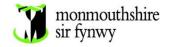
Public Document Pack



County Hall Rhadyr Usk NP15 1GA

Wednesday, 21 March 2018

Notice of meeting

Strong Communities Select Committee

Thursday, 29th March, 2018 at 10.00 am,

Please note that a pre meeting will be held 30 minutes before the start of the meeting for members of the committee.

AGENDA

Item No	Item	Pages
PART A -	SCRUTINY AND CRIME DISORDER MATTERS	
No matter	s to discuss	

PART B -	STRONG COMMUNITIES SELECT COMMITTEE	
1.	Apologies for absence	
2.	Declarations of Interest	
3.	Open Public Forum	
4.	To confirm minutes of the previous meetings	1 - 18
	15 th February 2018 26 th February 2018 Special	
5.	Action list	
6.	Social Justice Policy	19 - 62
7.	Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015	63 - 104
8.	Strategic Equality Plan	105 - 156
9.	Strong Communities forward work programme	157 - 158
10.	Cabinet & Council forward work programme	159 - 174

11.	Date and time of next meeting	
	9 th April 2018 – special meeting	
	24 th May 2018	

Paul Matthews

Chief Executive / Prif Weithredwr

MONMOUTHSHIRE COUNTY COUNCIL CYNGOR SIR FYNWY

THE CONSTITUTION OF THE COMMITTEE IS AS FOLLOWS:

County Councillors: J.Pratt

A. Webb A.Davies L.Dymock L.Jones R.Roden L. Guppy V. Smith

A. Easson

Public Information

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Watch this meeting online

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Welsh Language

The Council welcomes contributions from members of the public through the medium of Welsh or English. We respectfully ask that you provide us with adequate notice to accommodate your needs.

Aims and Values of Monmouthshire County Council

Our purpose

Building Sustainable and Resilient Communities

Objectives we are working towards

- Giving people the best possible start in life
- A thriving and connected county
- Maximise the Potential of the natural and built environment
- Lifelong well-being
- A future focused council

Our Values

Openness. We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

Fairness. We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

Flexibility. We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

Teamwork. We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will make the best of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.



Public Document Pack Agenda Item 4 MONMOUTHSHIRE COUNTY COUNCIL

Minutes of the meeting of Strong Communities Select Committee held at on Thursday, 15th February, 2018 at 10.00 am

PRESENT: County Councillor J.Pratt (Chairman)

County Councillor A. Webb (Vice Chairman)

County Councillors: A.Davies, L.Dymock, R.Roden, L. Guppy,

V. Smith and A. Easson

Also in attendance County Councillor(s): S. Jones

OFFICERS IN ATTENDANCE:

Hazel llett Scrutiny Manager
Roger Hoggins Head of Operations
Gillian Dicken Principal EHO

Cath Fallon Head of Economy and Enterprise

David Jones Head of Public Protection
Judith Langdon Whole Place Officer

Sharran Lloyd LSB Development Manager

Dave Loder Finance Manager

Linda O'Gorman Principal Licensing Officer

Rachel Rawlings Whole Place Officer

Joe Skidmore Communities and Partnership Development Lead

Owen Wilce Programme Lead - A County That Serves

Paula Harris Democratic Services Officer

1. Apologies for absence

County Councillors L. Jones.

2. <u>Declarations of Interest</u>

None.

3. Open Public Forum

The Committee were joined by Mt Peter Sutherland representing Llanbadoc Community Council who raised the following points:

Although happy to have confirmation of the speed camera at Woodside it was asked if it would be possible to have a camera installed at Monkswood.

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The Llanbadoc Community Council clerk wrote to the council on the 18th December 2017 regarding an issue at Glascoed Common and to date have received no response.

Traffic through Usk during the gas works – the utility company was praised for their communication with residents, but here are concerns regarding the lack of information regarding the alternative routes for HGVs during the duration of the works.

Review of community boundaries – the community council submitted their views some time ago and these seem to have been ignored. There is a working party at county level which has no community council representation. It is understood that there will be a final set of proposals which the community council will be allowed to comment on, this is felt to be unsatisfactory. It is asked that some engagement with community councils is invited.

4. To confirm minutes of the previous meeting

The minutes were approved and signed by the Chair.

5. Public Protection Performance

Context:

To undertake scrutiny of service delivery across Public Protection services in the first nine months of this financial year 2017/18, with comparison to previous years. The Public Protection division comprises of Environmental Health, Trading Standards & Animal Health and Licensing.

Key Issues:

In January 2015 Cabinet requested that Public Protection performance was reviewed regularly by this Committee to assess any negative impacts. As a consequence six monthly reports have been provided to Strong Communities Select committee, together with annual reports to Licensing & Regulatory committee.

