. Deliver adaptations to support the health and well-being of people in their homes and maximise the delivery and appropriate use of accessible homes

Adaptations are provided to enable a disabled person to live safely and independently in their own home. A suitable home also promotes good health and well-being. Providing adaptations can reduce costs associated with social and health care. Meeting the needs of disabled people complies with the council's duties under the Equality Act 2010. Welsh Government estimates show that for every £1 spent on housing adaptations a £7.50 saving is created for health and social services. There is a lack of suitable housing in the county borough to meet the needs of disabled people and, as a result, disabled people may live in unsuitable accommodation.

Accessible housing contributes to the health and well-being of the disabled person and their carers and promotes independence. It also can reduce costs associated with social care for

example through timely housing adaptation which can reduce admissions to residential care. Accessible housing is not only being created within new housing developments, but also as a result of significant investment in adaptations to existing properties across all tenures to ensure that these properties are best used for those in need.

5. Increase the supply of housing by supporting opportunities to bring long-term, empty homes back into use

There are over 900 privately owned properties in the county borough that, for a variety of reasons, have been empty for longer than 6 months. Whilst a healthy functioning housing market will include a proportion of vacant dwellings, empty properties are a wasted resource for both the owner and households seeking housing. If left vacant and unmaintained the physical condition can deteriorate and the property may become a nuisance for people living in the locality. Returning long-term empty properties into use can increase the supply of housing and lift the visual appearance of an area. Welsh Government has a target of returning 5,000 long-term empty properties in the private sector back into beneficial use during its current term in office.

6. Promote the development of a healthy and vibrant private rented sector as a viable housing option

The size of the private rented sector in the county borough has doubled between the last two Censuses (from 4.3% to 10.7%). The sector provides homes for many people and is predicted to grow larger than the social rented sector by 2020. The condition of housing and the quality of management in the sector varies considerably, something which is being addressed by the introduction of new legislation, Rent Smart Wales and the council's statutory enforcement function. The development of a vibrant private rented sector provides options to meet people's housing needs and contributes towards the successful delivery of council's homelessness prevention function. Good quality housing also contributes to good health and Well-being.

7. Prevent homelessness and tackle rough sleeping

Homelessness is detrimental to both physical and mental health. Being homeless can increase a person's chances of taking drugs or experiencing physical or mental health problems. The law on homelessness changed in April 2015 requiring local authorities to adopt a more preventative approach. Since this change the number of people in the county borough requiring assistance with their homelessness situation or known to be sleeping rough has increased, despite the additional services we have put in place. Relieving homelessness and the need to sleep rough will reduce costs to the council, the criminal justice system and the health service.

8. Prevent tenancies from failing by providing a range of housing related support (including those affected by financial hardship, mental health issues or physical disabilities)

Research has shown that the incidence of poor mental health is higher for social housing tenants than homeowners. Social landlords in the county borough have noted an increasing number of new tenants with a mental health condition requiring support to maintain their tenancy. Providing housing related support can help promote health and well-being, and prevent the tenancy from failing, which could result in homelessness or admission to hospital. This could reduce costs associated with void properties, homelessness, social care and health.

The Welfare Reform Act 2012 brought about wholesale reform of the benefits system. Reforms include capping the amount of benefits households may receive, the so-called 'bedroom tax' affecting social housing tenants and Universal Credit, which combines several benefits into one payment, paid monthly. The effects of the reform have been that many households have had their income reduced and may be struggling to pay their bills, eat healthily or adequately heat their homes. A very high percentage of council housing tenants are benefit dependent and have been affected by the changes. Providing support to tenants to mitigate the impact by helping to maximise income and budget effectively will help to sustain tenancies and contribute to the health and well-being of those affected by the reforms. The Supporting People programme currently supports approx. 5000 people to help them remain independent and in their own home with support on a range of areas such as budgeting, maximising income, access to services and finding work.

9. Help reduce fuel poverty by making homes more energy efficient and providing people with advice on how best to heat their homes

Fuel poverty affects people on low incomes who are unable to adequately afford to heat their homes. People in fuel poverty will be more susceptible to poor health and well-being. Rising energy costs mean that more people will be at risk of fuel poverty. Many households in the county borough are on low incomes and may be struggling to adequately heat their homes. Providing advice to people on how best to heat their homes, making homes more energy efficient, including the development of new energy efficient homes, and the use of new technologies can help to reduce the overall level of fuel poverty in the county borough.

How we used the '5 ways of working' to set this Well-being objective

Involvement – Given that a range of outcomes make up this objective, it is likely that there will be different groups associated with different outcomes. In order to ensure the outcomes are successful we will involve a wide range of people including homeowners, private rented sector and council tenants, tenants and residents associations, Caerphilly Homes Task Group, private sector landlords, public sector bodies, housing associations and third sector organisations. The Supporting People programme commissions over 36 providers (such as Gofal, GAVO and Llamau) and runs approximately 86 projects and schemes. This involves many partners in helping people with a wide range of needs.

Collaborate – In order to facilitate successful outcomes, we will collaborate with a range of different organisations and people. These include Welsh Government, Rent Smart Wales, internally with other departments, regionally with other local authorities, building contractors, housing associations, third sector organisations, local churches, private sector landlords, empty property owners and Credit Unions. We acknowledge that the constraint on public sector finances means that this is an area we will want to do more of to share resources and achieve joint outcomes. For example we commission the Citizens Advice Bureau to help people to become 'confident with cash' which support the long term for their quality of life and acknowledges the early prevention element of managing debt.

Long term – Housing is a long-term social need and therefore, the housing and services we provide are set within this context. The outcomes we are attempting to achieve in the short to medium term will ensure that housing is sustainable (cost, quantity, quality, condition and

suitability) for people to occupy over the longer term, whilst minimising the effects on the environment and contributing to the health and well-being of our communities. Support for longer term solutions may be in part come from the City Deal and in particular the potential ‘Housing Investment Fund’.

Integration – Given that the provision of good quality housing is central to the good health and Well-being of the population, it is likely that this objective will impact on the successful outcome of other bodies’ objectives. The provision of good quality housing is, therefore, likely to have a positive impact on the budgets and priorities of other public bodies such as the local health board.

Prevention – Preventing people from becoming homeless by providing access to good quality accommodation and related services, creating communities that are sustainable and resilient, all impact positively on health and well-being. The part of the objective that concentrates on improving homes (WHQS) will also help to tackle local unemployment and is detailed in our Employment Objective. Lifetime Homes takes a ‘cradle to grave’ look at design of homes so is ‘prevention in action’.

The aim of improving lives and communities with an improved look and feel of the environment can help to prevent anti-social behaviour when people have pride in where they live. The provision of specialist accommodation and adaptations for disabled people links closely to Health Services prevention agenda by reducing the need for hospital admissions / residential care placements.

We run a Welsh Government funded ‘Supporting People’ programme which was introduced in 2003. This service supports everyone to prevent homelessness and provides a wide range of housing related support for anyone who is homeless or potentially homeless. Every service that is offered is based on the principle of prevention, from money advice to helping complete benefit forms, to providing support for women fleeing domestic violence to name just a few. Our Emphasis programme offers support to young people (aged 13-19) who are likely to or risk becoming homeless in order to prevent the homelessness occurring.

What steps will we take to achieve this Well-being Objective?

Outcomes	By When
1. All council housing is improved to meet the WHQS by 2020	
Develop a WHQS housing strategy.	2018
<ul style="list-style-type: none"> ○ Deliver the annual capital investment programme for both internal and external works. ○ Ensure compliance with Charter for Trust standards. ○ Comply with Part 6 of the WHQS by undertaking environmental improvements to make communities attractive and safe. ○ Comply with Part 7 of WHQS by undertaking adaptations where a need is identified. 	Annually recurring to 2020
<ul style="list-style-type: none"> ○ Agree a planned maintenance programme to ensure the WHQ Standard is maintained for the future post 2020. 	Post 2020

2. Provide support to improve housing conditions in the owner-occupied sector	
<ul style="list-style-type: none"> ○ Administering assistance to home owners via loans and grant aid. ○ Working in partnership with credit unions to ensure loans for homeowners are affordable. ○ Provide assistance and raise awareness of homeowners as to the availability of financial assistance, via the Arbed scheme and other grant funded. Opportunities, to install external wall insulation and associated measures, boiler replacement and loft insulation if required. 	Annually recurring
3. Increase the provision of new, affordable, social housing that meet the 'Lifetime Homes' principles and identified needs, whilst supporting the governments' innovative housing programme.	
Produce a Housing Strategy which provides a framework for the provision of housing and related support.	2018/19
Complete the Local Housing Market Assessment which will identify the number, type and location of homes required and will help look at solutions.	2017/18 then every 2 years
Produce and submit quarterly to Welsh Government the programme delivery plan, based on the evidence of housing need.	Every Year
Obtain a decision by the Council in support of the development of new affordable homes.	2018
Review designation of council accommodation for smaller households in light of changing demands.	2018/19
Submit a bid to Welsh Government for Rent to Own/ Shared Ownership funding.	2018/19
Housing associations to complete bid for innovative housing programme Phase 1 and submit planning applications.	2018
Housing associations complete bid for innovative housing programme Phase 2 To submit planning application, Development to start on site - Phase 1.	2018/19
Start on site for innovative housing programme – Phase 2: <ul style="list-style-type: none"> ○ Develop 38 units to Passivhaus standard at the former Caerphilly Magistrate's Court (Linc Cymru) ○ Develop 17 units to Passivhaus standard at the former Cwm Ifor primary school (United Welsh) 	2021/22
Complete an evaluation of the Passivhaus and Beattie Passive schemes.	2021/22
Review quantity and quality of sheltered housing schemes and consider implementing remodelling options that better meet the needs and aspirations of older people. Complete options appraisal on remodelling of the 6 sheltered housing schemes.	2021/22

4. Deliver adaptations to support the health and well-being of people in their homes and maximise the delivery and appropriate use of accessible homes	
<ul style="list-style-type: none"> ○ Provision of appropriate minor works of adaptation across all tenures by expenditure of the available Social Services budget. ○ Provision of appropriate major works of adaptation in public and private sector housing via the spending of available capital funding and Welsh Government ENABLE funding. ○ The provision of discretionary relocation grants in cases where the existing property is not suitable to adapt to meet the needs of the disabled resident. ○ Continued partnership working with Care and Repair enabling the elderly and infirm to receive additional assistance via a range of initiatives including the Rapid Response Adaptations Programme and Independent Living Grant. ○ Complete the ongoing categorisation exercise to identify accessibility levels of the social housing stock owned by the council and its partner landlords. ○ Develop enhancements to the common housing register in relation to the medical coding of properties available for social rent via both our own stock and that belonging to our partner landlords. ○ Improve accessibility of current stock that lends itself to meeting demand for accessible housing. ○ Work with housing association partners and the occupational therapist (housing) to deliver accessible housing. 	2018 - 2023
5. Increase the supply of housing by bringing long-term, empty homes back into use	
<ul style="list-style-type: none"> ○ Providing assistance to support bringing long-term empty homes in the private sector back into beneficial, use including loans. ○ Providing grant assistance to convert non-residential properties into residential properties in certain circumstances. ○ Demolition of empty homes in the private sector where the renovation of the property is no longer the most appropriate course of action. ○ Engagement and enforcement action against owners of long-term empty homes in the private sector, where appropriate, in order to return them into beneficial use. ○ Targeting the owners of empty properties with ad hoc initiatives such as letter drops and private sector leasing. 	As and when need arises
6. Promote the development of a healthy and vibrant private rented sector as a viable housing option	
Provide assistance to and raise awareness of private sector landlords as to the availability of assistance, via the Arbed scheme and other grant funded energy initiatives, to install external wall insulation and associated measures, boiler replacement and loft insulation if required.	2018/19

<ul style="list-style-type: none"> ○ Administering financial assistance to landlords via loans and conversion grants. ○ Enforcement of housing legislation to ensure minimum standards are met in the private rented sector both in properties in single and multiple occupations, including repair, prohibition and demolition, where appropriate. ○ Working in partnership with Rent Smart Wales to drive up standards in the private rented sector. 	Annually recurring
7. Prevent homelessness and tackle rough sleeping	
Work in partnership with local authorities in the region to produce a Regional Homelessness Strategy and local action plan.	2018/19
Pilot a shared housing project for single people under 35 and evaluate its success.	2018/19
Provide tenants with floating support to assist with tenancy sustainment.	Ongoing
To undertake a Church's night shelter project between (December to March) each year to help tackle rough sleeping.	2018-2023
Work in partnership with the Rough Sleepers Coordinating group to provide support for rough sleepers through tackling underlying needs e.g. substance misuse.	Annually recurring
Run the Emphasis and Family Safety/ Emphasis projects which focuses on elements of housing outcomes of both family support and preventing 13-19 year olds becoming homeless.	2017-2020
8. Prevent tenancies from failing by providing a range of housing related support (including those affected by financial hardship and mental health issues or physical disabilities)	
Provide training for all frontline housing staff in mental health training and to support people sustaining their tenancies.	2018/19
As part of the review our housing management policies and procedures take into consideration of mental health issues.	2018/19
<ul style="list-style-type: none"> ○ Work with mental health organisations to review signposting arrangements. ○ Work closely with the Supporting People Team to identify additional support services. ○ Coordinate advice offered to ensure that there is no duplication or gaps. ○ Review the information we provide on our website to ensure it is up-to-date. ○ Provide help to tenants to enable them to budget effectively, to claim the correct welfare benefits and to mitigate the consequences of welfare reforms. ○ Refer tenants in need of money and debt advice to the right agencies. ○ Provide advice to tenants on energy usage and other measures to help save money. 	Annually recurring
Run the 'Confident with Cash' project (provided by Citizen's Advice) to provide finance / debt management and welfare benefit to families who have disabilities or are part of 'team around the family' projects. Run similar projects to support those families with housing related needs.	2018-2020

Explore potential model of 'Housing First' to reduce the level of homelessness for people who are unable to maintain tenancies due to mental health, substance misuse or chaotic lifestyles.	2018/19
Continue to commission specific agencies to assist those with benefit claims and appeals including Employment Support Allowance and Personal Independence Payment.	2018-2023
9. Help reduce fuel poverty by making homes more energy efficient and providing people with advice on how best to heat their homes	
Submit bids to the Welsh Government under Arbed or other energy efficiency initiative funding to carry out energy efficiency improvements in the private and public sector.	2017/18
Provide advice to tenants on energy saving measures and energy usage and installations	Upon request

Why we consider that our Well-being Objective will maximise our contribution to the National Well-being goals

This objective is wide ranging and multifaceted. We know that the provision of good quality housing and related services has positive health and well-being outcomes, provides a safe and secure place to live, promotes vibrant and sustainable communities, provides employment and training opportunities and minimises the impact on the environment.

Achievement of this objective supports education improvement because good homes and neighbourhood conditions can help young people to achieve. Reduced exposure to traffic, noise and air pollution and designing homes with minimum energy needs (water, fuel) contributes to a healthier Wales and one of cohesive communities.

Housing can be designed so people can be physically active in their homes and research shows there are links between housing issues and physical and mental well-being, particularly linked to poverty, which is recognised within the Welsh Government's 'Prosperity for All' National Strategy 2017 as housing is one of the strategy's priority areas.

We have identified that the successful accomplishment of this objective maximises contribution to all the 7 National Well-being Goals.

How we will resource this Well-being Objective

We will resource our actions using a range of different funding sources some of which are noted below:

- ✚ WHQS investment programme using rent paid by our tenants, monies from Welsh Government (Major Repairs Allowance), prudential borrowing and any other income we may receive.
- ✚ Providing apprenticeship places, employment opportunities and work placements using the Housing Revenue Account and WHQS funding.
- ✚ Affordable housing development using Social Housing Grant funding from Welsh Government (capital and revenue) and private funding accessed by the housing associations.

- ✚ Piloting the build of energy efficient, sustainable homes using Innovative Housing Programme funding bids from Welsh Government and private funding accessed by housing associations.
- ✚ Providing adaptations using Welsh Government and Council funding (General Fund and Housing Revenue Account).
- ✚ Improving conditions in the private rented and owner-occupied sectors using funding from Welsh Government and the Council (General Fund).
- ✚ Supporting the return to use of long-term empty properties in the private rented sector using funding from Welsh Government and the Council (General Fund).
- ✚ Preventing homelessness and tackling rough sleeping using transitional funding from Welsh Government and Council funding (General Fund).
- ✚ Supporting People Programme is funded by Welsh Government grant £6,232,790 (please see comment on page 22 about changes to the way these programmes are funded).
- ✚ Providing support to tenants using funding from the Housing Revenue Account and the Supporting People programme.
- ✚ Training will be provided to existing staff on safeguarding, mental health, energy efficiency and financial management
- ✚ Support will be provided to residents by using existing staff including tenant liaison officers, tenant support officers, liaison officers and estate management officers.
- ✚ Reducing fuel poverty by raising awareness of and using energy efficiency grant funding from Welsh Government, WHQS funding and external sources of funding, for example energy companies.

There are a number of challenges, varying in size and complexity, which may affect the successful outcome of this objective. For many of these challenges the Council has little or no influence over.

The main challenges include national economic, welfare and housing policy frameworks (Welsh and UK Government), demographic changes, staff capacity to priorities existing tasks and take on new tasks, the requirement to satisfy the Council's Medium Term Financial Plan priorities and in-house expertise to make best use of exploring new and emerging technologies.

When will the objective be completed?

Developing sustainable housing and housing related services is an ongoing journey and, although, methods and government policy may change, the cause and effect on well-being within housing does not have an end date. However, over the next 5 years we will have made significant progress when the following actions have been successfully completed:

Objective Success	Date
We have completed the Local Housing Market Assessment (which will provide an evidence base for our Housing Strategy) going forward.	2017/18
We have a completed Housing and Regional Homeless strategy which we are delivering on.	2018/19
The WHQS investment programme for Caerphilly Homes is completed	2020/21
We have completed the Local Housing Market Assessment (evidence base for Housing Strategy) which will complete with the Gypsy and Traveller	2020/21

Accommodation Assessment.	
We have completed a review of our common housing register to ensure it is effective.	2018/19
We have successfully worked in collaboration with our housing association partners to provide new affordable homes.	2018-23
We have provided a homelessness prevention service.	2018-23
We have contributed to bringing long-term empty homes back into use.	2018-23
Innovative Housing Programme phases 1 & 2 are completed	2020/21
All homes provided by social landlords have been categorised using the accessibility coding system.	2019/20
We have increased the supply of accessible homes	2018-2023
We have provided adaptations to support tenants / residents to remain in their homes.	Where required

In addition to monitoring success of projects we will use the following performance indicators to measure how we are performing. For some of the indicators we are unable to set targets as performance is linked to the demand or use of a service.

We will regularly monitor performance to ensure that we stay on course to meet the desired outcomes.

Outcome	Measure
1	No. of homes compliant with WHQS (fully, external and internal elements)
1	The percentage of tenants whose homes have been improved internally who are satisfied with completed WHQS works
1	The percentage of tenants whose homes have been improved externally who are satisfied with completed WHQS works
2,7,8	11 Outcome measures from the Supporting People programme based on wider determinants of homelessness prevention.
3	Increased number/size/type of new, affordable homes delivered through the housing associations or the Council, including how the home was delivered - e.g. via IHP etc.
3	Completion of the sheltered housing options appraisal and the number of sheltered housing schemes where the outcome has been implemented
3	The number of homes delivered through the Innovative Housing Programme
4	Increase the percentage of social housing stock that has an accessibility code
4	Increased number of accessible, social homes provided.
4	The number of adaptations provided (Enable, major and minor works)
5&6	The number of grants/loans provided to improve housing in the private sector (e.g. Houses into Homes, Home Improvement loans, conversion grants, Home Repair grants and HMO loans)
5	Increase the number of long-term private sector empty homes brought back into beneficial use
7	The number of homelessness cases by outcome (sections 66, 73 & 75)
7	The number of homelessness instances prevented through successful mediation
8	The number of mortgage rescue cases completed

8	Number of tenants visited and provided with support and advice to help mitigate the effects of welfare reform
8	Number of council tenants supported to access the benefits they are entitled to
8	Value of financial savings (£) generated for council tenants as a direct result of support
9	Number of council tenants visited and provided with advice regarding energy saving measures and energy use
9	Number of council properties provided with energy efficiency measures as a result of external grant funding by type of measure
9	The amount of external funding (£) accessed by the council for home energy efficiency improvements
9	The number of residents referred to the Nest scheme for energy efficiency advice

For context we will also review the National indicators for Wales below as part of this overall objective

General Well-being Indicators-	
General Well-being Indicators-	Source of Data
Percentage of dwellings which are free from hazards	Annual Housing Hazards and Licences data collection.



4. Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impacts on the environment

Outcomes

1. Work with the delivery of the South East Wales Metro, aiming for the Valley Lines Electrification programme as part of the delivery of the wider South East Wales Metro scheme.
2. Develop the CCBC Regeneration Strategy and Delivery Plan with connectivity at its heart, promoting accessibility, the Metro and digital and Broadband improvements that support innovation and improves accessibility for all.
3. Promote the reinstatement of passenger services to the Nelson to Ystrad rail line under the Metro programme.
4. Promote the reinstatement of the Caerphilly to Newport rail line as part of the Metro programme.
5. Promote a sustainable bus network that supports accessibility and connectivity both locally and regionally through a road network that encourages efficient bus operation.
6. Maximise transport connectivity within and between modes by integrating the delivery of the CCB Active Travel Plan with the Metro to improve bus, rail, walking and cycling provision to increase accessibility and add value to the Metro proposals.

4. Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimise the adverse impacts on the environment

Well-being Statement

“The current infrastructure is not coping. There’s too much traffic congestion. The infrastructure (roads, trains, shops) needs developing before new developments start” (Participant at the Viewpoint Panel event 11th July 2016)

In 2015 there were 39,100 commuting trips outside of the county borough on a daily basis whilst there were 18,900 commuting trips into the county borough. Overall, there is net out-commute of 20,200 to jobs outside of the county borough, with the most popular destinations being Cardiff and Newport, whilst Rhondda Cynon Taff is the origin of the most in-commuting trips, closely followed by Cardiff and Blaenau Gwent. This shows that whilst the strongest commuting flows are between the county borough and Cardiff, there is also significant commuting in the Cardiff Capital Region and across the Valleys. Feedback, that came up on many occasions from community engagement events for both the Local Development Plan and the Local Well-being Assessment, was that there was a perception of limited public transport opportunities for moving from east to west within or outside the county borough, and therefore it is possible to assume that the majority of lateral journeys are undertaken by car.

Travel distance to job and training opportunities is an important factor in determining access to employment. Barriers raised by our residents in relation to public transport availability and the associated costs could exacerbate the need to use the car as the primary means of travel for employment.

The Cardiff Capital Region City Deal will provide the most important funding opportunity in South Wales’ history. City Deal aims to stimulate the local economy, and that of the wider South East Wales region, for current and future generations. The £1.2bn City Deal formally signed on 15th March 2016 by the ten constituent local authorities, Welsh Government and the Westminster Government sets out the intention to deliver 25,000 new jobs leveraging in £4 billion of private sector investment across the region.

The City Deal consists of a £500m loan from UK Government, with a similar contribution from the Welsh Government, and the remainder coming from the ten constituent local authorities in the region, including Caerphilly County Borough Council. The constituent local authorities have set up the Cardiff Capital Region Joint Cabinet, which will take the lead and will be the decision making body tasked with delivering the City Deal.

The City Deal will provide local partners with the powers and the resources to unlock significant economic growth across the Cardiff Capital Region. It is a deal that builds on the region’s sectoral strengths, its high skill base and three successful universities. The City Deal provides an opportunity to continue tackling the area’s barriers to economic growth and its aims are:

- Improving transport connectivity;
- Increasing skill levels still further;
- Supporting people into work;
- Giving business the support they need to innovate and grow;

In further detail this will include:

- **£1.2 billion investment in the Cardiff Capital Region's infrastructure** – a key priority for investment will be the delivery of the Metro, including the Valley Lines Electrification Programme.
- **Connecting the region** – the Cardiff Capital Region has established a new non-statutory **Regional Transport Authority** to coordinate transport planning and investment, in partnership with the Welsh Government.
- **Support for innovation and improving the digital network** – to develop the capabilities in compound Semiconductor applications the UK Government will invest £50 million to establish a new Catapult Centre in Wales. The Cardiff Capital Region will also prioritise investment in research and development and provide support for high value innovative businesses.
- **Developing a skilled workforce and tackling unemployment** – the Cardiff Capital Region Skills and Employment Board will be created (building on existing arrangements) to ensure skills and employment provision is responsive to the needs of local businesses and communities. The Cardiff Capital Region and the Welsh Government will work with the Department for Work and Pensions to co-design the future employment support from 2017, for people with a health condition or disability and/or the long term unemployed.
- **Supporting enterprise and business growth** – a Cardiff Capital Region Business Organisation will be established to ensure that there is a single voice for business to work with local authority leaders.
- **Housing development and regeneration** – the Welsh Government and the Cardiff Capital Region commit to a new partnership approach to strategic planning. This will ensure the delivery of sustainable communities, through the use and re-use of property and sites.

A key factor in achieving City Deal's ambitious economic growth objectives is increasing accessibility and connectivity throughout the City Region, linking the population to employment opportunities. The largest proportion of the City Deal budget will be used to fund the Metro, the regional public transport proposals that aim to increase connectivity throughout the region and other parts of the country and to reduce journey times, particularly to Cardiff.

At the time of publishing the Joint Cabinet of the City Region agreed to invest £40m of funding towards a new Cardiff Central railway station. As the electrification of the valley lines will see far more frequent train journeys up and down the valleys, the capacity of Cardiff Central station is crucial to the smooth running of the region and the capital city on a national basis.

The vision of the Metro is

"Metro is a new transport system that will transform the way we travel around the Cardiff Capital Region. It will provide faster, more frequent and joined-up services using trains, buses and light rail. Metro will bring benefits to passengers, link communities together and help transform the economy. It will have a positive social, economic and environmental effect. It will also shape our region's identity."

The Metro seeks to deliver a minimum of 4 services per hour across the whole of the network through integration between trains, buses and, potentially, light rail. The Metro will integrate

ticketing to provide a single ticket system and will link with the active transport network to increase connectivity to employment and other facilities and services

We recognise the important role of the bus in achieving our aspirations for a reduced carbon footprint, improved local and regional accessibility and helping to reduce congestion. Congestion is one of the main barriers to the provision of efficient and reliable bus services and we need to address local congestion hotspots and work on a regional basis to reduce the impact that congestion has on key route corridors into key destinations to achieve faster, more direct bus services that offer a real alternative to travelling by car. The Council is taking a lead role in the installation and management of new generation ticket machines for smaller operators throughout Wales on behalf of the Welsh Government, which will provide smaller bus operators opportunities to support digital ticketing systems, contactless payment and real time information provision. This will complement the recent investment in similar infrastructure made by the larger bus operators and provide the platform that will promote integrated ticketing and information systems.

Journey time is an important factor in determining accessibility to employment by public transport. The concerns raised by our residents in relation to the provision and cost of public transport will only reinforce the use of the car as the primary mode for employment based trips. Caerphilly County Borough Council supports the Capital Region's commitment to a low carbon future, which has a transport network and mobility culture that positively contributes to a thriving economy and the health and well-being of its citizens, and where sustainable travel is the option of choice.

Good transport is crucial in improving access to job opportunities and enhancing general Well-being for local people. In order to deliver City Deal it is essential that the region is served by a fast and efficient transport system that can link its people to employment opportunities, and services and facilities throughout the region. As a result, the Metro, the programme aimed at delivering this transport system, is included as part of the City Deal.

An essential part of the delivery of the network is its expansion, using the re-instatement of former transport routes and the creation of new ones, to provide an expanded and connected transport infrastructure for the Region. We want to protect disused rail lines from any adverse development or incompatible uses to ensure their future use for transport purposes is not comprised for future generations. We are actively pursuing the reinstatement of passenger services on two former passenger lines, the Cwmbargoed rail line between Ystrad Mynach and Bedlinog and the Machen line between Caerphilly and Newport.

The Cwmbargoed line, whilst operating as a freight line for the Ffos-Y-Fran mineral extraction works, remains as the last significant rail line within the county borough that does not have passenger services. The Cwmbargoed line links Nelson to Ystrad Mynach and the services on the Rhymney Valley line. Reinstatement of this line for passenger services would facilitate movements to and from Nelson, particularly for the proposed employment uses at Ty Du. Whilst the line is identified in the Metro Phase 3, the reinstatement of this line is dependent upon the use of the line for freight as there is no appropriate provision for the passing of passenger and freight trains.

The Machen line originally ran from the eastern side of Caerphilly, through Machen to Newport Station. There were concerns regarding its reinstatement but, as part of its rail review in 2013 SEWTA, the South-East Wales Transport Authority, undertook a desktop feasibility study for the

line and found that it was possible for the line to be brought back for passenger services. The reinstatement of this line is critical as it would be the first line to link east to Newport, rather than south to Cardiff, and would open the transport network wider across the region.

Our Active Travel Plan which addresses walking and cycling, is important in promoting healthier lifestyles and reducing the negative impacts of traffic upon our neighbourhoods and communities. It is Welsh Government policy to seek to maximise the use of active travel for short distance trips and improvements to walking and cycling networks should increase local accessibility to facilitate this change.

The Wales and Border rail franchise is due to be renewed in 2018 and is currently the subject of a bidding process for potential operators. As well as being responsible for delivering the rail services set out in the franchise, the successful bidder will also be responsible for delivering the rail/light rail/tram elements of the Metro. As a result the successful bidder for the franchise will have a significant input into the direction and nature of the Metro improvements. Key issues, such as whether the main element of the system will be rail or light rail/tram or even bus, are still to be determined and the necessary certainty for planning Metro improvements will not be possible until the successful bidder has been identified.

At the relevant time within the process (as noted above) we will be promoting integrated train lines and ticketing. The ability for customers to travel and pay for a ticket for their whole journey irrespective of different travel companies (such as bus and rail) would provide a seamless service for travellers and has worked well in other cities.

The Capital Region suffers from increasing levels of congestion that adds significant costs onto the economy of the region and is one of the most significant barriers to efficient and reliable bus operation. Further to this the public transport network is not fit for the purpose of connecting people to employment, health, recreation and leisure services throughout the region. City Deal and the key elements in addressing these issues, increasing connectivity and accessibility, particularly to employment opportunities, which itself is a key element in tackling social disadvantage. The provision of access to employment opportunities is, therefore, a fundamental element in improving the future prospects for the county borough residents

How we used the '5 ways of working' to set this Well-being objective?

Involve - The delivery of a modern, integrated and sustainable transport system will involve the collaboration of a large number of bodies, including the 10 Capital-Region local authorities, both regionally and individually, the private and third sectors. Delivering a transport system that improves accessibility to employment and other services will require the involvement of a wide range of disciplines, from a wide range of bodies

Collaborate - This is multi collaborative approach as noted above between public and private sector including the successful rail franchise and bus operators along with both Welsh and Westminster Governments. Although this objective focuses on the Metro and transport it is in the wider sense about accessibility so we will be involved in the collaboration around the digital strategy as part of the Cardiff Capital Region City Deal, which is an exciting aim to become part of a world class digital connectivity which would support businesses, employment, schools at a regional and local level and has the potential to change the way we live and work. At a regional level a strategic 'dark fibre network' (DFN) which is an 'untapped resource' could be in part

owned as a public asset. To be able to become an ‘open city region’ commonly called the ‘internet of things’ such as wearable technology and driverless cars would depend on the future development of the DFN.

Long term - Transport improvements will continue for at least 10 years as the City Deal is set over a 10 year period and regional planning has a 20 year framework so the objective will be framed over the long term. It may be 2-3 years before any actions are to take place but the long term benefits, if realised, will significantly affect travel, carbon emissions and employment opportunities. The Metro is envisaged as evolving and expanding transport system that will require continual investment and improvement beyond these periods to fully realise its objectives.

Integrate - The Strategic Regional Strategy will look at how the whole region can benefit from a range of ‘joined up’ activity including how transport can help with economic growth and be part of wider planning of well-being benefits which will help the objectives of a wide range of public service bodies, such as Health Services. Future internet network cabling could be installed by default on all public sector infrastructure projects including the Metro which would contribute to the Welsh Government’s aspirations to progress towards world class digital connectivity.

Prevention - People have told us in our range of consultations that lack of accessible transport is a real barrier to employment opportunities. The provision of an affordable, efficient and low carbon based transport system that seeks to minimise journey times and increase connectivity and accessibility will also help support residents in accessing better employment opportunities, contributing towards the City Deal objectives of economic growth.

What steps will we take to achieve this objective?

	By When
Delivery of the South East Wales Metro, including the Valley Lines Electrification programme. Delivery of the wider South East Wales Metro scheme	Phase 1 – setting up completed Phase 2 – 2017-23 Phase 3 – post 2023
A new non statutory Regional Transport Authority will co-ordinate transport planning and investment, in partnership with the Welsh Government.	1st board meeting held on 25/01/18.
Place Making Project, building up ‘station hubs’ near metro (transport hubs) for connecting jobs to places. This is a wider regional action.	Transport for Wales 2023
At a local level Implement our vision for a new / high quality integrated transport hub that replaces the current bus and rail facilities	2018-2023
Sign off the Regional Transport Authority Strategic Business Plan.	Signed by March 2018
Produce Integrated Network Maps for Active Travel routes. This is a 15-year plan for improving walking and cycling routes across the county borough	Approval from Welsh Government in 2018

	By When
Develop a CCBC Regeneration Strategy to support connectivity of transport, Metro, digital and broadband services	Summer 2018
Protect the routes of former rail lines from development that could prejudice their future transport use and actively promote reinstatement of former passenger services, particularly on the Cwmbargoed and Newport-Caerphilly (Machen) rail lines through the Metro programme.	Protection of routes is ongoing. Reinstatement possibly towards the end of the 15yr programme.
Improve and expand station facilities through the provision of improved Park & Ride facilities and walking and cycling links to make train services more accessible. Reduce congestion and carbon emissions from existing and new rail station by increasing parking at Ystrad Mynach Station; significant new parking provision at the proposed Llanbradach Parkway Station on the Rhymney line and a new car park to complement the proposals for a new station at Crumlin on the Ebbw Valley line.	Ongoing schemes determined by bid/funding availability
Delivery of new ticket machine infrastructure based on GPS technology for the smaller bus operators in Wales. Implementation throughout Wales planned during the first half of 2018. Will provide a wider platform for real time, vehicle tracking and integrated ticket solutions (including contactless transactions) in future.	2018 for installation of basic ticketing platform. Further development dependent on funding
Develop and deliver a programme of bus priority corridors in partnership with the bus operators through measures that address the main congestion hotspots to improve reliability and reduce journey times	Phase 1: 2017/18 list of priority corridors confirmed through CCRTA; Phase 2 – 2018 – 2023 feasibility, design and delivery through CCRTA and Metro.

Why we consider that our Well-being Objective will maximise our contribution to the National Well-being goals

A **Prosperous** Wales and a more **Resilient** Wales would be supported by this objective as it will generate employment opportunities within a low carbon environment.

A more **Equal** Wales where everyone can get around and access employment or other opportunities will improve. The Metro, supported by local active travel proposals, will increase accessibility and connectivity to vital destinations such as employment opportunities and other services and facilities, which will all contribute significantly to increasing prosperity through economic growth. The Welsh Government in their 'Prosperity for All' national strategy have made skills and employability one of their priority areas, travel and access is an important way to enable the connection between jobs and people. The Welsh Government is seeking to increase the number of shorter, more local trips, that are undertaken by walking and cycling (including the use of mobility scooters), termed active travel. Active travel trips will include journeys to school, to work, to the shops or to local services such as health or leisure centres. Increasing active

travel will have the important additional benefits of promoting healthier lifestyles and reducing the negative impacts of traffic upon our neighbourhoods and communities. This contributes to a **Healthier Wales**, because the Metro programme will have a low carbon, fast and efficient transport system that increases accessibility and connectivity, linking people to employment opportunities and realised benefits of the City Deal maximises our contribution to a **Globally Responsible Wales**. **A Wales of Cohesive Communities** would benefit as this objective will ensure better connected communities through integrated transport at a local and regional level.

How we will resource this Well-being objective

This City Deal reconfirms the continued shared ambition of both Government's and the Cardiff Capital Region to deliver the first 2 phases of the wider Metro scheme. £325 million of the £1.2 billion Investment Fund has already been committed to the delivery of this scheme (£125 million from the UK Government, £94 million from the Welsh Government and £106 million from the European Regional Development Fund).

The delivery of further phases of the Metro scheme means that the Welsh Government will pre-allocate over £400m further funding from the Investment Fund for its delivery, with the necessary design work ongoing. As part of this City Deal the Welsh Government commits to involving the Cardiff Capital Region in the co-design of the wider Metro scheme and in the procurement of a delivery organisation.

Wider Investment Priorities - The remaining element of the Investment Fund will be used to take forward a wide range of projects and schemes that support economic growth across the Cardiff Capital Region. Decisions on the prioritisation of these schemes will be taken by the Cardiff Capital Region Cabinet. Schemes taken forward could include: further phases of the Metro; investment to unlock housing and employment sites; and development of research and innovation facilities. Integrated ticketing for Caerphilly and Flintshire Council has been grant funded by Welsh Government.

Local Authorities have produced an Integrated Network Map (INM) which is a statutory duty and provides an aspirational map that sets out Caerphilly CBC's Active Travel proposals for the next 15 years. The development and delivery of the routes shown on the INM will be dependent on the availability of funding for Active Travel schemes.

When will this objective be completed?

The City Deal programme is over a ten year period but the benefits if realised will be generational (25 years) or longer with a range of milestones along the way. Most of the measures for this objective are project based and measured at this time on milestones. This means specific measures on the success of the objective will be developed as the programmes develop or linked to other measures in other objectives such as the 'Enabling employment' Objective.



5. Creating a county borough that supports a healthy lifestyle

Outcomes

1. Aim to reduce inequalities in health across the county borough
2. Creating a place that supports a healthy lifestyle.
Including -
 - Contributing towards the Welsh Government target to reduce smoking prevalence rates to 16% by 2020
 - Reducing the overweight and obesity rates in children
 - Understand and address what helps to encourage people to become more physically active

5. Creating a county borough that supports a healthy lifestyle

Well-being Statement

Our data shows that residents living in areas of higher deprivation have statistically higher levels of ill health and live more years in poor health compared to those who live in the least deprived areas.

Life expectancy varies considerably according to where people live within the county borough. Data between 2005 and 2009 evidences the gap for healthy life expectancy, between those residents living in our most and least deprived communities, was 18.6 years for males and 16.2 years for females. More recent data, between 2010 and 2014, shows that this gap has been reduced to 13 years for males and 14.6 years for females, but it remains significant.

Unhealthy lifestyles arise, at least in part, due to the inequalities in the circumstances in which people are born, grow up, live and work. There is still much work to be done to reduce these inequalities.

A significant amount of partnership working has taken place over recent years and has contributed towards this improvement in health inequalities. However it is important to note that there have been recent changes that have altered the operational focus of this work. This brings with it both challenges and opportunities i.e. changes to Communities First, Flying Start and continuing budget reductions, so we have to look at different ways to support improved health and influence where we can.

An individual's lifestyle behaviour can affect their risk of ill-health and premature death.

Smoking is currently the largest single preventable cause of ill health and death in Wales. It directly contributes to health inequalities as nearly a third of residents in our most deprived areas smoke (29%) compared to 11% in our least deprived areas. 18% of adults in Caerphilly county borough report being a smoker (2016/17). This has reduced from 23% in 2010/11 and is slightly under the Welsh average of 19%, and mirrors the national downward trend.

Obesity – By 2050 it is predicted that 60% of **adult** men and 50% of **adult** women will be obese and 25% of children under 16 will be obese. The percentage of adults who are overweight or obese within Caerphilly county borough was the highest in Gwent (63%) in 2014/15 and higher than the Wales average of 59% (2014/15). Rates of obesity in Gwent are rising faster than Wales as a whole. Health conditions associated with obesity include Type II diabetes, coronary heart disease, high blood pressure, stroke and cancers.

Wider impacts include less contribution to family life and community; reduced employment opportunities; less income; reduced productivity and absenteeism; poor school performance and poor mental well-being. Over a quarter (2014/15) 27% of children aged 4/5 in Caerphilly county borough are overweight or obese. This is higher than both the Gwent and Wales average and alarmingly higher than any English region.

Obesity harms **children** in the short term, but as up to 80% of children go on to become obese adults, childhood obesity also harms life chances.

Public Health Wales also found that overweight and obesity amongst 4-5 years olds increases as deprivation increases. This means there is a strong economic case for investing in the early years of life as early years programmes are often less expensive than the services needed to address the physical, mental, behavioural and socio-economic consequences of poor early child development in addition to improving quality of life. Evidence shows that children with high levels of physical fitness have higher academic grades and those with lower levels of fitness have lower academic grades (*source: Journal of Paediatrics*) and that children need at least 1 hour of physical activity a day. Studies by Public Health Wales (Nov 14) supported key findings that pupils with better health and well-being were more likely to achieve better academically and that a positive association exists between academic attainment and physical activity levels. The University of Strathclyde and Dundee's (2012) research suggested that physical activity particularly benefited girls' performance in science and that children who carried out regular exercise, not only did better academically at 11 but also at 13 and in their exams at 16.