The report summarises performance over the first nine months of 2017/18, and

highlights the following −

☐ The four service teams, for the vast majority of the services they deliver, meet the Authority's legal obligations in relation to Public Protection services.

☐ As detailed in Appendix A, most proactive and reactive work is being carried out professionally, within prescribed response times. There are only a few exceptions - due to the reactive nature of most of the services – these being some slippage in housing

visits, private water inspections and animal health visits.

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□ Annual reports will continue to be made to this Committee to assess performance over time, and help inform future priorities noting the competing demands.
$\ \square$ Services may struggle to take on any new statutory duties that protect the public and the environment, and therefore funding must be sought to support any new work.
□ Future strategies for sustaining Public Protection services will be developed, (to include further income generation and collaboration), locally, regionally and nationally.
□ Services will improve linkages to the Authority's Corporate Business Plan 2017/22 and other key drivers, for example the Chief Medical Officer Wales' priorities.

Member Scrutiny:

A Member raised concerns regarding the large scope of work undertaken by the team and the authority as a whole. With staff absence being a major concern it was asked if the current level and quality of work could be sustained with such low staff numbers.

The issue of dog fouling was raised and it was asked if, as with other authorities we could employ a private company to tackle dog fouling and littering with a view to raising revenue.

The Committee praised officers for the report, they felt that all key information was accessible and it allowed members to identify the key indicators.

A Member asked what income was being received on income stream to supplement the team's budget.

Clarity was sought in regard to private water supplies, the size of supply and what monitoring takes place, especially in view of recent staff shortages.

It was asked if the team would be liaising with Richard Cope to ensure all bus drivers receive level one safeguarding training.

It was asked how many registered social landlords we have and how many properties are registered, what actions are taken if the properties are not being used correctly.

In respect to construction on the M4 proposed relief road, it was asked if we can encourage developers to engage with Members prior to work starting.

Weights and measures – it was asked if all relevant machines were calibrated and what sanctions are imposed on those who do not calibrate their machines.

Concerns regarding animal health were raised.

A Member asked who is responsible for air quality monitoring on the A48, ourselves or Welsh Government.

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The success of the access advisory system was congratulated.

In regard to the construction of Monmouth school, it was asked if the large number of complaints made by members of the public was above average for a project of this size.

The level of staff in the department was raised as a concern, especially in view of the increasing workload including the slavery and trafficking act.

It was asked if enough was being done to raise the profile of social issues such as modern slavery.

Committee's Conclusion:

Members praised officers for the report and the work that they do.

The importance of the work in keeping the residents of the County safe was felt to be invaluable.

Members look forward to receiving the report on an annual basis.

6. Month 7 Budget Monitoring

Context:

The purpose of this report is to provide Members with information on the revenue and capital outturn positions based on activity data at month 7.

This report will also be considered by Select Committees as part of their responsibility to.

- assess whether effective budget monitoring is taking place,
- monitor the extent to which budgets are spent in accordance with agreed budget and policy framework,
- challenge the reasonableness of projected over or underspends, and
- monitor the achievement of predicted efficiency gains or progress in relation to savings proposals.

Key Issues:

Members consider the forecast net revenue outturn overspend of £62,000.

That Cabinet requires Chief Officers to continue to work to reduce the £1.333m over spend on services, using measures such as a moratorium on non-essential spend and the freezing of vacant posts other than where recruitment is considered essential.

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Members consider the forecast capital outturn spend, the levels of capital slippage proposed and the levels of capital receipts to assist with capital programme funding, primarily the Future Schools Tranche A considerations.

Members note that the low level of earmarked reserves, which will severely reduce the flexibility the Council has in meeting the financial challenges of reducing settlements and consequent need to redesign services.

Members note the significant and continued forecast reduction in the overall school balance at the end of 2017/18 and supports the continuing work with schools to ensure that the Council's Fairer Funding scheme requirements are met and that the overall schools balance reverts to a positive position at the earliest opportunity.

Members note the significant over spend on services and consider recurrent and new pressures that need to feature in the draft revenue budget proposals currently out on consultation.

Member Scrutiny:

A Member that the TLC line within Enterprise box does not add up. We were told that the variance is offset by the same amount in Business Growth & Enterprise so the bottom line figures are not affected.

In clarification we were told the following;

Total Enterprise	5,816	4,049	9,865	10,399	534	180
Tourism Life & Culture	3,140	-282	2,858	2,965	107	101
Support Planning & Housing	1,852	-374	1,478	1,533	55	56
Governance, Democracy and		4,061	4,061	4,122	61	
Business Growth & Enterprise	824	644	1,468	1,779	311	23

The monitoring information and a draft report have been provided earlier than is common, given that the Assistant Head of Finance was on extended leave. Given that, there was always a likelihood the figures would change subsequently, reflecting senior colleague's deliberations.