Building on this we introduced an initiative called 'The Daily Mile' with one simple aim - to help children get fit by walking or running for 15 minutes a day. This will improve the physical, emotional and social health and well-being of our children regardless of age or personal circumstances. It encourages children to be more active and helps them understand the benefits of physical and mental health and well-being and is gaining momentum across our schools and the Gwent region.

We have a statutory duty to produce a 'Play Sufficiency Assessment' every 3 years for the county borough in recognition of the value of play and open spaces in relation to health and well-being. We use a toolkit and map the types of places we have against recognised standards in a range of areas such as places of supervised and unsupervised play and how we and our partners aim to offer play opportunities that are inclusive and encourage all children to play and meet together. The assessment includes recognition of play in open spaces and we have developed our own open space standards in accordance with the advice and requirements of planning regulations.

Other wider factors like travel to parks and costs are considered in assessing play and exercise. We can evidence strengths from completing this toolkit collaboratively and have identified actions to take such as the 'Large Scale Change' which is promoting physical activity in the Heads of the Valleys area for women aged 14-40. This is supplemented by work ongoing on 'Active Gwent'.

Overall, there has been year on year increases for participation and over half of all children have taken part in 5 x 60 minute activities at least once. Participation rates in extra-curricular Dragon Multi-skills, designed to offer 7-11 year olds fun and enjoyable sporting opportunities, are also increasing each year. There is a significant increase in clubs being run within primary schools and sporting communities to ensure there is a sporting pathway in place. There has also been an increase in opportunities for children aged 3-6 years due to the physical literacy programme. This provides tots with sessions such as football, netball, rugby and cricket and involves the carers. A free swimming initiative on a Friday at all leisure centres is currently running and participation rates have increased year on year. We also offered free swimming during public swimming times for children participating in swimming lessons, and to meet demand, additional free swim structured sessions have been put on over the school holidays.

The Welsh Network of **Healthy School Schemes** was launched in 1999 to encourage the development of local healthy school schemes. The Welsh Government and Public Health Wales provided funding and guidance to help health and education services in partnership to set up and run local healthy school schemes in all 22 local authorities across Wales. Since it was established in 2001 the Caerphilly Healthy Schools Scheme has grown rapidly and we now have all schools actively engaged. Our aim is to support schools to develop a whole school approach to health through 7 key areas:

- Food and Fitness
- Mental and Emotional Health and Well-being
- Personal Development and Relationships
- Environment
- Substance use and misuse
- Safety
- Hygiene

Since 2010 schools have the chance to be awarded with a national final accreditation for outstanding practice with the Welsh Governments National Quality Award. We are working with our schools to achieve the award as this will show they have not only reached this standard but maintained it for 9 years or longer.

The **Caerphilly Healthy Early Years (HEY)** Scheme was initiated in 2008 to further support early years and childcare settings to promote the health and wellbeing of the whole community, including children, parents/ carers, and staff members. Since 2004, early years and childcare settings within the borough have been participating in the Caerphilly Gold Standard Healthy Snack Award scheme with the majority of settings successfully achieving the award, thus setting the scene for the introduction of the HEY scheme.

The HEY scheme extends the work of 'The Caerphilly Healthy Schools Scheme' that forms part of the Welsh Assembly Government's 'Welsh Network of Healthy Schools Scheme'. Since all Primary and Secondary schools in Caerphilly are working towards becoming a healthy school, a focus on health related activities and policy in early years and childcare settings offers continuity for children as they move onto statutory education, as well as enhancing their development during their pre- school years. The HEY scheme encompasses best practice to engage children and enabling healthy attitudes and behaviours to be developed at a young age and continued throughout later life. It links closely with the Obesity Prevention programme by encouraging parents to be more active with their children and by promoting the 10 Steps to a Healthy Lifestyle.

The scheme trains in a range of activities such as '3 Sticky Fingers' cooking sessions, Ffa La La (physical literacy and movement through the medium of Welsh), Brilliant Babies, Traumatic Situations and Mindfulness training, for Mindful Families. We are also running a Fire Safety course and a fourth Internet Safety session. All of this training is in addition to Busy Feet (exercise about Nutrition and Oral Health) and Design to Smile. This is a successful scheme with a high number of our early years and child care providers taking part over ten years. We provide sporting opportunities for adults and young people with **disabilities**. Working closely with Disability Sport Wales we provide access to Leisure Centres, community clubs, school holiday schemes and the InSport programme. The Sport and Leisure Team were accredited with the InSport Ribbon Award, which recognises all that we do to create inclusive

sporting opportunities for disabled people. Our school holiday programme provides young people with the opportunity to try new and exciting sporting activities delivered by our specialist coaches and volunteers. The holiday programme can be tailored to that individual's needs and requirements.

In relation to physical activity, the percentage of **adults** in Caerphilly county borough who reported meeting exercise/physical activity guidelines in the previous week in 2014-15 was 26%. This compares with a figure of 28% in Gwent and 31% for Wales as a whole. The science on the benefits of physical activity is clear as to the profound benefits and effects it can have on health and wider moderate mental health and Well-being.

Active Gwent is a regional collaboration across Gwent whose vision is to improve physical literacy, promote a positive future and tackle inequality in communities through sport. In a variety of ways the partnership is aiming to get 75% of people 'hooked on sport' by 2027 with the 2018 milestone target at 55%. The partnership has looked at priority sports that are common across the five local authorities that help to meet the underlying demand. Under the theme of 'tackling inequalities', children and young people from deprived communities and living in poverty are being supported through a social inclusion programme called 'Positive Futures' using sport to engage these young people. In Caerphilly momentum has continued from 6,778 attendances in 2015/16 to over 9,000 attendances in 2017.

Increasing girls and women's participation is important for health and other benefits so in 2016 the collaboration launched a 'Lets Go Girls' initiative which allows activity providers and females who are interested in taking part in activity to connect. There has been some success with helping mums with post natal depression with our 'mams with prams' initiative with others taking part in netball sessions. Within Caerphilly and within the region we will continue to focus on girls and women taking part in activity as tackling inequalities is one of our priorities.

One of the ways we contribute to a healthier environment and promote our tourism facilities is the **Caerphilly 10K** run which is now in its sixth year and is set to return in 2018 on Sunday 20th May along with the Caerphilly 2k which is attractive for younger runners. With 2,500 runners of all abilities expected to descend on Caerphilly from across the country to enjoy the event, we are looking to the 2018 event to be bigger and better. Set in the shadow of the spectacular Caerphilly Castle, the Bryn Meadows Caerphilly 10k gives runners both experienced and beginners, the opportunity to run on a relatively flat course with some undulating points against an historic backdrop. Further details are at www.caerphilly10k.co.uk

Using exercise to improve health **The National Exercise Referral Scheme (NERS)** is a Public Health Wales (PHW) funded scheme which has been in development since 2007. The Scheme targets clients aged 16 and over who have, or are at risk of developing, a chronic disease. The scheme is centrally coordinated by Welsh local Government Association and has secured funding until March 31st 2019. NERS is an evidence-based health intervention incorporating physical activity and behavioural change techniques to support referred clients to make lifestyle changes to improve their health and Well-being. The main aims of the Scheme which we run are:

- To offer a high quality National Exercise Referral Scheme across Wales
- To increase the long term adherence of clients to physical activity
- To improve the physical and mental health of clients

- To determine the effectiveness of the intervention in increasing clients' activity levels and improving their health

Currently we have between 1000 and 1200 people a year participating and our referrals are increasing as the scheme is helping to improve participants quality of life.

Outdoors, Parks and Countryside

It is important we understand a range of activities that contribute towards creating a place where people can enjoy a healthier lifestyle (rather than just focus on sport). We also want to build on our strengths, for example we are fortunate in the amount of green space that is available and can be used to promote well-being. Some 80% of the county borough is classed as rural and these areas contain a variety of landscapes including accessible uplands and significant water bodies, over 800km of public rights of way, five main country parks, a National Nature Reserve and a number of other areas and facilities that can be used as part of promoting healthier lifestyles.

Caerphilly Adventures also use our great outdoors to work with young people and their families to improve family relations, parenting, confidence and self esteem through the medium of outdoor activities and pursuits. It also provides opportunities for adults and young people to take part in Outdoor Activities such as Hill Walking Canoeing, Rock Climbing Caving and Stand Up Paddle boarding by running a range of courses. Caerphilly Adventures also provides training in hill walking and first aid to enable adults to lead groups in the outdoors safely. The Duke of Edinburgh's Award delivers the well being objectives through its different sections: volunteering, physical activity, skills and expedition. Caerphilly Adventures also supports CAG which is a network of volunteers that organises outdoor activities for its members.

Various Welsh Government initiatives aim to promote the use of green infrastructure to meet the desired outcomes prescribed in the Well-being of Future Generations and Environment Acts. Underpinning these is the principle of the sustainable management of natural resources, being championed by Natural Resources Wales but applicable to and supported by ourselves. The 'services' provided by our natural resources do play a significant role in our health and have the capacity to be increased. An important initiative to promote this increase, through greater use of green infrastructure, is the development of a regional 'Valleys Landscape Park' which is being driven by Welsh Government but will be largely implemented through the actions of partner agencies. We are developing a Green Infrastructure Strategy to support this.

In 2015 we reviewed our Outdoor Recreation Provision looking at Equipped Play Provision; Sports Pitches; Allotments and our Green Spaces. From this we mapped what areas needed more facilities and what areas had enough. Reviewing what we have means we can identify gaps in provision and this enables us to target those gaps when money becomes available from different funding streams. Our review also looked at quality and accessibility and actions arose that we are still working on, for example sports pitches within the county borough have been affected by poor standards of drainage, which affects both the ability of the pitch during the playing season and the standard of the playing surface. We have put in place a drainage programme to improve this. Adventurous Outdoor Play, particularly to provide safe adventurous play areas suitable for young people to encourage use of outdoor spaces, was identified as one of the Youth Forum's priorities for 2017 following a vote at their Annual Conference. This is made up of young people from 11 to 25 years across the county borough.

Part of creating a healthy environment includes our **'Tree Strategy'** as we have approximately 250,000 trees across the county borough and there are many benefits to well managed trees. They are an important public resource which produce oxygen, absorb carbon dioxide, absorb pollutants, provide home and shelter for food and wildlife and can provide buffer to noise pollution to name a few things, they are known to relieve stress of modern lives and provide share and shelter to mitigate effects.

Keeping the environment clean

We know from the Council's household survey and Viewpoint Panel that cleanliness remains a concern within our communities and our objectives continue to keep the streets and public highways as clean and free from litter and graffiti as far as is reasonably practical. In relation to physical activity many people prefer to walk their dogs, cycle or walk to work for example, and prefer use of the outdoor environment than attending leisure centres or taking part in a sport. An environment with litter, broken glass, fly tipping or dog fouling for example, can be a barrier that prevents people enjoying their regular outdoor space.

Most of our street scene cleaning and enforcement activities (such as fining people who do not abide by the law) is very much business as usual, however we do carry out a range of initiatives such as our 'Enough is Enough' environmental awareness campaign, where we have implemented a series of new measures such as placing a Public Spaces Protection Order (PSPO) in the park in Ystrad Mynach. This PSPO aims to tackle irresponsible dog ownership and dog fouling through enhancing the council's ability to take enforcement action.

The Welsh Government introduced the Unauthorised Deposit of Waste Fixed Penalties (Wales) Regulations 2017 on the 25th October 2017 which gives Councils greater powers to fine 'first time offenders' in relation to fly tipping with a fixed penalty notice pre-empting the need to go to court in the first instance but fixed at an amount that is not an incentive to continue enviro crime behaviours. We will use a range of performance measures around cleanliness and enforcement to make better connections with creating a space that supports a healthier lifestyle.

Health and Well-being needs to be an integral part of our everyday life and as the largest employer in the county borough, we recognise that improving the health and well-being of our staff is in all of our interests. Small and often simple lifestyle changes can help prevent illnesses such as strokes, cancer, diabetes and heart disease. In light of this we have established a **Health and Well-being group** with the aim of providing employees with easy access to information regarding the improvement of their general health and well-being.

As approximately 75% of our employees live in the county borough any lifestyle improvements that employees share with their families and friends will benefit our communities more widely. Preventing ill health across the population is generally more effective at reducing health inequalities than medical or clinical involvement and requires many partners to work together. Success in this area would lead to long-term savings by reducing the risk of health and social problems and improve education, training and employment prospects.

The nationally recognised (Public Health Wales) five healthy lifestyle behaviours include – remaining smoke free, drinking alcohol sensibly, and maintaining a healthy body weight, regular physical activity and a balanced diet. The above factors are best tackled in a

partnership across many organisations in the public, voluntary and private sectors as no one agency can carry this alone.

Indeed our Public Services Board are looking at how we can build in resilience across the course of a life to prevent poor quality of life through poor health and have set an action area in the draft Well-being Plan (published June 2018) for 'Good Health and Well-being'. Action areas will set delivery plans to take specific activities to improve this and we will fully contribute to this improvement area.

How we used the 5 ways of working to set this Well-being Objective?

Involvement – This objective could never be delivered in isolation and the individual and many partners have to be involved to improve individual quality of life. The main involvement needs to be with citizens using the principles of 'co-production' (which starts from the idea that no one group or person is more important than anyone else and everyone has skills, abilities and time to contribute). Specifically we work with and involve a range of partners such as Public Health Wales, schools and parents (for initiatives like the Daily Mile initiative). The nature of preventing ill health requires the involvement of the individual as well as health services, GP's, Health Visitors, the voluntary sector and local groups such as walking groups. For example the 'Healthy Hearts' Walking Initiative with the NHS, has 3000 participants in Caerphilly. Another initiative is the South Eastern Caerphilly Landscape Partnership which involves developing the recreation potential of the south eastern Caerphilly urban fringe and countryside, an initiative being led by the communities and should have particular benefits to Lansbury Park, our most deprived area.

Long term – The objective is framed in the long term from a generational life course to deal with the long term implications of poor health which affects the quality of life and the wider economy if we do not improve on the current position. This objective starts from pre-pregnancy and 0-3 within the Flying Start programme through to healthy places for adults and children. Opportunities for health improvements with the development of the Valleys Landscape Park is a long term generational commitment and will probably run for the next 25 years.

Collaborate – As noted under involvement we must collaborate to improve this aspect, there are too many partners to list here but staff from the Aneurin Bevan University Health Board, Public Health Wales, Sport Wales all carry out activities in partnership. National Resource Wales (NRW) have a passion and willingness to allow the public use of their sites for outdoor recreation and the South Wales Countryside Officers group collaborate to ensure both local and region initiatives are developed and implemented that promote benefits to health, particularly through the Sustainable Management of Natural Resources.

Integration – Good Health underpins all the other Well-being objectives as without good health many other objectives such as maintaining sustainable employment, making the most of education and general quality of life opportunities is simply not possible. Success of this objective will meet the goals of the other organisations listed here as we all want the same outcomes.

Prevention - This objective in its totality is about preventing poor health and building more resilience in our citizens over the life course to enable a better quality of life. There are many

contributions to this area that are not always instantly obvious, for example we have a capital programme to improve drainage on playing fields which will allow fixtures to be played during periods of bad weather, improved drainage will maximise the use of pitches and therefore prevent cancellations and for sports to continue. At the heart of people's ability to work, learn and enjoy a good quality of life, good health and well-being is the starting point for all other opportunities. Demand on already stretched services such as social care, primary and secondary health care, can be reduced by supporting residents to have a healthy and independent life for as long as possible.

What steps will we take to achieve this objective?

There will be a detailed action plan developed for the next 4-5 years. Below we detail some of the main actions that we will take over this time:

Outcomes	When (Time Frame)
Outcome 1: Aim to reduce inequalities in Health	
Continue to increase the 'Daily Mile' programme in schools across the county borough.	2018-2023
Continuation of the Healthy Hearts programme in partnership with Aneurin Bevan Health Board.	
Continue to run our Flying Start programme which provides a wide range of support 0-3 years and their families for improving life in early years. This includes activities such as: <ul style="list-style-type: none"> • Get Cooking - recipes and cookery sessions for family foods. • Henry (Healthy Exercise and Nutrition for the Really Young) - nutrition and exercise course for parents to know the most up-to-date information on the best foods and exercise for their child's development. • Healthy Start scheme - Healthy Start vouchers for fresh fruit and vegetables and vitamins 	2017-2021
Run our health outreach (shared contract) 'On the Move and On to Food' (to support parents with solid feeding and nutrition moving onto HENRY (Health Exercise Nutrition for the Really Young)).	2017-2021
Promote the Healthy Schools programme (a Welsh Government, Public Health and Education Programme) to provide specific actions to improve child health.	2018/19
Disability in Sport – providing sporting opportunities for individuals with disabilities.	2018-2023
Participation in 'large scale change' collaborative programme: Let's Go Girls (Campaign to get more girls and women aged 14-40 more active, more often through different forms of engagement through physical activity).	2018/19
Supporting greater physical activity through continued delivery of targeted programmes on a local and regional basis such as ' Positive Futures ', which is a sport based social inclusion programme that uses sport as a tool to engage young people in local community facilities, and through a referral process from a range of partnership agencies.	Ongoing (2018-2023)

Outcomes	When (Time Frame)
Sporting Pathways – a targeted approach to helping clubs develop their playing, coaching and volunteer base.	2018-2020
Complete a Play Sufficiency Assessment to assess gaps in provision and identify improvement actions	March 2019
Outcome 2: Creating a place that supports a healthy lifestyle.	
Implement a county borough wide Sport and Leisure Strategy to establish a vision and specific actions to sustain	Summer 2018
Set up a Health and Well-being employee group to provide lifestyle improvements that can benefit the wider communities.	2018/19
Promote and run the Elite Caerphilly Scheme 2018 (This aims to reduce the financial burden of training costs for talented athletes, many of whom aspire to represent both Wales and/or Great Britain in their respective sports on the international stage.	2018-2023
Promoting access and use of our parks and countryside (Rural Development Programmes), through cycling and walking and events such as the 'Caerphilly Challenge'.	Ongoing (2018-2023)
By 2020 aim towards Welsh Government target to reduce the smoking rate to 16% <ul style="list-style-type: none"> • Trader education/awareness on 18 age limit for purchases of tobacco products, No Proof No Sale packs issued to traders which include guidance for traders, shop display items and information for employees. • Promote and facilitate take up of Proof of Age cards to young people 16 to 18 via schools and colleges. 	
Delivering on our Tree Strategy Actions	2018-2023

Why we consider that our Well-being Objective will maximise our contribution to the National Well-being goals

A **Prosperous** Wales – Research suggests that young people who are healthier are more likely to perform better at school and less likely to be unemployed, receiving benefits or involved in crime. Any age of people who have their health have more potential for enjoying paid or unpaid work. Good health and personal reliance will support residents, of all ages, to fully be part of the labour market and help contribute towards a prosperous county borough. Giving every child the best start in life will ensure that they have the support they need to reach their full educational potential, that they are able to secure rewarding and meaningful employment and that they becomes productive members of society. Our environment and green spaces can provide employment and other benefits such as inward investment and tourism.

A **Healthier** Wales – Creating a supportive environment that enables our residents to manage their own physical, mental and well-being needs is an important part of ill health prevention. Demand on already stretched services can be reduced by supporting residents to have a

healthy and independent life for as long as possible. Providing support to the child and family in the early years reduces the risk of the individual engaging in health harming behaviours and of developing diseases such as cancer, heart disease, diabetes and poor mental health. Communities with attractive public open space help residents to be more active and more engaged and support better mental and physical health.

A **More Equal** Wales - All the Sporting programmes at their core are about ‘tackling inequalities’ whether that is to help women and girls back into exercise or sport, young people who need help or those who have disabilities and this supports greater inclusivity. Residents living in areas of deprivation are at greater risk of poor health. Supporting residents to adopt healthy behaviours will help them to take responsibility and manage their own physical health, mental health and well-being. Lifestyle choices are a key cause of health inequalities and can have a major impact on healthy life expectancy. The need to reduce our health inequalities is unquestionable. Every individual deserves the opportunity to fulfil their potential, regardless of their socio-economic characteristics, background or circumstances.

A **Resilient** Wales – Improvement with regard to enviro crime as proposals to prevent fly tipping will contribute to a cleaner, safer environment by removing the likelihood of fly tipping and associated environmental issues. Supporting residents to have good health and ensuring our children have the best start in life will develop skill sets that enable residents to respond positively to the constantly changing world that we all live in and enable them and their families to be more resilient and adapt to change in the future. Regular participation in sport, for both children and adults, is associated with good mental health. A network of healthy, green, well-functioning, well-connected and sustainable communities can deliver multiple benefits for environmental, social, economic and cultural well-being.

Supporting residents to have the best start in life will help reduce youth offending, anti-social behaviour and other crime levels leading to safer communities within the county borough. Attractive country parks and opportunities to walk and cycle and allow all to experience places to enjoy activities is very much a part of providing ‘A Wales of **Cohesive Communities**’.

Opportunities for taking part in community and sporting activities will help to reduce feelings of isolation and loneliness. In the same way creating a county borough where people can participate in sport and recreation and where they feel healthy and empowered to be engaged citizens, all supports a Wales of **Vibrant Culture**; for example whilst the Caerphilly 10k run helps people partake in exercise within a supportive environment, it also encourages tourism as people come to visit the area.

A **Globally Responsible** Wales – Enabling behaviour change towards a more preventative and sustainable approach will have a huge impact on the local and global environment. Positive early intervention and improving residents’ health can prevent higher healthcare costs in adulthood. By encouraging residents to protect and look after their local environment and natural resources we strive towards our global obligations.

How we will resource this Well-being objective

Resources in this area have been significantly reduced over the past few years. This is impacting our availability to deliver a range of programmes so it is important that we pool our

expertise and resources to set this within the way of working that involves other people in the delivery of this objective.

When will the objective be completed?

Improved health data is a long term measurement and can rarely be measured on a year to year basis. As this objective is about making a difference at an early age and to promote more physical activity there cannot be a specific 'completion date' therefore we will look at completion dates regarding actions and changes.

Measures of progress are noted below:

Outcome	Measure
1	Increase the number of schools participating in the 'daily mile'.
1	Increase the number of schools achieving Welsh Governments National Quality Award for Healthy Schools.
1	Number and % of participant parents benefitting from an evidence-based parenting programmes.
1	Number of clubs signed up to be part of the 'Lets Go Girls' campaign.
1	Engage with a minimum of 5 new settings in promoting the Healthy and Sustainable Preschool Scheme (Hey Scheme)
2	Reduce smoking rates.
2	% of children age 4/5 who are overweight or obese.
2	Percentage of children at 11 years who can swim 25 meters.
2	Increase the number of visits to our parks and countryside.
2	'Increase numbers participating in a broadened 'Healthy Hearts' initiative.
2	Number of people participating in the Health Referral scheme.
2	Adopt a 'Valleys Landscape Park strategy'.
2	Street Scene Cleanliness Index LEAMS Score for the whole of the county borough (STS005a)
2	% of highways & relevant land inspected of a high or acceptable standard of cleanliness (STS005b).
2	% of reported fly tipping incidents cleared within 5 working days (STS006).
2	The percentage of reported fly tipping incidents which lead to enforcement activity.
2	Number of enforcement actions issued for Dog Fouling.

2 The percentage of reported fly tipping incidents which lead to enforcement activity.

For context we will also review the National indicators for Wales below as part of this overall objective

General Well-being Indicators-	Source of Data
Percentage of adults who have fewer than two healthy lifestyle behaviours (not smoking, healthy weight, eat five fruit or vegetables a day, not drinking above guidelines and meet the physical activity guidelines)	National Survey of Wales
Percentage of Children who have fewer than two healthy lifestyles as above	School Aged Children Survey, New analysis
Healthy life expectancy at birth including the gap between the least and most deprive.	ONS and Public Health Wales
Percentage of people feeling safe at home, walking in the local area, and when travelling.	National Survey of Wales
Mean mental Well-being score for people	National Survey of Wales

Additional Information

As a wider consideration of creating a ‘healthy place’, part of our tree strategy is to develop scope on council allotments for potential small scale ‘allotment forestry’ as a partnership between council and tenants called the Allotment Forum Initiative.

Ideally this would involve the planting of useful trees in positions which would not affect the site’s primary function as a place to grow vegetables. We will encourage tenants to plant appropriate fruit trees where they will not significantly interfere with vegetable production.

Besides fruit trees, there is also the potential for the planting of small coppice areas if it was supported by tenants. These could be planted on plots that, because of shading, or say waterlogged conditions, are less suitable for vegetable growing.

Coppicing of species such as hazel, willow, or sweet chestnut would produce valuable products such as bean poles, pea sticks, or fencing materials, which could be harvested communally and would represent a sustainable use of these plots while maintaining wildlife value.



6. Support citizens to remain independent and improve their well-being

Outcomes

1. Support people to 'help themselves' by providing comprehensive advice and information including signposting to other services.
2. Have 'meaningful conversations' to help people identify 'what matters' to them to inform 'outcome focused' planning.
3. Provide support to reduce the need for higher tier statutory interventions.
4. Identify and support carers.
5. Improve the recruitment of Foster Carers and Shared Lives carers.
6. Continue to identify opportunities to work collaboratively wherever appropriate.

6. Support citizens to remain independent and improve their well-being

Well-being Statement

2016/17 saw the implementation of the Social Services and Well-being (Wales) Act 2014 across Wales. This is possibly the most wide ranging and radical change in legislation impacting on the delivery of Social Care for generations.

The Legislation is underpinned by a series of key principles and the Local Authority is charged with delivering services to enable these to be achieved. The principles are:

- Provide support at the lowest level to reduce the need for statutory services or interventions.
- Provide information and advice aimed at helping people to help themselves.
- Signposting people to community based and third sector services wherever appropriate to do so.
- Facilitate 'what matters' conversations with people referred for support to ensure services are aware of what the individual actually wants and would benefit from
- Identify personal outcomes and provide services to enable people to achieve these outcomes.
- Only provide 'Care and Support' to those people whose needs 'can and can only' be met through the provision of Social Care services
- Continue to safeguard and protect those most vulnerable people

As part of the newly implemented Social Services and Well-being (Wales) Act 2014, the Information, Advice and Assistance (IAA) team, has been established in Caerphilly. IAA acts as the first point of contact for all referrals into both statutory and preventative services. An assessment is undertaken to identify if the family needs, require 'Care and Support'.

On occasion, a person or family's needs may not be eligible for a Care and Support Plan and can instead be met through preventative well-being services. The Welsh Government funded Tackling Poverty Programmes - Families First, Flying Start, Supporting People and Communities First - all work at an early intervention and prevention level.

Providing low level support to families and individuals should reduce the need for statutory and specialist services, whilst providing timely support for families which will enable them to improve their well-being. Early intervention should enable families to establish positive behaviour, increase their parenting capacity and help prevent abuse or neglect.

Within Caerphilly, the Families First programme offers targeted, time-limited interventions to ensure that families get the right support and the right time. Support is provided for a wide range of needs including parenting and behaviour, well-being and mental health, advocacy, financial support, young carers, literacy and numeracy support, youth engagement, support for families affected by domestic abuse, pre and post natal support, emerging developmental delays in pre-school children and community engagement. In addition, the Team Around the Family (TAF) model in Caerphilly, locally known as Supporting Family Change, co-ordinates support for families with multiple needs.

How we used the '5 ways of working' to set this Well-being Objective?

Involvement - Using the principles of the Social Services and Well-being Act, service users should be fully involved in identifying their needs and personal outcomes and planning their Care and Support requirements. Supporting People and Families First programmes involve hundreds of projects and providers and partners. Service users are involved in their own care through having the 'what matters to you' conversation.

Long Term - Our long term aspiration is to ensure citizens are supported to remain independent in their own homes and communities for as long as possible. Being independent gives people a feeling of purpose and self-worth and for some older people moving to residential accommodation can be distressing as home is often where people are happiest. This is important to well-being.

Collaboration - This Well-being Objective is reliant on all partner agencies collaborating and co-operating to provide early intervention support to prevent the need for statutory intervention. Much of the preventative work undertaken by the Tackling Poverty programmes is tendered out to third sector organisations working within the Caerphilly county borough. This allows for greater partnership and multi-agency working across all organisations.

Integration - The Information, Advice and Assistance Service and Supporting People are already integrated across Adults and Children's Services. Opportunities for further integration across wider partner agencies will be developed as and when they arise. This objective if successful would contribute to a wide range of health, third sector and other public bodies outcomes including the Social Services Gwent Area Plan, by helping people (where they can be) to become more resilient.

Prevention - The foundation of the Social Services and Well-being Act is the concept of early intervention and prevention support services that enable citizens to access services to help themselves.

What steps will we take to achieve this objective?

Outcome	When (2018-2023)
<p>1. Support people to ‘help themselves’ by providing comprehensive advice and information including signposting to other services.</p> <p>2. Have ‘meaningful conversations’ to help people identify ‘what matters’ to them to inform ‘outcome focused’ planning.</p>	
Provision of an effective Information, Advice and Assistance (IAA) Service to ensure compliance with the Social Services and Well-being (Wales) Act 2014	2017 – 2022
Support staff to undertake meaningful conversations with citizens to identify what matters to them and identify the outcomes that they want to achieve	2017 – 2022
Implement and support further development of the ‘DEWIS’ web base to ensure it becomes the ‘go to’ site for people to access information in order to ‘help themselves’.	2018
<p>3: Provide support to reduce the need for higher tier statutory interventions</p>	
Work in partnership with Aneurin Bevan University Health Board to prevent unnecessary admissions to hospital and facilitate timely discharges.	2018-2022
Continue to support the work of Families First and the Welsh Government Tackling Poverty programmes to provide support to families at a preventative and early intervention level	2017 – 2021
Support individuals in hospital with housing related support (including those who may be homeless at point of discharge).	2018-2019
Maximise the use of Welsh Government Grant funding to enhance and expand the ‘edge of care’ service for children and young people.	2018 – 2019
Expansion of the Supporting People programme, ensuring effective processes are in place to increasing referrals to the programme.	2018-2020
<p>4: Identify and support carers</p>	
Improve the support provided to carers including young carers, through development of information, improved identification and enhanced services to improve the well-being of carers and enable them to continue to undertake their caring roles.	2017 – 2022

Outcome	When (2018-2023)
5: Improve the recruitment of Foster Carers and Shared Lives carers.	
Increased recruitment activity and improved follow up rates to ensure additional paid carers i.e. Foster Carers and Shared Lives carers, are recruited with the overall aim of achieving a net increase in the number of carers.	2017 – 2019
Gain political support for the continuation of a radio advertising campaign for foster carers.	2017
6: Continue to identify opportunities to work collaboratively wherever appropriate	
Continue to engage in regional partnerships and collaborations to ensure Caerphilly are represented and able to influence the direction of travel.	2017 – 2022
Caerphilly to lead on the delivery of a regional Children’s Advocacy Service for Gwent Local Authorities and the Aneurin Bevan University Health Board.	2018 onwards
Development of a regional Learning Disabilities Strategy.	2018 – 2019
Work with the Gwent Children & Families Partnership Board to develop enhanced services for children with complex and challenging needs and for those young people leaving care.	2018 – 2020

Why we consider that our Well-being Objective will maximise our contribution to the National Well-being goals

The Well-being Objective maximises contribution to two key national Well-being goals:
A Healthier Wales: Social Care services support the promotion of good physical and emotional health in order to support individuals to remain independent for as long as is possible.

A more Equal Wales Irrespective of background or circumstance, if an individual require the Care and Support of Social Care Services then the appropriate level of support is provided.

This also contributes to Welsh Governments ‘Prosperity for All National strategy particularly The Healthy and Active theme which promotes the following:

- ❖ Deliver quality health and care service fit for the future
- ❖ Promote good health and well-being for everyone
- ❖ Build healthier communities and better environments

How will we resource this Well-being Objective

Most of the actions identified in Section 4 require little by way of additional funding but do require staff and partner time to be committed to achieve. However, the action in relation to

'edge of care' services requires that we protect the current Welsh Government grant funding when it becomes part of the Revenue Support Grant from 2018 onwards. The action relating to the Gwent Children & Families Partnership is also reliant upon the allocation of Intermediate Care Funding (ICF). In 2018-2019 the funding for the Supporting People Programme and the Families First Programme is changing to merge into a Flexible Funding pot with a pilot called the 'Early Intervention, Prevention and Support Grant. This may affect how these activities are funded in the future and we will update you on in future updates.

When will the objective be completed?

A few of the outcomes have already been completed or are in the process of being completed. For several others, it is the case that the actions identified will be continually reviewed and amended in order to remain current. However, targets are able to be set in relation to the following:

Outcome	Measure
1&2	Relevant staff will receive 'meaningful conversations' training by the end of 2018
1&2	The DEWIS website will be fully operational by April 2019
3	Undertake a review of all ICF investments to maximise the effectiveness of the grant funding by September 2018
3	Children's Services Intensive Support Team to be fully operational from April 2018
4	Numbers of carers (including young carers) supported
4	Levels of respite support provided
5	Achieve an increase in the overall number of carers recruited – this will be monitored quarterly and annually
1-5	The Families First programme has 14 outcome measures that are reported yearly to Welsh Government, we will use the relevant measures to support progress with this objective.

For context we will also review the National indicators for Wales below as part of this overall objective:

General Well-being Indicators-	Source of Data
Percentage of people who are lonely	National Survey for Wales
Percentage of people agreeing that they belong to the areas; that people from different backgrounds get on well together; and that people treat each other with respect.	National Survey for Wales

Any other additional Information

The Welsh Government is currently reviewing the Performance Indicator data sets that measure the Social Services Well-being Act and it is likely that this will change the data we collect. We will have to update our measures above when the new sets of performance measurement framework has been agreed.

It is recognised that Social Care is unable to achieve all these actions alone and acknowledges the vital role that partners, both internal and external to the Council, will play in completing them.

6. Reviewing our Objectives

How we will govern ourselves to meet our Well-being Objectives;

The process for each Well-being Objective will be the same so here are the main ways that we will govern ourselves in the meeting of our objectives

- ✚ We will have an Action Plan for each Objective.
- ✚ We will use an electronic (Ffynnon) scorecard to measure our performance where appropriate.
- ✚ The actions will be linked to individual Service Plan's so it is part of service delivery and not separate from it.
- ✚ Progress and emerging risks will be reported to our Corporate Management Team reporting.
- ✚ We will consult with the public to ensure our objectives are still relevant to them. We may use existing consultation methods from services rather than always run a separate engagement exercise simply for objectives. For example we ask the public what is important to them when we are consulting on our budgets and these existing mechanisms can play a greater more integrated part in assessment.
- ✚ We will use the monitoring for the Well-being Plan as our review as they will contribute towards the Public Services Board Plan.
- ✚ Our auditors and the Future Generations Commissioner will assist us in providing good practice in how we can best meet our objectives.

The steps we will take to keep our objectives under a review

- ✚ Our reporting structure will include frequent reporting to our Corporate Management Team working within our medium term financial planning to ensure resourcing plays an integrated role in the delivery of objectives.
- ✚ We will assess at a point in time whether we are unsuccessful, partially successful or fully successful and invite our reporting bodies and any relevant partners to challenge our self-assessments.
- ✚ Reporting to Cabinet (the Executive) on our progress.
- ✚ Reporting to our Future Generations Advisory Panel which is a member led panel.
- ✚ Reporting to relevant member scrutiny committees for challenge and scrutiny twice a year.
- ✚ Reporting to any relevant partners as part of any collaboration set up to deliver on our objectives.
- ✚ Report at least yearly to the public on our progress and review of our objectives as part of our performance management arrangements.

7. Well-being Goals

Goal	Description of the goal
A prosperous Wales	An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.
A resilient Wales	A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).
A healthier Wales	A society in which people's physical and mental Well-being is maximised and in which choices and behaviours that benefit future health are understood.
A more equal Wales	A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).
A Wales of cohesive communities	Attractive, viable, safe and well-connected communities.
A Wales of vibrant culture and thriving Welsh language	A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.
A globally responsible Wales	A globally responsible Wales. A nation which, when doing anything to improve the economic, social, environmental and cultural Well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global Well-being.

More information about the Well-being of Future Generations Act (Wales) 2015 and what that means for public bodies can be found at the site below:

<http://gov.wales/topics/people-and-communities/people/future-generations-act/?lang=en>

8. Contact us

Your views and opinions on the content of our plans and the priorities are important to us. We welcome your input so that we can continue to provide meaningful information that helps inform you of the service focus, ensuring that we are working on the things that are important to making a difference to you, our citizens and our communities.

Please contact us by: Email: PMU@caerphilly.gov.uk OR by

Web-link: [Council Performance](#) and follow the instructions on screen:

Alternatively, please contact:

Ros Roberts

Performance Manager

Corporate Performance Management Unit

Caerphilly County Borough Council

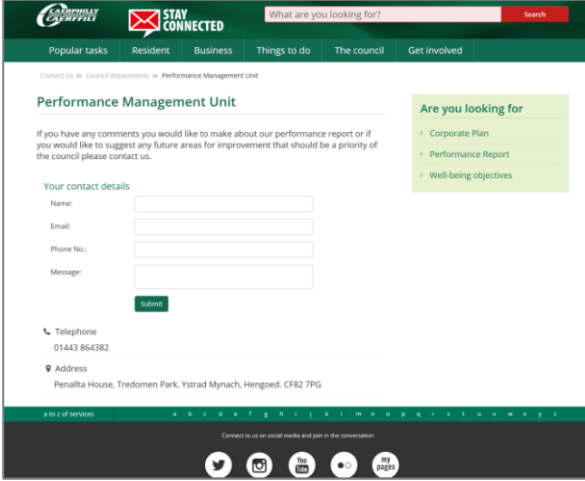
Penallta House

Ystrad Mynach

Hengoed CF82 7PG

Tel: 01443 864238

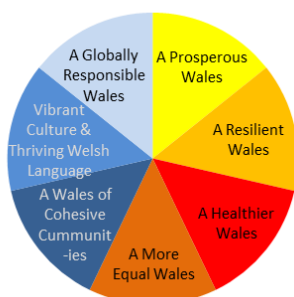
E-mail: roberr@caerphilly.gov.uk



The screenshot shows the 'Performance Management Unit' contact page on the Caerphilly Council website. The page has a green header with the council logo and navigation tabs: 'Popular tasks', 'Resident', 'Business', 'Things to do', 'The council', and 'Get involved'. A search bar is in the top right. The main content area is titled 'Performance Management Unit' and includes a brief introduction: 'If you have any comments you would like to make about our performance report or if you would like to suggest any future areas for improvement that should be a priority of the council please contact us.' Below this is a 'Your contact details' section with input fields for Name, Email, Phone No., and Message, followed by a 'Submit' button. To the right, a green box titled 'Are you looking for' lists links for 'Corporate Plan', 'Performance Report', and 'Well-being objectives'. At the bottom, contact information is provided: Telephone: 01443 864238 and Address: Penallta House, Tredomen Park, Ystrad Mynach, Hengoed, CF82 7PG. Social media icons for Twitter, Instagram, Facebook, and YouTube are at the very bottom.

This document is also available in different languages and formats upon request.

Further information can also be found on our website: www.caerphilly.gov.





CABINET – 11TH APRIL 2018

SUBJECT: DRAFT GWENT VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE STRATEGY

REPORT BY: ACTING DIRECTOR OF CORPORATE SERVICES AND SECTION 151 OFFICER

- 1.1 The report, which was considered by Health, Social Care and Wellbeing Scrutiny Committee on the 20th March 2018 presented Members with the draft Gwent Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy. The Strategy is required by the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and has been prepared by the Gwent VAWDASV Partnership Board of which the Council is a Member. It calls for the Public Sector in Wales to work together in a consistent and cohesive way to improve the outcomes for individuals and their families subjected to VAWDASV.
- 1.2 The Partnership Board has been established to meet the requirements of the Act and consists of the five Local Authorities in Gwent, Gwent Police, the Office of the Police and Crime Commissioner, Aneurin Bevan University Health Board, Welsh Ambulance Service, Probation Services, Registered Social Landlords, Supporting People Regional Collaborative Committee, South Wales Fire and Rescue Service, Gwent Adult and Children Safeguarding Boards, VAWDASV Specialist Sector Partners and Voluntary Sector Organisations.
- 1.3 Members expressed concerns in relation to the language and terminology used throughout the Strategy and felt that this excludes some groups of people. It was explained that issues around the language used will be discussed through training sessions and work will be undertaken across Gwent that will target all groups. The purpose of the training is to ensure that Professionals are trained to provide an effective response to anyone affected by any form of gender-based violence, domestic abuse and sexual violence. Through on-going monitoring, evaluating and review the VAWDASSV Partnership will ensure issues around equality are consistently raised and delivery of the strategy adapted. In addition, the strategy will bring about increased disclosure intended to raise basic awareness.
- 1.4 The Scrutiny Committee also discussed the need for the strategy to be promoted across Third Sector Voluntary Organisations as they feel this message needs to be extended on a wider scale.

RESOLVED that subject to the foregoing, it was moved and seconded that the recommendation in the report be approved. By a show of hands this was unanimously agreed:

- (i) the draft Gwent Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy, be supported;
- (ii) the Strategy be promoted widely across Third Sector Voluntary Organisations.