Finance Officers suspected there would be further adjustments between Business Growth and Enterprise and TLC, given a heightened sensitivity in the reporting of TLC, due to a variety of moving parts and Member consideration of for instance Alternate Delivery Model.

Immediately prior to month 7 preparations finance officers accommodated a request to reflect a future movement in responsibility for the Events function, which also had the

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effect of transferring the large deficit on Events it incurred this year to Business Growth and Enterprise.

The revised narrative in the report was updated and reflective of the intent to charge part of that adverse Events position to Caldicot Castle. It will have the potential to muddy the water in any evaluation of Events.

Officers are intent to procure an external review into the validity of running an Events service to supplement the views proffered internally from the likes of Finance Officers or Chief Internal Auditor. It will come back to Members to consider again.

A Member rasied a query in regard to reserves and we were told the following;

We do not hold our reserves either Council Fund, earmarked reserves or capital receipts reserves as Cash or as ring fenced investments. We hold all our cash, including reserves, cash from external borrowing and surpluses from the Authority's cash flows from payments and receipts etc. as a combined pot. In fact this pot can be lower than the level of our reserves if we chose not to externally borrow where capital schemes are borrowing funded in order to save on the cost of carry (the cost of borrowing less the returns on investments).

Any surplus cash held including on a daily basis is invested with high quality counterparties such as Barclays, Lloyds, with the Debt management office and in money market funds. The returns on these investments varies with economic factors such as confidence in Sterling, exchange rates and the bank base rate. Global Equity markets will also be affected by these same factors but not necessarily in the same way and there is not a direct link between the two. So in the event of a fall in equity market values, as in the last week or two, I would not perceive there to be a material increase in risk to the principals we invest. In fact interest returns are increasing due to the increase in bank rate and projected increase in bank rate following the last Bank of England Statement.

It was asked that the relevant Officers come to the Committee to answer Member's questions in regard to the Solar Farm.

Committee's Conclusion:

The Committee thanked Officers for the report and felt it clearly red flagged where the areas of concern are.

The pressure on services are increasing and the number of resources we have to satisfy that demand is decreasing. In particular is was felt in the level of response to highway maintenance in the winter.

Public perception is high with residents expecting a lot from Monmouthshire County Council.

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7. <u>Community and Partnerships Team - Individual Updates on priorities and activities - verbal update</u>

We were joined in the Chamber by County Councillor Sara Jones, Cabinet Member for Social Justice.

Context:

To inform partners of the function of the newly established Community & Partnership Development Team.

The Wellbeing of Future Generations Act and the Social Services and Wellbeing Act are encouraging us to look ahead and identify new ways of doing better things. As a requirement of the Act, the Public Service Board and the Authority undertook a Wellbeing Assessment in 2016, which provided us with an understanding of the assets, challenges and opportunities within our county. This enabled us to set wellbeing objectives in March 2017 that will form part of the wellbeing plan in 2018.

The strategy for a Community and Partnership Development Team aligns with the wellbeing objectives, enabling co-production by taking a local asset and place based approach. The new team will bridge gaps by balancing community needs with Authority priorities, to ensure the county's future sustainability.

Key Issues:

Public service delivery is changing. With an ageing population, reducing budgets and ever increasing demand, dependency upon public services is increasing when budgets are decreasing.

As a local authority we need to rethink our relationship with our local communities to enable us to successfully redesign our services. We need to think longer term about how we work together to identify and co-produce the right services going forward that will help us tackle the challenges that lie ahead.

As the Wellbeing of Future Generations Act requires co-delivery with partners, the historic disconnect between the Public Services Board (PSB), the Authority and the local community needs to be addressed. To enable this, community engagement has been repositioned within a more centralised role.

The new team also provides:

Specialist support in strategic PSB areas such as health and wellbeing issues, isolation, ageing well, community cohesion, etc.

Support for the Authority in their Cluster Area activities

More direct Town/Community Council engagement/liaison to increase knowledge of needs and priorities and ensure these can feed into strategic decision-making at local authority and PSB level.

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AIMS OF THE TEAM:

The Aim of the Community and Partnership Development Team is to work with communities and partners to help bring about social change and improve the quality of life in our county. The team will act as enablers; unlocking potential and supporting sustainability through collective impact; providing a resource and tangible link between local communities and a wide range of partners; enabling the delivery of measureable and sustainable programme of activities that will constantly look to the future. Collective impact is a principle, which is based on the community and sector specific organisations, agreeing to solve a specific problem or local priority using a common agenda, aligning their efforts and using common measures of success. The team will seek to exploit this principle when working with communities and partners to reach the shared goals across the county.

The team see communities as co-producers rather than service recipients, and will promote existing and establish new networks that can provide caring, mutual help and empowerment, ultimately enabling communities to control and design their own futures.

WHAT THE TEAM WILL DO:

The Community and Partnership Development Team will work to ensure there is strategic partnership direction and community delivery, and in so doing meet legislative requirements, enabling place based delivery and furthering the social justice priorities of the Council.

In order to apply strategic context to delivery, the team will operate as a bridging mechanism between partners, Town and Community Councils and communities. The team will seek to develop solid relationships with Town & Community Councils and the community, joining-up the strategic direction of public services with the desires of the community. The team will bridge the gap between multi-agency partnerships and the community to ensure that public body partners are in-tune with their communities and are better positioned to explore collective impact and co-production to meet shared outcomes.

The team will also work to shape the community and partnership landscape and strengthen the links with our communities to address challenges in relation to crime and disorder, ageing well and children & young people, ensuring better coordination and links between the direction of travel of PSB and the wider Monmouthshire communities as a whole. The team will steer PSB multi-agency partnerships to come together with the community to work more closely and strengthen links to ensure that the Authority is adopting the five ways of working under the new Wellbeing of Future Generations Act i.e. integrated, collaborative, long term, involving and preventative.

The Team will be central to the delivery of the Monmouthshire Wellbeing Plan ensuring that support is provided to all partners and communities' in-line with the legislative requirements of the Wellbeing Act and the direction of travel in meeting the PSB and Monmouthshire County Council objectives.

The Team will allocate a dedicated officer to each of the five areas across Monmouthshire (Abergavenny, Monmouth, Usk, Caldicot and Chepstow), to provide

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continuity, to build solid relationship's and provide a steer around both the strategic direction of travel and to support local action to realise sustainable and resilient communities across the county.

In addition to this the Community & Partnership Development Team will also: Allow for the provision of a consistent asset based community development approach across the five strategic settlements, whilst acting on local priorities.

Ensure provision of a programme of support against the Authority's statutory duties discharged through the Monmouthshire PSB, to enable the delivery of PSB priorities, enabling the solving of societal changes via a partnership and community approach, particularly in relation to Crime & Disorder, Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV), United Nations Convention for the Rights of the Child (UNCR), Ageing Well & Phase 3 Older Peoples Strategy, Tackling Poverty, Armed Forces Community Covenant.

Deliver the Rural Development Programme funded Community Leadership Academy designed to increase the participation and quality of community leadership by providing a suite of learning and development opportunities, upskilling members as well as community organisations to enable a common approach. Some examples of the offer include engaging with and leading volunteers, holding effective meetings, digital engagement skills, solving complex problems, putting ideas into action, working with public bodies, positive psychology and mindfulness.

Identify and support the delivery of community development priorities and place based plans, aligned to the Wellbeing Plan, in each of the five cluster areas i.e. Abergavenny, Monmouth, Usk, Chepstow and Caldicot, accepting that priorities will differ from area to area depending upon maturity, needs, gaps and opportunities

Provide engagement and support for town and community councils to build trust, develop both participative and elected democracy and disseminate information with a longer term ambition to encourage effective community representation and leadership

Develop a 'virtual bank' of funding streams in conjunction with partners which maps funding streams and resources to aid community development activities

Develop a business engagement programme, working with local businesses to maximise the local social impact from their corporate social responsibility programmes;

Progress the delivery of 'A County That Serves' – putting volunteering and contribution at the heart of citizenship in the County. Monmouthshire has some of the highest rates of volunteering in Wales with over 3500 people giving their time to help others. The team will ensure that community groups are able to make the best possible use of this unique asset to make a real difference on the issues that matter most to local people. Volunteering has a positive impact not only on individuals and their wellbeing, but also on organisations like Monmouthshire County Council and the wider community we serve. The team will work with the community and partners across the public, private and third sector to create more opportunities for people to volunteer in Monmouthshire, to have the opportunity to share their gifts, skills and passion within their own communities.

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Member Scrutiny:

Members asked for the detail of the team to be placed on the Hub to refer to in regard to roles and areas of responsibilities.

The loss of the Community Safety Action Teams was discussed and it was asked if it would be beneficial to reintroduce the teams as it was felt they served a valuable function.

Members felt that there was valuable work taking place in the community and that we should publicise our successes more.

In regard to allowing the committee to provide future scrutiny it suggested that key performance indicators were in place to allow members to identify success and progress.