Author: A. Dredge, Committee Services Officer - Ext. 3100

Appendix 1: Health Social Care and Wellbeing Scrutiny Report – 20th March 2018



HEALTH, SOCIAL CARE & WELLBEING SCRUTINY COMMITTEE – 20TH MARCH 2018

**SUBJECT: DRAFT GWENT VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE
AND SEXUAL VIOLENCE STRATEGY**

REPORT BY: CORPORATE DIRECTOR, SOCIAL SERVICES

1. PURPOSE OF REPORT

- 1.1 To present to the Committee the draft Gwent Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy and seek any recommendations prior to presentation to Cabinet.

2. SUMMARY

- 2.1 The Gwent VAWDASV Strategy is required by the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 and has been prepared by the Gwent VAWDASV Partnership Board of which the Council is a member.
- 2.2 The draft Strategy is included at Appendix A and the Committee are asked to consider and offer any recommendations prior to presentation to Cabinet for a decision on the final response from the Council to the Gwent VAWDASV Partnership Board.

3. LINKS TO STRATEGY

- 3.1 The Gwent VAWDASV Strategy contributes to the National Strategy on Violence against Women, Domestic Abuse and Sexual Violence – 2016 – 2021.
- 3.2 The Gwent VAWDASV Strategy contributes to the Caerphilly Public Services Board draft Well-being Plan, “The Caerphilly We Want” and also to the draft regional Area Plan required under the Social Services and Wellbeing (Wales) Act 2014.
- 3.3 The Gwent VAWDASV Strategy contributes to the following Well-being Goals within the Well-being of Future Generations Act (Wales) 2015:
- A prosperous Wales
 - A resilient Wales
 - A healthier Wales
 - A more equal Wales
 - A Wales of cohesive communities.

4. THE REPORT

- 4.1 The Gwent VAWDASV Strategy is required by the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 which calls for the public sector in Wales to work together in a consistent and cohesive way to improve the outcomes for individuals and their families subjected to VAWDASV.

- 4.2 The Gwent Violence against Women, Domestic Abuse and Sexual Violence Partnership Board has been established to meet the requirements of the Act within the five Local Authorities that make up Gwent and includes: the five local authorities in Gwent, Gwent Police, and the Office of the Police and Crime Commissioner, Aneurin Bevan University Health Board, Welsh Ambulance Service, Probation Services, Registered Social Landlords, Supporting People Regional Collaborative Committee, South Wales Fire and Rescue Service, Gwent Adult and Children Safeguarding Boards, VAWDASV specialist sector partners and voluntary sector organisations
- 4.3 The main aims of the Act are:
- Improve the public sector's response to violence against women; domestic abuse and sexual violence;
 - Give the public authorities (Councils and Health Boards) a strategic focus on the issue;
 - Ensure the consistent provision of preventative, protective and supportive services.
- 4.4 The draft Strategy is included at Appendix A and addresses the following areas:
- The Gwent VAWDASV Partnership Board and its Vision
 - Current Provision in the Region
 - Needs Assessment
 - Survivors as Experts
 - Engagement Findings
 - How we will act together to tackle VAWDASV: Our Strategic Priorities
 - How we will monitor our progress: Our Strategic Delivery Plan
- 4.5 The Committee are asked to make recommendations on the draft strategy prior to presentation to Cabinet for a decision on the final response from the Council to the Gwent VAWDASV Partnership Board.

5. WELLBEING OF FUTURE GENERATIONS

- 5.1 The proposed Gwent VAWDASV Strategy contributes to the Well-being Goals set out in the Well-being of Future Generations (Wales) Act 2015 as described in 3.3 above. The Act is relevant to the prevention of violence against women, domestic abuse and sexual violence and support of survivors. The Act puts in place a “sustainable development principle” which requires public bodies to follow five ways of working to ensure they work collaboratively with people and communities, avoid repeating past mistakes and to tackle some of the long term challenges being faced. The five ways of working in the context of VAWDASV are:
- Prevention: Understanding and preventing the occurrence of VAWDASV and preventing poor outcomes for victims, survivors and their families.
 - Integration: Integrating activity across the statutory and third sector and ensuring the coordination of programmes of work such that they achieve the maximum benefit.
 - Collaboration: Collaborating through the Gwent VAWDASV Partnership Board, the Strategic Delivery Group and Sub-groups and between the partner bodies.
 - Involvement: Listening to victims and survivors to understand their experiences of the support offered to them to continually review and make improvements in responses. Involving all agencies that are able to make an impact on VAWDASV.
 - Long Term: Considering the long term outcomes for victims, survivors and their families and in particular any children and young people exposed to VAWDASV.

6. EQUALITIES IMPLICATIONS

- 6.1 An Equalities Impact Assessment has been undertaken and is included at Appendix B. The Strategy will have a positive impact across all the protected characteristics and ties in with Equality Objective 1 – Tackling Identity-based Violence and Abuse in the Council’s Strategic Equality Plan.
- 6.2 The purpose of this strategy is to address inequalities inherent in all forms of violence against women, domestic abuse and sexual violence. There are no identified inequality implications either intended or unintended as a result of this strategy. The strategy has been made available in Welsh throughout consultation. All required partner organisations will be responsible for their obligations under the Welsh Language Measure. Through on-going monitoring, evaluation and review the VAWDASV Partnership will ensure issues around equality are consistently raised and delivery of the strategy adapted.

7. FINANCIAL IMPLICATIONS

- 7.1 There are no direct financial implications associated with this report.

8. PERSONNEL IMPLICATIONS

- 8.1 There are no personnel implications associated with this report.

9. CONSULTATIONS

- 9.1 This report has been sent to the consultees listed below and all comments received are reflected in this report.

10. RECOMMENDATIONS

- 10.1 That the Committee consider the draft Gwent VAWDASV Strategy at Appendix A and offer any recommendations prior to presentation to Cabinet.

11. REASONS FOR THE RECOMMENDATIONS

- 11.1 To allow the Gwent VAWDASV Strategy to be finalised to improve the prevention of and response to violence against women; domestic abuse and sexual violence.
- 11.2 To meet the requirements of the legislation.

12. STATUTORY POWER

- 12.1 Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

Author: Robert Hartshorn – Head of Public Protection
Consultees: Dave Street – Corporate Director Social Services
Cllr Eluned Stenner - Cabinet Member for Environment and Public Protection
Cllr Carl Cuss - Cabinet Member for Social Services
Kathryn Peters – Corporate Policy Manager
Gareth Jenkins – Assistant Director, Children’s Services
Jo Williams – Assistant Director, Adult Services

Shelly Jones – Supporting People Manager
David W J Thomas – Service Manager, Children’s Services
Sarah Mutch – Early Years Manager
Keri Cole – Chief Education Officer
Shaun Couzens – Chief Housing Officer
Richard Harris - Internal Audit Manager
Lisa Lane – Solicitor
Anwen Cullinane - Senior Policy Officer (Equalities and Welsh Language)
David Roberts - Principal Group Accountant
Shaun Watkins - HR Manager
Rebecca Haycock - Regional Adviser (Gwent) VAWDASV Safeguarding Unit

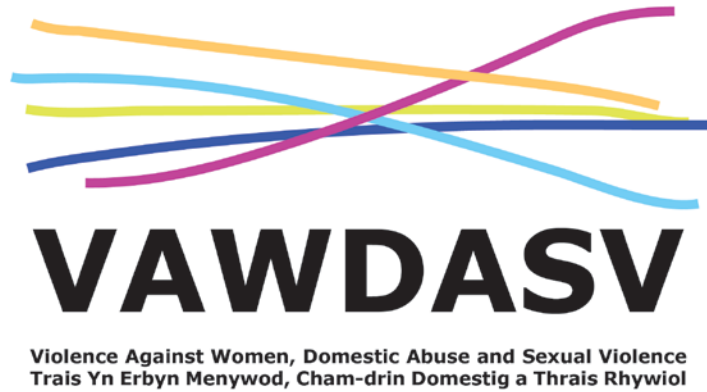
Background Papers:

National Strategy on Violence against Women, Domestic Abuse and Sexual Violence – 2016 - 2021

Appendices:

Appendix A Draft Gwent Violence Against Women, Domestic Abuse and Sexual Violence Strategy

Appendix B Fairness and Equalities Impact Assessment (FEIA)



Gwent Regional Violence Against Women, Domestic Abuse and Sexual Violence Strategy 2018-2022

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- 2. Introduction: Policy and Legislative Context**
- 3. The Gwent VAWDASV Partnership Board and its Vision**
- 4. Current Provision in the Region**
- 5. Needs Assessment**
- 6. Survivors as Experts**
- 7. Engagement Findings**
- 8. How we will act together to tackle VAWDASV: Our Strategic Priorities**
- 9. How we will monitor our progress: Our Strategic Delivery Plan**
- 10. Appendices**
 - **Appendix 1 - Understanding the Language Used**
 - **Appendix 2 - Consultation Outputs: Survivors as Experts - *Available on Request***
 - **Appendix 3 – Gwent Needs Assessment - *Available on Request***
 - **Appendix 4 - Gwent Data - Annual Strategic Analysis – *Available on Request***
 - **Appendix 5 - Annual Strategic Delivery Plan – *Available on Request***

1. FOREWORD

Violence against women, domestic abuse and sexual violence are fundamental breaches of human rights, a consequence of the inequality between victims and perpetrators, where power and control is used in a way that damages lives, futures and the futures of people around those subjected to the actions of perpetrators. Every year lives are damaged needlessly in Wales, all forms of violence and abuse are unacceptable. Anyone who experiences violence against women, domestic abuse and sexual violence deserves an effective and timely response from all public services.

The enactment of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 (VAWDASV) requires the public sector in Wales to work together in a consistent and cohesive way to improve the outcomes for individuals and their families subjected to VAWDASV. The Act sits alongside the Well-being of Future Generations (Wales) Act 2015 which requires public bodies to think about what actions and activities are required to improve the well-being of current and future generations. Collaboration, preventative activity, the involvement of individuals, and long-term incremental improvements in the services delivered are threaded throughout the legislative landscape.

The Gwent Violence against Women, Domestic Abuse and Sexual Violence Partnership Board (The Partnership Board) is pleased to publish the region's first joint strategy to tackle VAWDASV by supporting victims and survivors, tackling perpetrators, ensuring professionals have the tools and knowledge to act, increasing awareness of VAWDASV and the support available, and helping children and young people to understand inequality in relationships and that abusive behaviour is always wrong.

This strategy contributes to the national strategy (National Strategy on Violence against Women, Domestic Abuse and Sexual Violence – 2016 – 2021)¹ and will reflect the six objectives of the national strategy. The Partnership Board have determined that they will adopt the objectives of the national strategy as their overarching Strategic Priorities. It sets out to provide the leadership and direction that will promote consistency and best practice for the way in which violence against women, domestic abuse and sexual violence is prioritised and tackled across the region.

The South East Wales region, ostensibly considered as Gwent, comprises of five local authority areas: Blaenau Gwent, Caerphilly, Newport, Torfaen and Monmouthshire. It benefits from having the same geographical footprint as Aneurin Bevan University Health Board and Gwent Police.

Gwent has a history of strong partnership working and as the first pilot region in Wales for strategic coordination of VAWDASV services there is significant work taking place under the new legislative framework. With its 'pathfinder' status Gwent has been given many opportunities for pioneering new ways of working and we are proud to be developing this regional strategy ahead of other areas and, in so doing, helping to inform national guidance.

¹ <http://gov.wales/docs/dsjlg/publications/commsafety/161104-national-strategy-en.pdf>

The Partnership Board members are the core partners required to deliver a cohesive response to VAWDASV². Our aim is to work together in partnership to ensure the most efficient and effective response to preventing serious harm caused by such types of abuse.

People do not experience violence against women, domestic abuse and sexual violence in a vacuum and neither can services, nor wider society, tackle such issues in isolation. With a strong focus on preventative, protective and supportive mechanisms we will aim to work with survivors to ensure the meaningful delivery of this strategic plan. Strong leadership and accountability is required by us to ensure that the priorities identified are translated into actions that can make a real difference to the well-being and safety of people living in Gwent, both now and in the future.

The Partnership Board aims to lead the way in Wales and our collective vision is for survivors, their children and wider family to know how and where to get the help that they need, to provide that help, and to work towards a society in which no form of violence against women, domestic abuse and sexual violence is tolerated.

Gwent Violence Against Women, Domestic Abuse and Sexual Violence Partnership Board

² The Partnership Board includes; the five local authorities, Gwent Police, and the Office of the Police and Crime Commissioner, Aneurin Bevan University Health Board, Wales Ambulance Service Trust, Probation Services, Registered Social Landlords, Supporting People Regional Collaborative Committee, Fire and Rescue Service, Gwent Adult and Children Safeguarding Boards, VAWDASV specialist sector partners and voluntary sector organisations.

2. INTRODUCTION: POLICY AND LEGISLATIVE CONTEXT

In Wales, the UK and internationally, violence against women, domestic abuse and sexual violence is considered to be a violation of human rights and a cause and consequence of inequality between women and men. It happens to women because they are women, and women are disproportionately impacted by certain forms of violence.

Whilst it is important that this Strategy acknowledges and communicates the disproportionate experience of women and girls this does not, in any way, negate violence and abuse directed towards men and boys, or violence and abuse perpetrated by women. This Strategy recognises that anyone (women, men, children and young people) can experience and be affected by domestic abuse, rape and sexual assault, sexual abuse, forced marriage, child sexual abuse, stalking and harassment, sexual harassment and exploitation. This can happen in any relationship regardless of sex, age, ethnicity, gender, sexuality, disability, religion or belief, income, geography or lifestyle. A significant number of those who experience VAWDASV will have one or more 'protected characteristics', under the Equality Act 2010³ and will face additional vulnerabilities and increased barriers to support. This Strategy aims to tackle all forms of VAWDASV.

At a global, European and national level legislation and policy acknowledges that violence against women, domestic abuse and sexual violence operates as a means of social control that maintains unequal power relations between women and men and reinforces women's subordinate status. It is explicitly linked to systematic discrimination against women and girls. Failing to make the connections between the different forms of violence women and girl's experience, and how this is explicitly linked to the unequal position of women and girls in society, can hinder the effectiveness of interventions and prevention work. It is also important to recognise that different groups of women experience multiple inequalities which can intersect in ways that lead to further marginalisation.

Violence against women, domestic abuse and sexual violence includes the following crime types:

- Sexual violence
- Domestic abuse
- Sexual harassment and stalking
- Trafficking and/or sexual exploitation
- Female genital mutilation (FGM)

³ <http://www.legislation.gov.uk/ukpga/2010/15/contents>

- Forced marriage
- So-called 'honour' based violence (HBV) and crimes

Violence against women, domestic abuse and sexual violence has far reaching consequences for families, children, communities and society. The direct harm to the health and well-being of victims is clear, and at its most severe can, and does, result in death. However impacts are wide-ranging not just on health and wellbeing but include human rights, poverty, unemployment, homelessness and the economy. It is also important to note that this affects not only adults and children exposed to and who experience abuse in the home or in intimate or family relationships but wider family members also; the experience of abuse and violence can often also be perpetrated in public spaces impacting the wider community.

The International Context

This Strategy is intended to align with the UN Declaration on the Elimination of Violence Against Women (1993), most recently enshrined within the UN Sustainable Development Goals 2030 (2015), and the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence- The Istanbul Convention (2014).

The UN Declaration defines violence against women as:

- Any act of gender-based violence that results in, or is likely to result in, physical, sexual, psychological, or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.
- This encompasses, but is not limited to:
 - (a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;
 - (b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
 - (c) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

Article 4 of the Istanbul Convention covers:

Fundamental rights, equality and non-discrimination

- 1 Parties shall take the necessary legislative measures and other actions to promote and protect the right for everyone, particularly women, to live free from violence in both the public and the private sphere.
- 2 Parties condemn all forms of discrimination against women and take, without delay, the necessary legislative and other measures to prevent it, in particular by:
 - embodying in their national constitutions or other appropriate legislation the principle of equality between women and men and ensuring the practical realisation of this principle;
 - prohibiting discrimination against women, including through the use of sanctions, where appropriate;
 - abolishing laws and practices which discriminate against women.
- 3 The implementation of the provisions of this Convention by the Parties, in particular measures to protect the rights of victims, shall be secured without discrimination on any ground such as sex, gender, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, sexual orientation, gender identity, age, state of health, disability, marital status, migrant or refugee status, or other status.
- 4 Special measures that are necessary to prevent and protect women from gender-based violence shall not be considered discrimination under the terms of this Convention.

The Welsh Context

The Welsh policy and legislative landscape has prioritised VAWDASV for a number of years and the objectives and aims of this Strategy encompass these responsibilities as they are placed on those working in the VAWDASV sector in the region.

In 2010, the Wales Right to be Safe Strategy set out an integrated, cross government programme of action to tackle all forms of violence against women and children. This was refreshed in November 2016 and published as the Welsh Government's [National Strategy on Violence against Women, Domestic Abuse and Sexual Violence, 2016 - 2021](#).⁴ Itself a

⁴ <http://gov.wales/docs/ds/jlg/publications/commsafety/161104-national-strategy-en.pdf> - pages 5 -8.
<http://www.un.org/documents/ga/res/48/a48r104.htm>
<http://www.un.org/sustainabledevelopment/gender-equality/>
<https://www.coe.int/en/web/istanbul-convention/home?desktop=true>

requirement of the [Violence Against Women, Domestic Abuse and Sexual Violence \(Wales\) Act 2015](#).

This Regional Strategy will also support the delivery of a number of key priorities in the Welsh Government "[Taking Wales Forward](#)" five year plan, as well as the following relevant legislation: [The Well-Being of Future Generations \(Wales\) Act 2015](#) sets out seven wellbeing goals relevant to the prevention of violence against women, domestic abuse and sexual violence and support of survivors. The Act puts in place a "sustainable development principle" which requires public bodies to follow five ways of working to ensure they work collaboratively with people and communities, avoid repeating past mistakes and to tackle some of the long term challenges being faced. The five ways of working in the context of VAWDASV are:

- **Prevention:** Understanding and preventing the occurrence of VAWDASV and preventing poor outcomes for victims, survivors and their families.
- **Integration:** Integrating activity across the statutory and third sector and ensuring the coordination of programmes of work such that they achieve the maximum benefit.
- **Collaboration:** Collaborating through the Gwent VAWDASV Partnership Board, the Strategic Delivery Group and Sub-groups and between the partner bodies.
- **Involvement:** Listening to victims and survivors to understand their experiences of the support offered to them to continually review and make improvements in responses. Involving all agencies that are able to make an impact on VAWDASV.
- **Long Term:** Considering the long term outcomes for victims, survivors and their families and in particular any children and young people exposed to VAWDASV.

[The Social Services and Well-being \(Wales\) Act 2014](#) provides a legal framework for improving the well-being of people (adults and children) who need care and support, carers who need support, and for transforming social services in Wales. [The Population Needs Assessment](#)⁵ is a Gwent level area assessment that sets out seven core themes and identifies violence against women, domestic abuse and sexual violence as one of these. Close working will be established between the Greater Gwent Health, Social Care and Well-Being Partnership Board, the Gwent Violence Against Women, Domestic Abuse and Sexual Violence Partnership Board and the five Public Services Boards to align future work plans around early intervention and preventative services.

⁵ Social Services and Well-being Act Population Needs Assessment: Gwent Region Report DRAFT Nov 2016: page 54

[The Housing \(Wales\) Act 2014](#) - enshrines in legislation the role of the local authority in preventing and alleviating homelessness.

The Welsh Government guidance which supports the practical delivery of the legislation advises local authorities and their partners that:

“Local authorities should be led by the wishes and feelings of the victim of domestic abuse when determining accommodation arrangements. The first option, where appropriate, should be for the perpetrator to be removed from the property to enable the victim to remain in their home. The Local Authority must also consider improving the security of the applicant’s home to enable them to continue living there safely. Alternatively, the Local Authority must assist the victim in sourcing alternative accommodation, whether on a permanent or temporary basis”.⁶

[The Renting Homes \(Wales\) Act 2016](#) - sets out a new approach to joint contracts which will help survivors by enabling perpetrators to be targeted for eviction.

The [Wales Adverse Childhood Experiences \(ACE\) study](#)⁷ examined the exposure in childhood to a range of ACE’s and presented research on the developmental well-being of children growing up in such households. Domestic abuse, emotional, physical and sexual abuse, parental separation, as well as parental incarceration, are all indicators that affect childhood development due to the stressors they cause. In addition those exposed to four or more ACE’s are more likely to adopt health harming behaviour in later life and are more likely to be future victims or perpetrators of crime and violence.

The UK Context

For non-devolved services the Strategy is supported by the Home Office Ending Violence Against Women and Girls Cross Departmental Strategy 2016-2020

The Gwent VAWDASV Partnership Board members include Gwent Police, the Office of the Gwent Police and Crime Commissioner, Her Majesty’s Prison and Probation Services and the Wales Community Rehabilitation Company. These arrangements build on the strong long-standing partnerships across the region between the devolved and non-devolved sector and reflect other strategic regional arrangements in the Public Services Boards, the Regional Transformation Board and Safeguarding Boards.

Associated legislation that supports delivery at a UK level includes:

- [Female Genital Mutilation Act 2003](#) (“the 2003 Act”) introduces FGM Protection Orders and an FGM mandatory reporting duty inserted into the 2003 Act by the Serious Crime Act 2015.
- [Crime and Security Act 2010](#) – which introduces Domestic Violence Protection Orders (DVPOs) and the Domestic Violence Disclosure Scheme (DVDS).

⁶ Welsh Government 2016. Code of Guidance for local authorities on the allocation of housing and homelessness

⁷ Public Health Wales (2015) Wales Adverse Childhood Experiences (ACE) study, PHW

- [Welfare Reform Act 2012](#) – A paradigm change to the current social security system which will change the way welfare benefits are claimed and paid throughout the UK.
- [Anti-social Behaviour Crime and Policing Act 2014](#) - which introduces Sexual Harm Prevention Orders (SHPOs) and Sexual Risk Orders (SROs).
- [The Modern Slavery Act 2015](#) - Considers slavery, servitude and forced or compulsory labour and human trafficking, includes provision for the protection of victims.
- [Welfare Reform Act 2012](#) – A paradigm change to the current social security system which will change the way welfare benefits are claimed and paid throughout the UK.

Guidance that informs the delivery of this Strategy includes:

- The 2014 [National Institute for Clinical Excellence \(NICE\) guidelines: “Domestic violence and abuse: how health services, social care and the organisations they work with can respond effectively”](#). This guidance, which applies across England and Wales, highlights that domestic abuse is a complex issue requiring sensitive handling collaboratively with health and social care professionals.
- [FGM statutory guidance](#) ⁸ issued under section 5C(1) of the Female Genital Mutilation Act 2003 and extends to England and Wales and includes updated procedural information.
- Updated statutory guidance on conducting [Domestic Homicide Reviews](#) (DHR). This considers the changing landscape and makes reference to new tools that have been implemented, such as the Domestic Violence Disclosure Scheme and Domestic Violence Protection Orders, as well as the new coercive and controlling offence introduced in the Serious Crime Act 2015. This statutory guidance is accompanied by key findings from analysis undertaken by Home Office researchers on a sample of 40 DHRs from across England and Wales completed between 2013 and 2016.⁹
- Updated [Domestic Violence Disclosure Scheme guidance](#) – often referred to as “Clare’s Law” – which sets out procedures that could be used by the police to disclose

⁸https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/573782/FGM_Mandatory_Reporting_-_procedural_information_nov16_FINAL.pdf

⁹<https://www.gov.uk/government/publications/domestic-homicide-review-lessonslearned>

information about an individual's previous violent and abusive offending behaviour, where this may help protect their partner, or ex-partner, from violence or abuse.

- The 2016 [England and Wales National Statement of Expectations](#), sets out what local commissioners (Police and Crime Commissioners, Local Authorities or health commissioners) need to put in place to ensure their response to violence against women and girls is collaborative, robust and effective.

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3. THE GWENT VIOLENCE AGAINST WOMEN, DOMESTIC ABUSE AND SEXUAL VIOLENCE PARTNERSHIP BOARD AND ITS VISION

Board Membership

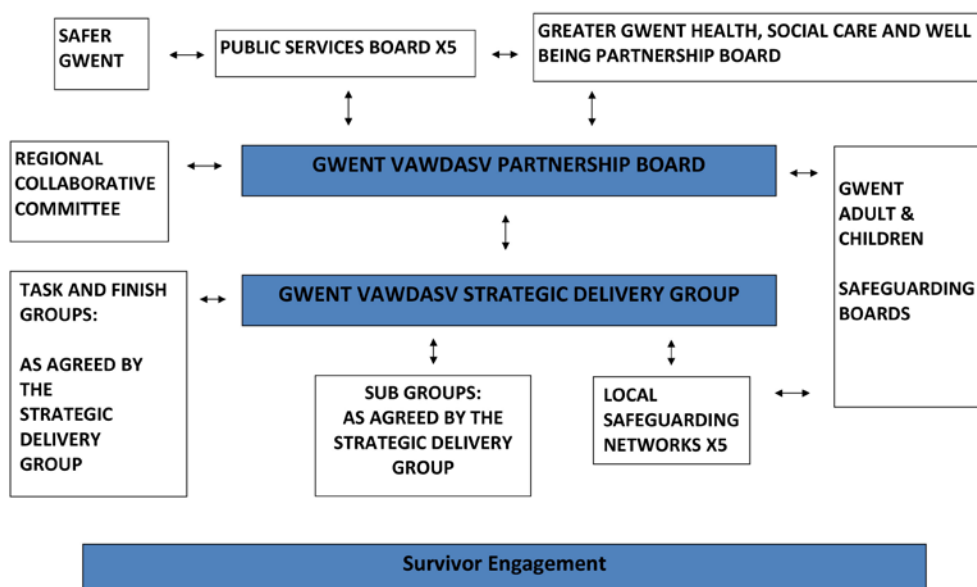
The Partnership Board has been established to provide a governance structure to develop, approve and monitor VAWDASV regional working. A key role of the Board is the development of the Strategy which is a statutory requirement placed on Local Authorities and Local Health Boards under Section 5 the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

In recognition that effective responses to VAWDASV must, by necessity, involve the full range of partners including devolved and non-devolved organisations, third sector specialist organisations, survivors and those impacted by forms of VAWDASV, the membership of the Board reflects the widest possible perspective and range of information. Membership also includes representatives able to provide national context and oversight. A full list of Board Membership is available on request from Vawdasv.Gwent@newport.gov.uk.

Board membership is replicated as required across the Strategic Delivery Group which through its Sub Groups and Task Groups will work towards achieving the Strategic Priorities of the Board.

Ensuring regular victim/survivor/service-user engagement and input into all work streams not just participation at the Board level is an essential requirement for informing the Partnership Board on the effectiveness of its work. This will be achieved through establishing clear structures for engagement as outlined in Chapter 6.

Board Structure



The Regional Context

The regional approach to addressing domestic abuse was developed in Gwent by the Welsh Government funded Gwent Domestic Abuse Pathfinder Project (Puckett 2014) which made recommendations around the need for ‘a coherent regional strategic framework regarding accountability, need, service provision, resource allocation, training, performance and outcomes’.

The work now underway in Gwent, including that of the Gwent Domestic Abuse Pathfinder Project, has built upon strongly established regional partnerships. The Pan-Gwent Domestic Abuse Forum provided the baseline for where we are now and enabled such collaboration as the Welsh Domestic Abuse Modernisation Project¹⁰

The Gwent Regional Team was established in April 2015 to formalise regional collaboration; to bring together and further develop structures to implement new legislative requirements under the Violence Against Women, Domestic Abuse And Sexual Violence (Wales) Act 2015.

Early development of the regional model was independently evaluated by Cordis Bright 2015¹¹ and based on a set of recommendations that has set the direction for continued regional working.

During this time Gwent has been an early adopter site for ‘Ask and Act’ targeted enquiry, developing policy and training ahead of national roll out. It is also in this role as a pathfinder region that Gwent develops its regional strategy ahead of national guidance.

The purpose of this strategy is to set out the regional integrated approach to stop violence against women, domestic abuse and sexual violence, to improve the health and well-being of individuals and families affected by abuse and hold to account those who perpetrate such abuse. It aims to build on existing successful partnerships and collaborative working opportunities in the region, and to further increase public awareness and assist local communities, individuals, family members and agencies to deliver a robust response to violence against women, domestic abuse and sexual violence prevention across Gwent. The Partnership Board’s ultimate goal is to move towards a society where everybody is able to live violence, abuse and fear free.

¹⁰ Welsh Domestic Abuse Modernisation Project: Report from the Gwent Pilot Group, February 2012

¹¹ South East Wales VAWDASV Board: Evaluation of the regional VAWDASV model: April 2016. Cordis Bright

It is intended that this Gwent strategic framework, and the associated actions and activities detailed within the accompanying delivery plan, will support the Welsh Government and UK Government legislative, strategic and delivery framework to achieve the prevention of violence and abuse, the protection of victims and the support of all those affected. The pillars of these devolved and non-devolved strategies have informed this Strategy. Over the next four years, services and commissioners in Gwent will support a transformation in service delivery and a step change in action to achieve a sustainable reduction in violence and abuse, to help survivors of abuse rebuild their lives and to prevent such abuse from happening in the first place.

Our aim for this strategy is to also influence, help shape and contribute to meeting key regional policy priorities. Accordingly, there exists a formal line of reporting for this Strategy and delivery plan from the Partnership Board to demonstrate the role that this strategy has in contributing to a number of key regional priorities for:

- The five Public Services Boards
- The SEW Children's Safeguarding Board
- The Gwent Adult Safeguarding Boards
- The Supporting People Regional Collaborative Committee
- Greater Gwent Health, Social Care and Well-Being Partnership Board
- Safer Gwent
- Gwent Substance Misuse Area Planning Board
- Gwent Criminal Justice Board

This Strategy mirrors the national strategy in organising the work that needs to be done along three key strands:

- ❖ **Prevention**
- ❖ **Protection**
- ❖ **Support**

In developing the Strategy the Partnership Board has considered current service provision, integrated the requirements of the Act and Welsh Government Policy, the result of the needs

assessment of the area, a strategic analysis of needs, and involved victims and survivors. The associated Strategic Delivery Plan follows the six strategic aims of the National Delivery Plan and sets them in a regional context for the area. In so doing the key objectives and activities required to enhance current service provision over the lifetime of the Strategy are captured.

The Partnership Board recognises, and is committed to, regional working with a view to increased consistency of provision, shared best practice including information sharing, the development of common commissioning principles, and harnessing the contributions of all partners in the strategic vision.

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4. CURRENT PROVISION IN THE REGION

Violence against women, domestic abuse and sexual violence services rest within the statutory and specialist sector. Statutory duties are organised through criminal justice services, local authority social services, housing services and local health board provision. The role of the specialist sector enhances statutory delivery bringing expertise and knowledge that is not possible in the statutory sector and an ability to effectively engage with victims and survivors.

Commissioned, and grant funded services, have historically evolved at the individual geographical level of the five constituent authorities in the region. Notably those services commissioned through the management of Welsh Government anti-poverty programme funding by local authorities. More recently regionalised planning of the Supporting People Programme, through the Regional Collaborative Committee and the VAWDASV fund has determined regionalised arrangements, including the Regional VAWDASV Team and commissioned homelessness prevention services. Other Welsh Government programme funding i.e. Flying Start, Families First, and the former Communities First funding has been managed at local authority geographies. Due to the prevalence of VAWDASV in the casework of social services departments, core local authority funding has also been used to commission specialist services from the third sector to enhance statutory provision. There is, however, no local authority funding or commissioning of sexual violence services. Devolved and non-devolved funding models have presented an immediate risk to the sustainability of Sexual Assault Referral Centres (SARCs) as identified in the needs assessment that underpins this strategy.

The Greater Gwent Health Social Care and Well-being Partnership Board is the statutory regional board under the Social Services and Well-being Act and has identified VAWDASV as a key strand in its Area Plan (under development).

Specialist Sector

There are currently 10 specialist sector providers in the region delivering a range of services that address violence against women, domestic abuse and sexual violence. As the specialist sector has historically been operating on smaller geographies some services operate in smaller areas than the whole region, others more latterly provide services across the area.

1. Barnardos
2. BAWSO
3. Cyfannol Womens Aid
4. Hafan Cymru
5. Llamau
6. New Pathways

7. Newport Women's Aid
8. Phoenix Domestic Abuse Services
9. Victim Support/Connect Gwent
10. SEWREC

The specialist sector has developed in response to need over many years and while services may serve similar client groups the mechanisms and specialisms differ in each provider. In addition to the local sector provision, national services also exist. A current directory of services available in the region is held on the Gwent Adult Safeguarding Board website at:

http://www.gwasb.org.uk/fileadmin/documents/Handout_7_-_Gwent_VAWDASV_services_directory_3_amended_16.12.16_HG.pdf

The VAWDASV needs assessment and strategic analysis includes further information on specialist services.

There are multi-agency centres in each of the five local authorities that have been supported by Welsh Government capital funding. Historically this was managed by local authority Community Safety Partnerships and hence there is a 'centre', often termed a 'one-stop shop', in each local authority that provides a focus for support services to operate out of, and a centre for victims, survivors and their families to receive services and programmes of support from the specialist sector. The benefits of multi-agency centres is that they are close to populations and therefore will continue to be important in the delivery of the Strategy going forward. Multi-agency centres across the region are either owned and provided by the local authority or the specialist sector.

Other grant funding includes that which is devolved through the Police and Crime Commissioner and the Home Office. Aligned to criminal justice provision, the support for victims and the reduction in attrition of witness evidence in order to increase the conviction of perpetrators, the funding supports specialist Independent Sexual Violence Advisors (ISVA) and Independent Domestic Violence Advisors (IDVA) positions. The Gwent Police and Crime Commissioner (along with Welsh Government) has funded a regionalised approach to IDVA provision including support for posts across Gwent and a regional IDVA manager located within the Regional VAWDASV Team.

Specialist criminal justice support for victim/witnesses through ISVA and IDVA positions also exist within specialist sector arrangements, including the local Sexual Assault Referral Centre (SARC), located in Risca.

Public Sector

Outside of the specialist sector public services across Gwent provide support and intervention as part of universal services.

Multi-agency Risk Assessment Conferences (MARACs) operate in each of the five local authority areas. Chaired by Gwent Police Detective Inspectors, with a fortnightly frequency of meetings, the MARACs discuss high risk cases referred from all partners to establish what further support is needed and to coordinate that support through the MARAC.

Domestic Abuse Conference Calls (DACCs) are an early prevention mechanism with the aim of identifying interventions for victims who come to the attention of Gwent Police prior to MARAC threshold levels. The call has been replaced by a Microsoft Sharepoint package that currently delivers the necessary information on victims to all partners. DACCs are managed from the Gwent Police Public Protection Unit.

Multi-Agency Public Protection Arrangements ("MAPPA") operate in Gwent. These are designed to protect the public, including previous victims of crime, from serious harm by sexual and violent offenders. They require the local criminal justice agencies and other bodies dealing with offenders to work together in partnership in dealing with these offenders.

WISDOM (Wales Integrated Serious and Dangerous Offender Management) is a multi-agency team consisting of Probation, Police, Psychologists and other local partners working together to risk of serious harm through offending by integrating agencies in the management and supervision of offenders. Priority domestic abuse perpetrators fall within the WISDOM definition of high risk of causing serious harm and are the focus of the Gwent pilot.

Violence against women, in its definition includes; female genital mutilation, forced marriage, so called 'honour based' violence and trafficking of women and has lead police officers within the Gwent Police Force structure to link closely to specialist Black Minority Ethnic (BME) support providers and national coordination mechanisms.

Connect Gwent, the Gwent Police victims' hub draws together specialist victim support services in a centrally managed location so that the most appropriate support can be identified and delivered to victims of crime. Connect Gwent receive all victims details electronically direct through Police systems and hence provide a further coordinating mechanism for VAWDASV victims where consent is given.

Probation services, through the Her Majesty's Prison and Probation Service and the Wales Community Rehabilitation Company, provide bespoke interventions and support for offenders with VAWDASV in their backgrounds.

VAWDASV within the local health board is given focus through safeguarding structures. Mandated targeted enquiry exists through midwifery and health visiting services. The Aneurin Bevan University Health Board will also form part of the Gwent early adopter site for Ask and Act. More widely within the health board the links to the causative factors of VAWDASV e.g. mental health, substance misuse and the effects of VAWDASV (i.e. injury, counselling needs) are acutely felt.

The impacts on adults, children and young people exposed to VAWDASV are all too evident. Local Authority Social Care Services provide care and support to adults and children at risk of abuse or neglect. All forms of VAWDASV feature significantly as presenting issues. Ask and Act policy framework will support earlier disclosure and appropriate referral into services.

Housing Related Support

Across Gwent the Supporting People Programme invests approximately £1.8 million in services for women and men who have experienced VAWDASV. These services include refuge provision, specialist refuge provision, floating support, drop in services, family support, specialist BME services, and target hardening. In addition the programme funding across the region enables people to receive other support that reduces their risk of becoming homeless including direct financial support and support for people with needs that often co-occur with VAWDASV e.g. mental health, substance misuse, debt etc.

The Supporting People planning framework adopted across the region considers population needs through the Gwent Needs Mapping Exercise, performance information, stakeholder input, service user feedback, best practice, and legal and policy drivers. Plans exist at the regional level and within Local Commissioning Plans. A regional refuge equipped to address more complex needs is being developed in the South of Gwent to receive referrals from across the region.

Registered Social Landlords, and in Caerphilly council 'Caerphilly Homes', have their own programmes of support that prioritise VAWDASV victims and provide target hardening so that they may stay in their own homes.

Perpetrator Services

Programmes to deter the continued and escalating abusive behaviour of perpetrators exist within Gwent although, as with the rest of the UK, some of these are relatively new and have strict criteria for inclusion. Within Gwent, in addition to court mandated programmes run by the Wales Community Rehabilitation Company (probation service), there are community based perpetrator programmes. These consist of a Barnardos programme based in Caerphilly and Newport (since January 2017) which are both funded by Social Services working with perpetrators where there is a recognised risk to children, and one operated by Phoenix Domestic Abuse Services in Blaenau Gwent which is open access for local residents and at cost for others. Programmes for young perpetrators (under 18 years of age) are run in Blaenau Gwent, Caerphilly and Newport usually through the local Youth Offending Services. These programmes focus on a mixture of intimate and adolescent inter-familial abuse. Work needs to be undertaken to understand perpetrator work in relation to early intervention and other forms of VAWDASV within all types of relationships.

Training

The region has been one of the Welsh Government early adopter sites for Ask and Act and as such has begun the roll out of Group 1, 2 and 3 of the National Training Framework to relevant authority staff across Gwent. A suite of VAWDASV multi-agency training is delivered across the region raising awareness on specialist topics: Domestic Abuse; Sexual Violence; Working with Male Victims; 'Honour-Based Violence'; Understanding Perpetrators; Effects upon Children; Coercive Control; referral into MARAC.

Healthy Relationships

Across the region there are a range of healthy relationship programmes being delivered to children and young people both within educational and community settings. Whilst there are a number of organisations delivering preventative work, within schools healthy relationship sessions are predominantly delivered as part of the Hafan Cymru Spectrum Programme funded by Welsh Government. In addition schools across Gwent have their own provision and online resources around respectful and healthy relationships that they can access at their own pace. The Gwent Education Safeguarding Leads have been critical partners in identifying pilot sites within education for the early adoption of Ask and Act.

5. NEEDS ASSESSMENT

This Strategy has been informed by a VAWDASV needs assessment for the region, and an associated strategic analysis. The full assessment document and strategic analysis is available on request from Vawdasv.Gwent@newport.gov.uk. The Partnership Board commissioned Welsh Women's Aid to undertake the needs assessment, building on the 2014 work done as part of the Gwent Domestic Abuse Pathfinder Project. Further work has been done to analyse the results of the needs assessment through a strategic analysis to help define the strategy and delivery plan for the region.

The needs assessment is linked to the Greater Gwent Health, Social Care & Well-being Partnership [Population Needs Assessment](#) required under the Social Services and Well-being (Wales) Act 2014. There is a commitment to ensure that this strategy and its underpinning needs assessment will be used as the basis for forward planning and to inform the Area Plan for the region.

Violence against women, domestic abuse and sexual violence in Gwent

It should be noted that a detailed demography and population profiles for individual local authorities is included in the five Public Services Board's well-being assessments under the Well-being of Future Generations (Wales) Act 2015. Included within the Board's assessment and analysis are snapshots from the abbreviated profile and population projections for the region contained within the Social Services and Well-being Act Population Needs Assessment: Gwent Regional Report (2016)¹² In addition the Safer Gwent Strategic Assessment¹³, national

¹² [http://www.caerphilly.gov.uk/CaerphillyDocs/Council-and-democracy/PopulationNeedsAssessment\(eng\).aspx](http://www.caerphilly.gov.uk/CaerphillyDocs/Council-and-democracy/PopulationNeedsAssessment(eng).aspx)

¹³ <http://onewportlsb.newport.gov.uk/documents/One-Newport/Safer-Gwent-Strategic-Assessment-2016-DRAFT-v3.pdf>

data, and proxy data e.g. number of children on the child protection register has been included in the full assessment document

Commissioning to meet needs

Whilst it is important to recognise that this is not a commissioning strategy, its content and associated strategic delivery plan will inform the development of regional commissioning guidelines. It is important to consider key commissioning principles, drivers and barriers in terms of delivering the strategic priorities. Currently the Partnership Board does not directly hold any budget for commissioning VAWDASV services. Services are commissioned by a wide range of funding sources and directly from funding providers to those services themselves, rather than through any centrally held procurement arrangements. Likewise, Board partners commit significant core funding to mitigate the effects of VAWDASV across the population. However, in developing this strategy the knowledge and expertise resides in the Board's partners, and its operational groups. It will be the aim of the Partnership Board to use this expertise at the earliest opportunity to guide commissioning across the region.