Members asked the team how, as County Councillors they could help Officers.

County Councillor Sara Jones, Cabinet Member for Social Justice summed up by voicing her excitement for the approach being taken and felt that the experience of the individual team members was outstanding.

It was felt that using our assets to their full potential was something the team will focus on through the social justice strategy.

She also stressed the importance of private sector development so that working partnerships were established to benefit communities.

Committee's Conclusion:

The chair thanked the Cabinet Member for their perspective and felt that the team will be critical to making long term improvements.

It was asked that regular updates were brought to the committee for scruntiny.

8. Strong Communities forward work programme

The work programme was noted.

Members were asked to send their thoughts to the clerk in regard to questions they would like raised with People Services prior to Officers returning to committee.

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9. Cabinet & Council forward planner

The Cabinet & Council forward planner was noted.

10. Date and time of next meeting

29th March 2018 at 10am

The meeting ended at 1.45 pm

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Public Document Pack MONMOUTHSHIRE COUNTY COUNCIL

Minutes of the meeting of Strong Communities Select Committee held at on Monday, 26th February, 2018 at 10.00 am

PRESENT: County Councillor J.Pratt (Chairman)

County Councillors: A.Davies, L.Dymock and A. Easson.

Also in attendance County Councillor(s): R. John and S.B. Jones

OFFICERS IN ATTENDANCE:

Roger Hoggins Head of Operations

Paul Keeble Traffic and Network Manager

Hazel llett Scrutiny Manager

Paula Harris Democratic Services Officer

Apologies for absence

County Councillors L. Jones, V. Smith, A. Webb and R. Roden.

Declarations of Interest

None.

Mitchel Troy Toilets - Verbal Update

Context:

Members were circulated the following information from Mark Emmett, Area Manager, Network Management Division, Department for Economy and Infrastructure, Welsh Government, South Wales Traffic Management Centre for comments or observations;

I've been asked to contact you in relation to a proposal we have to close the toilet facilities at the A40 Mitchel Troy rest area.

As you may know, the toilet block has been in place for many years and is currently costing us in the region of £30k per annum for regular/basic maintenance via the SLA the Agent has with Monmouthshire DWO. However, the fixtures and fittings are now beginning to fail and a quote received solely for replacement of the 25-year old automatic hand wash dryers has come in at over £10k. We are also aware that 2 of the toilet cisterns are now failing and will cost around £2k each for full replacement. In addition to the issues linked to the condition and ongoing maintenance of the block, we are still continuing to experience problems with inappropriate use of the building and vandalism.

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Consequently, SWTRA have come to WG with a suggestion that the toilet facilities should be closed along with removal of the picnic benches. Having reviewed DMRB standard TA57/87, they have rightly established that picnic areas should have a drinking water supply and toilet facilities and if the toilet block is removed, the Welsh Government may be criticised for not complying with standards and creating a hygiene risk. When we closed the toilets on the A449 at Newbridge-on-Usk (principally due to their inappropriate use), the picnic benches were also removed solely on hygiene grounds, as wash facilities were no longer available.

We appreciate that the removal of any toilet facilities is not ideal, but the decision to consider closure is partly based upon the availability of toilets at Raglan Services (24 hours) and in Monmouth during the day. At this moment in time, there is no programme for closure, but the intention is for all works including demolition to be completed in the current financial year. I understand that the local County Councillor may already be aware of this proposal via discussions with DWO staff and they were led to believe that all public toilet facilities including those at Mitchel Troy were under the ownership/management of the Council.

We received the following response from local Member County Councillor Richard John;

I've discussed this with some local residents and community councillors and there were very mixed views. Some felt that with the newly opened services at Raglan that the toilets at Mitchel Troy are no longer required, but others felt strongly that they should be kept open.

Whenever I drive past, they always seem quite busy. Once they are closed, they will never reopen and that's a local amenity lost. I would be concerned about them becoming even more neglected should they be closed and they could become a focus for anti-social behaviour. If they were closed, what would happen to the building and the lay-by? Would the building be demolished and lawned or just left to ruin?

I think the Welsh Government should keep them open, but I have had views both for closure and retention expressed to me by residents.

Member Scrutiny:

County Councillor Richard John attended the meeting and reiterated his points on the toilets.

A Member raised the point that if the services were closed, that they were removed in their entirety and not allowed to become an eyesore.

Committee's Conclusion:

The committee broadly supported the closure of the toilets, although voiced that the closure of any facility was disappointing.

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There was strong feeling that in the event of the toilets being closed it would be the responsibility of Welsh Government to ensure the plot did not become an eyesore or a magnet for anti-social behaviour.