For example, in order to deliver a mixed market of specialist support services for violence against women, domestic abuse and sexual violence survivors it is essential that we consider at an early stage the approach we will take and the principles we will adhere to when doing this. Our commissioning principles will be informed by the 10 procurement principles of [The Welsh Public Procurement Policy](#)¹⁴.

This also takes into account the feedback that we have had from providers and survivors in terms of stability, consistency and continuity of services and will contribute to the delivery of strategic priorities.

Accordingly we will develop commissioning principles based on:

- Using the data and information contained within this strategy to inform our thinking in the development of a regional commissioning strategy.
- Developing specifications that take into account the delivery of our strategic priorities for violence against women, domestic abuse and sexual violence in Gwent.
- Considering the sustainability of funding for services and contributing to the Welsh Government scoping on a sustainable funding model for VAWDASV
- Where possible, providing stability to the sector in terms of the duration of the contract(s) and funding for the lifetime of the contract for violence against women, domestic abuse and sexual violence services
- We will work collaboratively with our partners and stakeholders within the violence against women, domestic abuse and sexual violence sector and other associated sectors (for example, education) in the development and commissioning of a mixed market for violence against women, domestic abuse and sexual violence services.

¹⁴ Wales Procurement Policy Welsh Government 2015:

Furthermore, during workshops with providers to map out and understand current and potential future referral pathways and survivor journeys a number of barriers were identified. This led to the focus groups determining that it is essential that any eligibility criteria associated with accessing service provision is based solely on a need to access any violence against women, domestic abuse and sexual violence service rather than a level of risk, complexity or the availability of services.

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6. SURVIVORS AS EXPERTS

This strategy recognises the vital importance of collaborating with survivors and service users, who are ‘experts by experience’ in terms of what has worked for them, their pathways through services and how easy (or difficult) it has been to find the right service and move towards independence and freedom from abuse.

‘Putting our opinion forward is most important’ *‘Our feedback matters’*

‘I can make a difference to others’ *‘I have a voice’*

(Strategy consultation – survivors)

Local survivor engagement has informed the development of this Strategy and will continue to be an important aspect for delivery for the Partnership Board. Without the input and opinion of service users providers cannot shape service provision to be responsive to the very individual needs of victims and survivors. Service user perceptions provide the continuous opportunity to inform, refine and improve services.

The structures for continued survivor engagement in the delivery of this strategy are being developed as a distinct work-stream that will provide the Partnership Board with the mechanisms to ensure the voice of survivors in Gwent is central to all work.

To underpin and inform the development of this strategy, two focus groups were held in Gwent with survivors who have been involved in services within the Region. The purpose of the focus groups was to map the experiences of survivors and service users of specialist services in Gwent and to assess the coverage and availability of services.

Following publication of the draft strategy the Regional Partnership consulted widely in the form of a survey monkey questionnaire and focus groups held with survivors. This has been critical to further develop the strategy, and has significantly informed the intentions and understanding of our 6 strategic priorities as outlined in chapter 8.

National survivor consultation has also informed this document taking the key findings of the Welsh Government “Are you listening and am I being heard?” report¹⁵. This work was informed by 66 survivors who attended focus groups, having experienced a range of violence and abuse including domestic abuse, sexual violence, forced marriage, Female Genital Mutilation (FGM), ‘honour-based violence’, sexual exploitation, trafficking and child sexual abuse.

It is important to note that there was limited consultation with male survivors during the development of the strategy which has highlighted significant gaps in knowledge. The Partnership Board will endeavour to consult widely with all survivor groups including male victims and others who are affected by VAWDASV (including community support networks). Survivor consultation underpinned by best practice guidance for the Region, will continue to inform the delivery of this strategy.

¹⁵http://www.welshwomensaid.org.uk/wpcontent/uploads/2016/03/Are_you_listening_and_am_I_being_heard_FINAL_July_2016.pdf

Output from Consultations with Survivors

The detail associated with the focus groups, together with the outputs and outcomes from other survivor consultation is included at **Appendix 2**, however, a summary of key points is provided below.

- Survivors identified a number of key concerns in terms of the levels of awareness and knowledge when trying to get help, assistance and advice that were common across statutory services, encounters with GPs, ambulance and paramedics, and housing organisations.
- Survivors felt that their experience may have been different if professionals had received appropriate training in order to be able to identify violence against women, domestic abuse and sexual violence and know who to inform.
- Some survivors felt that in their encounters with (for example) social services (adults and children/young people), survivors reported that (it) frequently felt like "...a secondary source of victimisation..." and reported experiences of "bullying" in terms of their choices and decisions they needed to make.
- The perception of some survivors was that services were sometimes disjointed with eligibility, access, and referral pathways not always clear, whilst services for women from black and minority communities were only available in certain areas and not always accessible throughout Gwent. However, it should be noted that this is not the perception of all survivors who were consulted.
- Survivors expressed their fear of disclosing to Social Services in case their children were removed from their care. This view is also reinforced by perpetrators to exert further control over their victims.
- Survivors recognised that the National Strategy includes priorities for action that if implemented would challenge the behaviours and actions of perpetrators, and they felt that this is very positive. They identified a number of actions in terms of how they felt perpetrators should receive harsher consequences for violence against women, domestic abuse and sexual violence offences and actions to address issues at an earlier age to prevent abusive behaviours.
- Survivors felt that it is essential that trained staff from independent specialist violence against women, domestic abuse and sexual violence services are co-located in a wide range of public services
- Survivors (along with other stakeholders) identified a range of suggestions for improving services in Gwent, details of which are provided at **Appendix 2**.

7. ENGAGEMENT FINDINGS

Engagement and consultation was carried out with survivors (see Section 6 Survivors as Experts), specialist service providers, generic service providers, commissioners, stakeholders and Partnership Board members.

Participants were highly engaged in providing both positive and negative observations of the current and future landscape. To achieve this level of engagement considerable effort was made to engage with contributors and to arrange one-to-one appointments and/or focus groups. Contributors were also offered the option of filling in a questionnaire.

The information gathered during this process formed a broad spectrum of opinion. Issues highlighted can be matched to the Welsh Government six national strategic objectives (see Chapter 8) and are presented within **Appendix 2**.

Key concerns are outlined below:

- Lack of understanding amongst professionals leading to reduced confidence in professional contacts.
- Both recognition and concern over the preventative and pastoral role of education in dealing with issues of VAWDASV.
- The effectiveness of services aimed at holding perpetrators to account and the consistency and availability of provision across the region.
- The persistent difficulty to prioritise and define early intervention.
- Consistency and sustainability of training.
- The lack of an integrated referral pathway into services and how to ensure that services are sustainable long term.
- Perceived victim blaming by statutory services

The findings from this engagement process are fully integrated within the Partnership Boards Strategic Priorities going forward.

8. HOW WE WILL ACT TOGETHER TO TACKLE VAWDASV: OUR STRATEGIC PRIORITIES

Violence against women, domestic abuse and sexual violence impacts upon all services, not least adult and children's social services, housing, criminal justice, education, the police, health services, and voluntary and community organisations. This strategy will further enable a coordinated community response within Gwent in order to reduce the prevalence and impact of violence against women, domestic abuse and sexual violence and increase the awareness and ability to act swiftly and effectively within communities and professionals.

The Partnership Board want to ensure that all agencies and organisations within the region respond effectively to the challenges and issues both within their own organisations and in collaboration with partners and stakeholders to prevent harm, reduce risk and increase the immediate and long term safety of people living within the region.

In line with The Well-being of Future Generations (Wales) Act 2015, we intend to deliver on the actions within this strategy using the "sustainable development principle" and follow five ways of working to ensure we work collaboratively with people and communities, avoid repeating past mistakes and tackle some of the long terms challenges we face.

Accordingly we will achieve this by:

- **Prevention:** Recognising that early intervention is the primary overarching principle to tackling VAWDASV and improving outcomes for victims and those closest to them, particularly children in families.
- **Integration:** Consider how the violence against women domestic abuse and sexual violence objectives impact upon each of the well-being goals¹⁶, and on the objectives and priorities of other key statutory services strategies.
- **Collaboration:** Members of The Partnership Board will work collaboratively with partners and stakeholders to ensure that the actions, objectives and targets of this strategy are met.
- **Involvement:** We will ensure that we engage and involve the right people at the right time with a focus on survivor engagement.
- **Long Term:** We will approach regional commissioning and the implementation of an agreed sustainable funding model pragmatically and ensure that the short term needs of survivors continue to be met whilst any longer term reconfiguration is undertaken

We will also ensure the efficient **integration** of services in terms of the effective management and delivery of specialist violence against women, domestic abuse and sexual violence services

¹⁶ [The Well-Being of Future Generations \(Wales\) Act 2015](#)

so that service beneficiaries receive a continuum of preventive, safe and supportive services, according to their needs that is consistent throughout the region.

The seven well-being goals contained within the Well-being of Future Generations (Wales) Act 2015 underpin the objectives which are enshrined within the key thematic purpose of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 (the Act):

- ❖ **Prevention**
- ❖ **Protection**
- ❖ **Support**

Preventing violence against women, domestic abuse and sexual violence is the predominant outcome that the Partnership Board will focus its efforts on. The associated Delivery Plan will align its milestones and targets against the above themes and the strategic priorities.

Preventing violence and abuse

Violence against women and girls has been described as 'perhaps the most pervasive violation of human rights across the globe'¹⁷ yet it is entirely preventable.

The priorities identified within this strategy and accompanying Strategic Delivery Plan will ensure that The Partnership Board continues to build upon the collaborative approach to preventing violence against women, domestic abuse and sexual violence from happening, by challenging the attitude and behaviours which foster it, intervening early, where possible, to prevent its recurrence, reducing the impact of violence against women, domestic abuse and sexual violence and working toward a future where it is eliminated.

- We will actively work together with schools, government, health, the police/criminal justice system, local authorities, and the community to work in a coordinated and collaborative way to raise the awareness of violence against women, domestic abuse and sexual violence to stop abuse before it begins.
- We want to be confident that all professionals within our area are equipped with the knowledge to effectively respond to any disclosures of violence against women, domestic abuse and sexual violence.

Protection

Protection of survivors is a critical aspect of the coordinated response to violence against women, domestic abuse and sexual violence and The Partnership Board is committed to working collaboratively to protect those who are experiencing violence against women, domestic abuse and sexual violence from suffering further harm, and protect any children within the family.

¹⁷ <http://www.un.org/press/en/1999/19990308.sgsm6919.html>

- Through collaborative working with partners we will ensure that alleged perpetrators of abuse in Gwent are dealt with appropriately and that survivors and their children are given protection against further abuse.
- We want to further develop the evidence base on different manifestations of violence against women, domestic abuse and sexual violence to help inform regional targeted and innovative approaches.
- We will consider the evidence base for what works in the context of perpetrator programmes, identify and disseminate good practice.

Support

Providing effective support services for people who have been affected by violence against women, domestic abuse and sexual violence is complex, as people's experiences and needs can be vastly different. However, we will work with partners to promote a supportive culture that is underpinned by a range of services that respond to individuals and their families.

Specialist services in Gwent have adopted an empowerment approach which seeks to restore the control to survivors that is stolen by violence. The support they provide creates an environment in which survivors can exercise choice and self-determination.

Gwent has a range of excellent services established over many decades. Access to such services is a right for survivors when suffering domestic violence or abuse, when at risk of forced marriage or female genital mutilation, when subject to abuse related to sexual violence, prostitution, and all other forms of gender based violence. The Partnership Board will ensure that this good practice is replicated across the region and that the availability of services is consistent.

- We want anyone experiencing violence against women, domestic abuse and sexual violence to be aware of the support that is available within Gwent and have the confidence to access them
- We want survivors to be able to access the service that they need, delivered in the right place and at the right time on their recovery journey

Strategic Priorities

The Partnership Board has set a clear rationale for identifying the six Strategic Priorities based upon the evidence provided:

Strategic Priority 1: Increase awareness and challenge attitudes of violence against women, domestic abuse and sexual violence across Gwent.

Survivors felt that there were people in all services who lacked the necessary knowledge, understanding and empathetic attitude to encourage confidence to disclose violence against

women, domestic abuse and sexual violence. We need to increase awareness for all staff within public services; we need also to challenge public perceptions. We need members of the community to spot the signs and know where there is support available. At the same time we need to send a clear message that these forms of abuse are not acceptable.

'The media, family, schools and employers all need awareness.'

'People need practical advice on safe ways to contact the police or other agencies.'

'[We] need to get this issue into public consciousness'

(Strategy consultation responses – survivors)

Strategic Priority 2: Increase awareness in children and young people of the importance of safe, equal and healthy relationships and that abusive behaviour is always wrong

Survivors felt that there was not enough education about healthy relationships and gender equality to prevent future abusive behaviour particularly where children had already been subjected to violence and abuse in their own homes. Raising awareness of safe and healthy relationships enables young people to differentiate between what is acceptable and unacceptable behaviour. It is also important that we educate children and young people to know that help is available, as well as how to access that support.

'I met him when I was 13. He used to stand outside the school.'

'Schools have firework safety sessions every year, but we need to do something with VAWDASV which is happening every day of the year.'

(Strategy consultation responses - survivors)

Strategic Priority 3: Increase focus on holding perpetrators to account and provide opportunities to change their behaviour based around victim safety

There is a need for increased understanding of the current provision across Gwent and development of best practice guidance for commissioning services which prioritises victim safety. If we do not hold perpetrators to account we give them no incentive to change their behaviour. At the same time we need to provide a clear message about what behaviour/s are acceptable in our society. Some survivors felt that perpetrator programmes did not always consider the safety of victim/survivor and any children as a primary focus. Work with perpetrators cannot happen in isolation and needs to be rooted in victim safety and prevention. If the cycle is to be broken, there is a huge role to play for all services.

'The cord is cut once you go to court...if a perpetrator is found not guilty in court they can walk down any street and knock on any door...the victim has to change their whole life.'

'Perpetrator programmes are 'enigmas that need much more research''.

(Strategy consultation responses – survivors)

Strategic Priority 4: Make early intervention and prevention a priority

Providers tell us that there are many lost opportunities to make every intervention an effective and preventative one. Domestic Homicide Reviews highlight missed opportunities to intervene. We need professionals and members of the community, to recognise signs, to safely ask questions and take appropriate action. A focus on prevention is important if we are to break the cycle of abuse and will mean working holistically to tackle VAWDASV, including working with perpetrators, undertaking awareness raising work across all communities including children and young people. Providers have expressed concern about prioritising early intervention and prevention alongside other competing priorities for the public sector. We must ensure early intervention and prevention is core business across all Strategic Priorities.

'Support can be good from GPs but you need to be able to have a voice. It takes time to build a relationship which is difficult in 10 minutes'.

"Survivors spoke of the need to promote early awareness to by-standers so 'individuals feel empowered to speak up'".

(Strategy consultation – survivors)

Strategic Priority 5: Relevant professionals are trained to provide effective, timely and appropriate responses to victims and survivors

It is clear from the evidence that disclosures are made by survivors and their families to a range of public services. Survivors felt there was a need for more consistency between services e.g. police, housing and support services. Some survivors felt that staff in both statutory and other professional services were not trained and/or did not have the confidence to pick up on issues raised, albeit that this may be indirect. The National Training Framework (NTF) aims to strengthen the response amongst those offering specialist or universal services. It aims to bring quality assurance and consistency with respect to training professionals around VAWDASV issues. Through the NTF we will improve responses across public services, promoting early intervention and providing a gateway for victims to access appropriate forms of help and support.

'Professionals kind of know what you're going through but they don't acknowledge it because then they would need to do something with the information'.

'Referral process is like walking on hot coals'.

'I went to the GP every Monday after an incident and I just wanted him to ask why are you here? What is happening?'

(Strategy consultation – survivors)

Strategic Priority 6: Provide victims with equal access to appropriately resourced, high quality, needs led, strength based, gender responsive services throughout the region.

Providing support to people affected by VAWDASV can be complex and people's experience and needs can be vastly different. Survivors will choose to engage with services in a variety of ways; there needs to be a range of services that are accessible and can respond effectively and universally to these needs. Survivors felt that there were not enough experts based in key disclosure points like police stations, hospitals and GP surgeries, The Needs Assessment highlighted some of the gaps and capacity issues in specialist service provision. Providers of services raised concerns over insecure funding. Services that are strength- based increase resilience, independence and a life free from abuse. Public services, community and voluntary organisations and independent specialist services all have a key role to play. We will focus on working collaboratively to develop a framework for service delivery that is sustainable, informed by survivors and enables clear referral pathways into specialist services.

'You can't overturn a situation on your own when you're already vulnerable. Living in fear all the time you are a nervous wreck. [You] don't always have control over your responses'

'You have to stand on the other side of the glass and explain why you are there – people in the waiting room can hear...we need opportunities to speak alone'

'Referral process is like walking on hot coals'

'Once you've told someone you need to leave straight away'

'Getting help was the best thing that's ever happened to me'

(Strategy consultation – survivors)

There will be critical challenges to achieving these which the underpinning engagement work and Needs Assessment has articulated.

9. HOW WE WILL MONITOR OUR PROGRESS: OUR STRATEGIC DELIVERY PLAN

The Partnership Board will provide the governance structure to develop, approve and monitor this joint regional strategy as required by Local Authorities and Local Health Boards under the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

There will be formal lines of reporting from the Partnership Board into Public Services Boards, Safeguarding Boards and other regional partnerships with opportunities identified to influence and inform regional strategic planning. The cross-working and aligned work plans across adults and children's safeguarding structures will assist in the delivery of this strategy.

Measuring the progress of the Strategy

Welsh Ministers are required to publish annual reports of the progress made towards achieving both the objectives in the National Strategy and achievement towards the purpose of the Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015. Section 11 of the Act also requires Welsh Ministers to 'publish national indicators that may be applied for the purpose of measuring progress towards the achievement of the purpose of this Act.' The national indicators will measure collective national progress in achieving the purpose of the Act.

Regionally, these National Indicators present agencies and partnerships in Gwent with a renewed opportunity to work towards a quality assured coordinated and coherent measurement framework and to mainstream violence against women, domestic abuse and sexual violence data across wider policy areas, in a way that aligns with these national indicators.

The Partnership Board will identify regional outcomes and indicators to measure progress and success in delivering this Strategy which, along with the National Indicators, will help public bodies, other stakeholders and communities to understand the extent to which our priorities are being achieved.

Regional data will also be used to inform national progress reports, referred to above, which will help demonstrate how effective we have been in achieving the Strategic Priorities set out in this regional and National Strategy.

In recognising its role as the 'Pathfinder Region' the Partnership Board will commit to influencing and contributing to the national VAWDASV agenda.

The Strategic Delivery Plan

The Strategic Delivery Plan which accompanies this strategy is a working document that outlines The Partnership Boards commitment to the next 12 months activity. The 6 Strategic Priorities detailed within the Delivery Plan will contribute to the pursuit of the **prevention** of violence and abuse, the **protection** of victims and the **support** of all those affected.

The statutory responsibilities under the VAWDASV (Wales) Act 2015 will be discharged through the VAWDASV Partnership Board and annual reporting against this Regional Strategy and its Delivery Plan will be submitted to Gwent Public Services Boards and incorporated into Well-being plan reporting.

In developing this strategy and its underpinning research, the on-going work and the focus of the Partnership Board has been defined. The work undertaken to date has provided the region with an overview of provision whilst revealing gaps in knowledge and data and that will be necessary to address in the immediate and longer term.

Through its Strategic Delivery Plan the Board has set clear objectives that address each of the 6 Strategic Priorities and the means by which to achieve these. The Partnership Board will be committed to building on successful work with the specific aim of strengthening and progressing provision collaboratively across all areas.

The Partnership Board through its Strategic Delivery Group will be responsible for the implementation and monitoring of the Strategic Delivery Plan. This document is available on request from Vawdasv.Gwent@newport.gov.uk. Through its communication framework the Partnership Board will ensure that information relating to this Strategy reaches the relevant audience by a variety of different methods which are relevant to their needs.

Draft

Appendix 1

UNDERSTANDING THE LANGUAGE USED

1. Definitions of abuse (*Gwent Violence Against Women, Domestic Abuse and Sexual Violence Partnership Board Terms of Reference*).

Violence Against Women

The United Nations defines "Violence against Women" as a "form of discrimination against women and a violation of human rights and shall mean all acts of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life."

Domestic Abuse

According to the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 domestic abuse means 'abuse where the victim of it is or has been associated with the abuser. This can be committed by an intimate partner, ex-partner, spouse, civil partner or family relative' (a full definition of intimate and familial relations can be accessed within the Act).