Civil Parking Enforcement

Context:

This report seeks member support for officers to proceed with applying to the Welsh Government for Monmouthshire County Council to take on Civil Parking Enforcement within the county, the approval of additional funding to validate and prepare a new consolidated order for all parking traffic regulations throughout the county, along with associated works to ensure the order is enforceable and the implementation of the necessary arrangements to manage CPE within the county.

Key Issues:

Gwent Police have historically undertaken enforcement of contraventions of formal Traffic Regulation Orders, such as parking restrictions. All other Welsh Police Authorities have withdrawn from on street parking enforcement with the local authorities taking up responsibility for CPE, Gwent Police have given notice that they will cease to undertake such enforcement on 31st December 2018.

In response to this, the Gwent G7 meeting of Chief Executives agreed to investigate the introduction of Civil Parking Enforcement (CPE) as a replacement for the role of the Police and on this basis a feasibility study report was subsequently prepared as part of joint G7 initiative.

Subsequently a feasibility study was commissioned jointly by the Gwent authorities. The report provides initial financial and operational information around the development of a Civil Parking Enforcement regime.

CPE will allow the Council to enforce parking contraventions within Monmouthshire County Council through a civil law regime, as opposed to enforcement by the Police in a criminal law context. Those parking contraventions that fall under a civil law regime specifically relate to traffic

lines and signs (e.g. double yellow lines, parking bays, etc.). Therefore, the enforcement of vehicles contravening such lines and signs will be the responsibility of the Council, not the Police.

All other parking offences, such as obstruction of the highway, parking on the footway etc.) remain with the Police to enforce.

If CPE powers are not acquired, the Council will not be able to manage and enforce Traffic Regulation Orders within the county and this would lead to a detrimental impact on the efficiency and safety of the highway network.

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To acquire CPE powers, the Council must apply to the Welsh Government for a Designation Order for Monmouthshire County Council to become a Civil Enforcement Area and a Special Enforcement Area for the purposes of part 6 of the Traffic Management Act 2004. As part of the application, it is essential that the Traffic Regulation Orders (TRO) that form the Council's Traffic Management network are correct. Work to achieve this would require reviewing the existing TROs and then proceed to incorporate a new schedule within a Consolidated Order that accurately reflects the physical signs and lining on the highway. The feasibility Report jointly commissioned by the Gwent authorities has indicated an estimated cost of £90k for this review

process in Monmouthshire.

A further requirement of the application to WG to acquire CPE powers is to produce a business plan setting out how the Council proposes to operate the scheme. The options are shown within the feasibility study commissioned by the Gwent LA's (appendix 1) and should be considered based upon resilience and cost efficiency.

MCC is currently in discussions with neighbouring authorities on how CPE may be delivered. The preferred option at present would be for MCC to combine the 'front line' element with the in-house off-street parking service and 'back office'; to provide the ticketing section via a collaborative arrangement using either an existing local authority back office or similar service offered by the private sector.

The outline timescale for the implementation of CPE is:

Council Select Committee consideration of the implications for MCC introducing CPE
February 2018)
Council approval to proceed with the development of an application to Welsh
Sovernment for the introduction of CPE (March 2018)
Complete draft Consolidation Order (April 2018)
Public Consultation on Consolidation Order (June 2018)
Draft CPE application to Welsh Government (August 2018)
Full CPE application to Welsh Government (November 2018)

Member Scrutiny:

The Cabinet Member for Operations, County Councillor B. Jones attended the meeting to speak on this item.

It was asked if we provided back office support for other authorities, along with ourselves, would it have a financial benefit for us and would it be worth investigating.

It was asked if a common approach from the five authorities would be the best way forward for reasons of costs and continuity.

It was asked why there has been no provision from Welsh Government to enable collaborative working from the start.

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Questions were raised on the frontline provision of the service, in house rather than tendering out.

Reassurance was sought that sufficient resource was in place so that all areas of Monmouth would be policed.

It was asked how Councillors will interact with the team and what influence Councillors would have on the allocation of staff.

Committee's Conclusion:

It was felt that excellent scrutiny had taken place with a number of points highlighted by the committee;

- Backroom staff and resources
- Fairness and service distribution
- · Benefits and enforcement

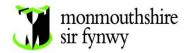
The Committee agreed to accept the recommendations as follows;

- That Monmouthshire County Council take on the responsibility for the enforcement of on street parking.
- That officers should prepare an application to take on Civil Parking Enforcement to the Welsh Government and funding of £90,000 for the preparation of a consolidated order.
- That a budget of £150,000 be made available for works required to ensure the order may be effectively enforced.
- That the provision of the front line of the service be provided in house i.e. by directly employed staff.
- That the selection and commissioning of the provision of the back office service (i.e. administration of penalties, fines, appeals etc.) be delegated to the relevant Chief Officer (Head of Operations) in consultation with the Cabinet member for Operations.