The abuse can be physical, sexual, psychological, emotional or financial abuse.

This is in line with the Home Office's definition of domestic abuse as 'any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality'.

The Serious Crime Act 2015 legally defines the offence of coercive and controlling behaviour within intimate or familial relations as domestic abuse. 'Controlling behaviour is a range of acts designed to make a person subordinate and/or dependent by isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour.

Coercive behaviour is an act or a pattern of acts of assaults, threats, humiliation and intimidation or other abuse that is used to harm, punish or frighten their victim'.

Rape and sexual violence

Sexual violence is any unwanted sexual act or activity. *According to the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 sexual violence means sexual exploitation, sexual harassment, or threats of violence of a sexual nature. The act further defines sexual exploitation as something that is done to or in respect of a person which warrants an offence under Part 1 of the Sexual Offences Act 2003. This includes the following definitions:*

- Rape is when a person intentionally penetrates the vagina, anus or mouth of another person with his penis when that other person does not consent to the penetration, and/or he does not reasonably believe that the other person consents.
- Assault by penetration is the intentional sexual penetration of the vagina or anus of another person with a part of the person's body or anything else, when that other person does not consent to the penetration, and/or he does not reasonably believe that the other person consents.
- Sexual assault is a person intentionally touching another person sexually in a manner to which the other person does not consent to the touching, and/or the person does not reasonably believe that the other person consents.
- Child sex offences including rape or any sexual activity with a child, familial child sex offences and meeting a child following sexual grooming.

Sexual harassment

According to the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 harassment means a course of conduct (including speech) by a person which he or she knows or ought to know amounts to harassment of the other. For incidents that took place after 1st October 2005 there are two types of sexual harassment – unwanted contact on the grounds of your sex and unwanted physical verbal or non-verbal conduct of a sexual nature.

Gender Based Violence

According to the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015 gender-based violence means:

- *Violence, threats of violence or harassment arising directly or indirectly from values, beliefs or customs relating to gender or sexual orientation.*

This includes 'Honour based violence' which can be distinguished from other forms of violence, as it is often committed with some degree of approval and/or collusion from family and/or community members. Examples may include murder, un-explained death (suicide), fear of or actual forced marriage, controlling sexual activity, domestic abuse (including psychological, physical, sexual, financial or emotional abuse), child abuse, rape, kidnapping, false imprisonment, threats to kill, assault, harassment, forced abortion. This list is not exhaustive.

- *Female genital mutilation which is an act that is an offence under sections 1, 2 or 3 of the Female Genital Mutilation Act 2003.*

FGM also known as female circumcision or female genital cutting, is defined by the World Health Organisation (WHO) as "all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons" as defined by the World Health Organisation (WHO).

- *Forcing a person (whether by physical force or coercion by threats or other psychological means) to enter into a religious or civil ceremony of marriage (whether or not legally binding). This is commonly known as Forced Marriage. The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when someone is made to feel like they're bringing shame on their family). Financial abuse (taking your wages or not giving you any money) can also be a factor.*

2. Glossary

Victim/Survivor: The term used to describe the person who is potentially experiencing violence against women, domestic abuse and sexual violence. Other terms encompassed may include; 'service user' 'client' and 'patient' and reflect the terms used by different organisations to define their relationship to the person at risk. In practical terms it is suggested that the person experiencing these issues selects the term they prefer, where a term is required.

Public Service: Public services are services delivered for the benefit of the public, supported via government, to serve people in a particular society or community. This can include services delivered through the third sector, through social enterprise or through services that are contracted out.

Local Authority: A county council or county borough council

Relevant authorities: county councils and county borough councils, Local Health Boards, fire and rescue authorities and NHS trusts

VAWDASV specialist sector: Third sector organisations whose core business is violence against women, domestic abuse and sexual violence.

Independent Domestic Violence Adviser (IDVA): Trained specialist worker who provides short to medium-term casework support for high risk victims of domestic abuse.

Independent Sexual Violence Adviser (ISVA): Trained specialist worker who provides support to victims/survivors of rape and sexual assault.

BME/BAME – Black and Minority Ethnic or Black, Asian and Minority Ethnic is the terminology used to describe people of non-white descent.

Ask and Act: A process of targeted enquiry across the Welsh Public Service in relation to violence against women, domestic abuse and sexual violence.

Target Hardening: Target hardening is a means with which to make a property safer for the resident and reduce the risk of attack in this case by the perpetrator of domestic abuse. *(It should be part of a 'spectrum' of services made available to help to protect victims of domestic abuse alongside support in the community, access to refuge provision, involvement of the police or other statutory services and programmes for perpetrators of domestic abuse - Domestic Abuse and Housing in Wales Factsheet (CIH Cymru 2013)*

Draft

Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Rebecca Haycock **Role:** Regional Adviser (VAWDASV)

Head of Service: Sally Jenkins **Date:** 28/02/2018

I confirm that the above Head of Service has agreed the content of this assessment

Yes

When you complete this FEIA, it is your responsibility to submit it to
 impact.assessment@newport.gov.uk

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

The Gwent Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy is a requirement under the VAWDASV (Wales) Act 2015. The Strategy has been prepared by the Gwent VAWDASV Partnership Board of which Newport City Council is a member and the lead organisation for the Regional Coordination Team.

This first joint strategy for Gwent aims to tackle VAWDASV by supporting victims and survivors, tackling perpetrators, ensuring professionals have the tools and knowledge to act, increasing awareness of VAWDASV and the support available, and helping children and young people to understand inequality in relationships and that abusive behaviour is always wrong.

2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal

The Gwent VAWDASV Partnership Board is responsible for developing and delivering this strategy. Membership includes; the five local authorities, Gwent Police, and the Office of the Police and Crime Commissioner, Aneurin Bevan University Health Board, Wales Ambulance Service Trust, Probation Services, Registered Social Landlords, Supporting People Regional Collaborative Committee, Fire and Rescue Service, Gwent Adult and Children Safeguarding Boards, VAWDASV specialist sector partners and voluntary sector organisations.

Regular victim/survivor/service-user engagement and input into the delivery of the strategy is an essential requirement for informing the Partnership Board on the effectiveness of its work.

Local survivor engagement has informed the development of this Strategy and will continue to be an important aspect for delivery for the Partnership Board. Without the input and opinion of service users providers cannot shape service provision to be responsive to the very individual needs of victims and survivors.

Engagement and consultation was carried out with survivors, specialist service providers, generic service providers, commissioners, stakeholders and Partnership Board members.

Activity has included:

- Oversight/steer at quarterly Board meetings
- Data collection to inform a VAWDASV needs assessment and an associated strategic analysis
- One to one engagement/interviews
- Survivor focus groups to develop the strategy (through specialist VAWDASV organisations)
- Survivor focus groups to consult on the draft strategy (through specialist VAWDASV organisations)
- Public online consultation on the draft strategy

The structures for continued survivor engagement in the delivery of this strategy are being developed as a distinct work-stream that will provide the Partnership Board with the mechanisms to ensure the voice of survivors in Gwent is central to all work.

3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

Needs Assessment data/Strategic Analysis Document
 Engagement interviews
 Focus group data
 Public consultation feedback
 Board minutes

4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Children 0-10 Young people 11-25 Older people Census categories 0-9 10 - 24 25 - 34 35 - 44 45 - 54 55 - 64 65-74 75+
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Disabled including: Hearing Impaired Learning Difficulties Physical/ Mobility Impaired Speech Impaired Visually Impaired Other impairment Not disabled
Gender reassignment/transgender	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	



Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Marriage or civil partnership	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> • Never married and never registered in a same-sex civil partnership • Married • Separated, but still legally married • Divorced • Widowed • In a registered same-sex civil partnership • Separated but still legally in a same-sex civil partnership • Formally in a same-sex civil partnership which is now legally dissolved • Surviving partner from a same-sex civil partnership
Pregnancy or maternity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>In employment a woman is protected from discrimination when she is pregnant and during a period of compulsory or additional maternity leave.</p> <p>In the provision of services, goods and facilities, recreational or training facilities, a woman is protected from discrimination when she is pregnant and for 26 weeks from when she has given birth.</p>
Race	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>A White</p> <ul style="list-style-type: none"> <input type="checkbox"/> British <input type="checkbox"/> Irish <input type="checkbox"/> Gypsy or Irish Traveller <input type="checkbox"/> Any other white background <p>B Mixed/ Multiple</p> <ul style="list-style-type: none"> <input type="checkbox"/> White and Asian <input type="checkbox"/> White and Black African White and Black Caribbean???? <input type="checkbox"/> Any other mixed background..... <p>C Asian or Asian British</p>


Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				<input type="checkbox"/> Indian <input type="checkbox"/> Bangladeshi <input type="checkbox"/> Chinese <input type="checkbox"/> Pakistani <input type="checkbox"/> Any other Asian background D Black or Black British <input type="checkbox"/> African <input type="checkbox"/> Caribbean <input type="checkbox"/> Any other Black background E Other ethnic group <input type="checkbox"/> Arab <input type="checkbox"/> Any other ethnic group
Religion or Belief or non-belief	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Buddhist Christian Hindu Jewish Muslim Sikh Other religion or belief Humanist No religion nor belief
Sex/ Gender Identity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Female Male Prefer to self- describe e.g. Intersex
Sexual Orientation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Gay / Lesbian Heterosexual/ Straight Prefer to self-describe Bisexual

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Welsh Language	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>What are the Welsh language related impacts/ effects (whether positive or negative or both)?</p> <p>How does it mitigate any adverse impacts/ effects on the Welsh language?</p> <p>Does it promote and facilitate the use of the Welsh language?</p> <p>Does it increase the number of people speaking Welsh?</p>

5 How has your proposal embedded and prioritised the sustainable development principle in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term needs</p>	<p><i>We are required to look beyond the short term timescales for financial planning and political cycles and instead plan with the longer term in mind (guidance says at least 10 years, but preferably 25). Consider what impact this will have on the community in the long term.</i></p> <p>This VAWDASV Strategy seeks to consider the long term outcomes for victims, survivors and their families and in particular any children and young people exposed to VAWDASV.</p> <p>We will approach regional commissioning and the implementation of an agreed sustainable funding model pragmatically and ensure that the short term needs of survivors continue to be met whilst any longer term reconfiguration is undertaken.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p><i>Have you considered how acting in collaboration with any other person, organisation or any other part of our organisation could help meet this proposal and meet our well-being objectives?</i></p> <p>The Gwent VAWDASV Partnership will work collaboratively with partners and stakeholders to ensure that the actions, objectives and targets of this strategy are met.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p><i>Who are the stakeholders who will be affected by your proposal? Have they been involved? Do you plan to involve them in the future? Do those people reflect the diversity of the area which is served?</i></p> <ul style="list-style-type: none"> • Residents • Local businesses • Community groups • partners <p>Integral to the development and on-going review of this strategy is: Listening to victims, survivors and their families to understand their experiences of support offered to them to continually review and make improvements in responses; Involving all partner agencies that are able to make an impact on VAWDASV.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p><i>When developing this proposal have you considered what the root causes of the issue are? Does this proposal address the root causes and prevent them from occurring?</i></p> <p>Understanding and preventing the occurrence of VAWDASV and preventing poor outcomes for victims, survivors and their families. This strategy recognises that early intervention is the primary overarching principle to tackling VAWDASV and improving outcomes for victims and those closest to them, particularly children.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p><i>How does this proposal impact on the Well-being Goals, the council's Well-being Objectives and Well-being Objectives from other organisations</i></p> <p>Well-being Goals</p> <ul style="list-style-type: none"> • <i>A prosperous Wales</i> • <i>A resilient Wales</i> • <i>A healthier Wales</i> • <i>A more equal Wales</i> • <i>A Wales of more cohesive communities</i> • <i>A Wales of vibrant culture an thriving Welsh Language</i> • <i>A globally responsible Wales</i> <p><i>It is important to refer to the definitions of each of these goals to ensure that you are considering the full implications of each goal. These can in the guidance.</i></p> <p>Newport City Council Well-being Goals</p> <ul style="list-style-type: none"> • <i>To improve skills, educational outcomes and employment opportunities</i> • <i>To promote economic growth and regeneration whilst protecting the environment</i> • <i>To enable people to be healthy, independent and resilient</i> • <i>To build cohesive and sustainable communities</i>

6

The Gwent VAWDASV Strategy contributes to the Well-being Goals set out in the Well-being of Future Generations (Wales) Act 2015:

- *A prosperous Wales*
- *A resilient Wales*
- *A healthier Wales*
- *A more equal Wales*
- *A Wales of more cohesive communities*

The Gwent VAWDASV Strategy contributes to the Newport City Council Well-being Goals:

- *To enable people to be healthy, independent and resilient*
- *To build cohesive and sustainable communities*

7 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

No. This strategy aims to ensure a consistent approach across Gwent.

8 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission

The purpose of this strategy is to address violence against women, domestic abuse and sexual violence recognising that it is a violation of human rights and a cause and consequence of inequality between women and men.

Whilst it is important that this Strategy acknowledges and communicates the disproportionate experience of women and girls it recognises that anyone (women, men, children and young people) can experience and be affected by domestic abuse, rape and sexual assault, sexual abuse, forced marriage, child sexual abuse, stalking and harassment, sexual harassment and exploitation. This can happen in any relationship regardless of sex, age, ethnicity, gender, sexuality, disability, religion or belief, income, geography or lifestyle. A significant number of those who experience VAWDASV will have one or more 'protected characteristics', under the Equality Act 2010 and will face additional vulnerabilities and increased barriers to support. This Strategy aims to tackle all forms of VAWDASV.

9 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

There are challenges to ensuring that all groups are effectively involved. It is important to note that there was limited consultation with male survivors during the development of the strategy which has highlighted significant gaps in knowledge. The Partnership Board are aware of the challenges for engaging with particular groups and will endeavour to consult widely with all people from a range of different circumstances including male victims and others who are affected by VAWDASV (including community support networks).

Survivor consultation underpinned by best practice guidance for the Region, will continue to inform the delivery of this strategy.

10 Monitoring, evaluating and reviewing

How and when will the impact of the proposal/ policy be monitored and reported on?

The Strategic Delivery Plan which accompanies this strategy is a working document that outlines the annual commitment to achieving the strategic priorities. The Partnership Board through its Strategic Delivery Group will be responsible for implementation and monitoring.

On-going and emerging issues around equality and diversity will be a priority focus across all work-streams and the delivery of the strategy will be informed by these.

Survivor and service user perceptions provide the continuous opportunity to inform, refine and improve services.

11 Involvement

How will people be advised of the changes and of the FEIA?

The outcome of this FEIA will be reported to each relevant authority partner organisation and will be published on Newport City Council's equalities page.

12 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language

The purpose of this strategy is to address inequalities inherent in all forms of violence against women, domestic abuse and sexual violence. There are no identified inequality implications either intended or unintended as a result of this strategy.

The strategy has been made available in Welsh throughout consultation. All required partner organisations will be responsible for their obligations under the Welsh language Act

Through on-going monitoring, evaluation and review the VAWDASV Partnership will ensure issues around equality are consistently raised and delivery of the strategy adapted.

Wellbeing of Future Generations (Wales) Act 2015

[The Well-Being of Future Generations \(Wales\) Act 2015](#) sets out seven wellbeing goals relevant to the prevention of violence against women, domestic abuse and sexual violence and support of survivors. The Act puts in place a "sustainable development principle" which requires public bodies to follow five ways of working to ensure they work collaboratively with people and communities,

avoid repeating past mistakes and to tackle some of the long term challenges being faced. The five ways of working in the context of VAWDASV are:

- **Prevention:** Understanding and preventing the occurrence of VAWDASV and preventing poor outcomes for victims, survivors and their families.
- **Integration:** Integrating activity across the statutory and third sector and ensuring the coordination of programmes of work such that they achieve the maximum benefit.
- **Collaboration:** Collaborating through the Gwent VAWDASV Partnership Board, the Strategic Delivery Group and Sub-groups and between the partner bodies.
- **Involvement:** Listening to victims and survivors to understand their experiences of the support offered to them to continually review and make improvements in responses. Involving all agencies that are able to make an impact on VAWDASV.
- **Long Term:** Considering the long term outcomes for victims, survivors and their families and in particular any children and young people exposed to VAWDASV.

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CABINET – 11TH APRIL 2018

SUBJECT: FUTURE REGENERATION PROJECTS – USE OF DIRECTORATE RESERVES FOR PROJECT DEVELOPMENT FUNDING

REPORT BY: INTERIM CORPORATE DIRECTOR (COMMUNITIES)

1. PURPOSE OF REPORT

- 1.1 To seek the agreement of Cabinet to earmark a sum of money from the Communities Directorate Reserve to facilitate regeneration project delivery.
- 1.2 To note that a further report will be presented to Cabinet seeking approval of a proposed governance structure which will facilitate the project delivery.

2. SUMMARY

- 2.1 The advent of the Cardiff Capital Region (CCR) and pending agreement of a joint business plan by the 10 CCR authorities presents significant opportunities for Caerphilly County Borough Council to lever in funding for regeneration projects.
- 2.2 In addition to the CCR opportunities there are a number of other Welsh Government regeneration initiatives such as the Valleys task force and Targeted Regeneration Investment Fund which may lead to significant capital funds being made available for local projects in the future.
- 2.3 In order to take advantage of funding that may become available it is necessary to develop a number of “shelf ready” projects which have been effectively planned and developed to a stage where they are ready to progress to an implementation stage.
- 2.4 At present the Authority does not have projects in a “Shelf Ready” position where delivery could be progressed. In this regard the key issues that need to be addressed include:-
 - The need for clear strategic direction on projects and identification of key projects to be progressed.
 - A development fund to develop, design and cost schemes so that they are ready for submission and delivery.
 - The lack of capacity in internal teams (Procurement, legal, property, engineering consultancy) that would be required to assist in project development.
 - The need for clear project management arrangements to be put in place.
- 2.5 This report therefore recommends the earmarking of a development fund to enable projects to be developed.

3. LINKS TO STRATEGY

- 3.1 The Wellbeing of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural wellbeing of Wales. It requires public bodies to think more about the long term, working with people and communities, looking to prevent problems and take a more joined up approach. This will create a Wales that we all want to live in, now and in the future. The Act puts in place seven wellbeing goals and the contents of this report which will hopefully contribute to significant levels of community regeneration and infrastructure development potentially links into all seven wellbeing goals.

4. THE REPORT

- 4.1 In order for the Authority to develop “Shelf Ready” projects budgetary provision is required to provide officers with the ability to effectively plan projects and develop, design and cost schemes so that they are ready for funding/Planning submission and procurement where relevant.
- 4.2 This could include site investigations, surveys, design, economic impact assessments, estimating etc.
- 4.3 In this regard it is suggested that an initial development fund of £300,000 is earmarked from the Communities Directorate Reserve to enable officers to progress key strategic projects to a “Shelf Ready” stage.
- 4.4 The governance structure required in order to facilitate the regeneration project delivery is currently under consideration and a further report will be presented to Cabinet seeking approval.

5. WELLBEING OF FUTURE GENERATIONS

- 5.1 This report potentially contributes to all seven wellbeing goals as set out in the Links to Strategy section above. These include:-
- A globally responsible Wales
 - 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

6. EQUALITIES IMPLICATIONS

- 6.1 There are no potential equalities implications associated with this report for any specific groups or individuals therefore a full Equalities Impact Assessment has not been carried out.

7. FINANCIAL IMPLICATIONS

- 7.1 As stated above, a project development fund of £300,000 will allow a project team of officers to develop projects ready for implementation once funding becomes available.
- 7.2 Designation of a £300,000 project development budget can be accommodated from the Communities Directorate reserve and will not therefore require any revenue budget growth for 2018/19.

8. PERSONNEL IMPLICATIONS

8.1 There are no personnel implications associated with this report.

9. CONSULTATIONS

9.1 This report reflects the views of the listed Consultees.

10 RECOMMENDATIONS

10.1 It is recommended that Cabinet agrees the earmarking of an initial project development fund of £300,000 from the Communities Directorate reserve.

10.2 To note that a further report will be presented to Cabinet seeking approval of the governance arrangements to facilitate the project delivery.

11. REASONS FOR RECOMMENDATIONS

11.1 To enable the Authority to develop a suitable suite of regeneration projects that are ready for implementation in order that any externally sourced funds can be efficiently and effectively utilised.

12. STATUTORY POWER

12.1 Local Government Act 2000.

Author: Mark. S. Williams Corporate Director (Communities)
WILLIMS@CAERPHILLY.GOV.UK

Consultees: Steve Harris, Interim Head of Corporate Finance
Dave Whetter, Interim Head of Regeneration
Tim Stephens, Interim Head of Planning
Councillor Sean Morgan, Cabinet Member for Economy, Infrastructure,
Sustainability & Wellbeing of Future Generations
Councillor Eluned Stenner, Cabinet Member for Environment & Public Protection

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