The meeting ended at 11.19 am

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Agenda Item 6



SUBJECT: SOCIAL JUSTICE STRATEGY (DRAFT)

MEETING: STRONG COMMUNITIES

DATE: 29TH MARCH 2018 DIVISION/WARDS AFFECTED: ALL

NON-PUBLICATION

1. PURPOSE:

1.0 To present the draft Social Justice Strategy for scrutiny.

2. **RECOMMENDATIONS:**

2.1 That Committee provides feedback to inform the final version of the Social Justice Strategy in readiness for presentation to Cabinet on 2nd May 2018. (Appendix A).

3. KEY ISSUES:

- 3.1 During 2016, two significant pieces of legislation came into force, the Wellbeing of Future Generations Act and the Social Services and Wellbeing (Wales) Act. Both Acts are underpinned by duties to collaborate with other public bodies, to involve people in the issues that affect them and to concentrate on developing preventative approaches rather than waiting for problems to arise.
- 3.2 In March 2017, the council endorsed two major pieces of work looking at well-being across the county - the Well-being Assessment and the Population Needs Assessment. Both highlighted the strengths and opportunities within our communities and used an extensive evidence base to draw out some of the challenges individuals and communities will face in the future.
- 3.3 In May 2017, the County Council election resulted in a new set of Councillors with renewed ambition to address issues of inequality that had been highlighted as a result of the Wellbeing and Population Needs Assessments, appointments included a new Cabinet Member for Social Justice. This was also coupled with the importance of re-setting our work with communities and subsequently in September 2017, Cabinet approved the restructure of both the Whole Place and the Partnerships Teams into a re-focussed Community and Partnership Development Team.
- 3.4 This draft Social Justice Strategy demonstrates our commitment as a Council to address inequalities in our county in order to make our society function better. Using the Community and Partnership team as an enabling body, it provides an approach that will help turn lives around by removing barriers and facilitating practical support and solutions to enable all our citizens to realise their full potential.
- 3.5 This is the first phase of an evolving strategy demonstrating our intention to work as a Council, and in partnership at national, regional and community level, to implement the policy interventions, approaches, support and methods to improve outcomes for people and communities.

3.6 This draft Social Justice Strategy sets out our purpose, our intentions and activities for the next four years and the targets by which we will measure our success to ensure that we achieve our goal – to put social justice at the heart of what we do in Monmouthshire.

4. OPTIONS APPRAISAL

- 4.1 In 2017, a review of the Whole Place and Partnerships teams determined that community engagement needed to be repositioned within a more centralised role and repurposed into one Community and Partnership Development team, for the following reasons:
 - The Council's Well-Being Assessment recognised the need for co-delivery with partners, focussing on how its resource structure and alignment can embrace i) integration ii) longterm thinking iii) prevention iv) collaboration and v) involvement - involving the people it affects.
 - The Local Government Act and Planning Wales Act place emphasis on encouraging greater public participation in Local Government with community governance moving to an area based approach and "boards" made up of Elected Members, community bodies, the third sector, Community Councils and other public services. The Planning Wales Act also has a focus on community led plans that supplement the Local Development Plan.
 - The Council has recognised the need to engage closer with its Community Councils since 2016 with the five-area cluster model now providing the forum for respective Town and Community Councils to come together and liaise with the Council.

Therefore, the advocated integrated approach provides an opportunity for the team to have more of an enabling and facilitating role, in addition to supporting the co-delivery of community led ideas with the community coordination team.

4.2 This draft Strategy demonstrates the Council's commitment to align evidence based policy, programmes of work and resources with the aim of putting social justice at the heart of what we do i.e. the Council's renewed ambitions and policy making decisions; the Council's resource allocation decisions and how the Council supports Monmouthshire's communities and people in their place based activities. The draft strategy provides the strategic context to enable a programme of activities that will deliver on a promise to develop strategies with the aim of supporting people and communities to fulfil their potential and live the lives they want to live.

5. EVALUATION CRITERIA

5.1 An evaluation assessment has been included in Appendix B for future evaluation of whether the decision has been successfully implemented. The decision will come back to the Stronger Communities committee in 12 months for review.

6. REASONS:

6.1 This draft of the Council's first ever Social Justice Strategy sets out our purpose, intentions and activities for the next four years and the targets by which we will measure our success. However, this is an evolving Strategy and in this first phase we wish to demonstrate our commitment to work as a Council, and in partnership at national, regional and community level, to implement the policy interventions, approaches, support and methods to improve outcomes for people and communities - further phases will include the development of Anti-poverty and Loneliness strategies in association with the Public Service Board.

7. RESOURCE IMPLICATIONS:

7.1 This Policy advocates aligning resources and specific funding streams available to the Council and our partners in order to make a difference to the anti-poverty agenda and maximise the impact of investments.

8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):

8.1 The significant equality impacts identified in the assessment (Appendix C) are summarised below for members' consideration:

This Strategy will provide the strategic context to ensure that we keep the community at the heart of what we do by taking a 'place based approach', working with communities to identify their own strengths and areas for development and well-being. The strategy advocates the bringing together of public services, community leaders, business, schools and all residents to address the issues that matter to that community. By working together around a place, this Strategy can provide the context to ensure that we achieve so much more than individual partners and community groups working in isolation. Bringing together support networks, aligning resources and assets, funding, development opportunities and people with a common sense of purpose, will really help to build sustainable and resilient communities. By working collaboratively with the people who live and work locally, we will seek to highlight the strengths, capacity and knowledge of those involved for the greater good.

The impacts from this report's recommendations will be reviewed every year and criteria for monitoring and review will include an assessment of progress against the list of quantiative measures included in the attached Policy and additional qualitative measures. Both sets of measures will be monitored by a Cross Party Advisory Committee (to be established) which will help monitor, evaluate and provide steer to the evolving social justice brief.

9. CONSULTEES:

Senior Leadership Team

Cabinet

Stronger Communities Select

All Member's Seminar – 'Priorities for Social Justice' – 18th September 2017

10. BACKGROUND PAPERS:

Draft Social Justice Strategy (Appendix A)

11. AUTHOR:

Cath Fallon (Head of Enterprise and Community Development)

12. CONTACT DETAILS:

Tel: 07557 190969

E-mail: cathfallon@monmouthshire.gov.uk

Evaluation Criteria – Cabinet, Individual Cabinet Member Decisions & Council (Appendix B)

Title of Report:	SOCIAL JUSTICE STRATEGY (DRAFT)
Date decision was made:	
Report Author:	Cath Fallon

What will happen as a result of this decision being approved by Cabinet or Council?

What is the desired outcome of the decision?

What effect will the decision have on the public/officers?

Further to comments received from Stronger Communities Select Committee on 11th January 2018 a full consultation and engagement process has been instigated and amendments have been made to the draft Social Justice Strategy accordingly, in readiness for presentation to Cabinet on the 2nd May 2018. If approved, it will then be subject to a twelve month review.

What benchmarks and/or criteria will you use to determine whether the decision has been successfully implemented?

Think about what you will use to assess whether the decision has had a positive or negative effect:

Has there been an increase/decrease in the number of users

Has the level of service to the customer changed and how will you know

#indecision is to restructure departments, has there been any effect on the team (e.g increase in sick leave)

blew strategy will be subject to a 12 month appraisal. If approved the success of the strategy will be measured according to the evaluation criteria detailed within the strategy document.

What is the estimate cost of implementing this decision or, if the decision is designed to save money, what is the proposed saving that the decision will achieve?

Give an overview of the planned costs associated with the project, which should already be included in the report, so that once the evaluation is completed there is a quick overview of whether it was delivered on budget or if the desired level of savings was achieved.

This is a strategy document which advocates aligning resources and specific funding streams available to the Council to make a difference to the antipoverty agenda in order to maximise the impact of investments.

Any ot	her co	mmen	ts
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Future Generations Evaluation (includes Equalities and Sustainability Impact

Name of the Officer Cath Fallon	Draft Social Justice Strategy
Phone no:07557 190969 E-mail: cathfallon@monmouthshire.gov.uk	
Name of Service: Enterprise and Innovation	Date: Future Generations Evaluation 20th December 2017
•	

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc.

1. Does your proposal deliver any of the well-being goals below?

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	 This draft policy advocates: Working as part of the Cardiff Capital Region to attract high skill, high wage jobs to ensure that people have the opportunity to raise their household income; Providing learning, training and employability opportunities for 11 to 24 year olds to reduce the 	The programme of activity associated with the strategy will be guided, monitored and evaluated by a Cross Party Advisory Committee which will be established to provide steer to the evolving social justice brief.

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	Number of young people who are not in employment, education or training and providing access to the labour market for people with disabilities and care leavers	
	• Developing, and acting upon, options to improve access to job opportunities in the county and other areas to include providing work placements, traineeship and apprenticeship opportunities whilst taking positive action as a Council to encourage other public partners and businesses to do so.	
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	This strategy advocates taking a place based approach, working with the community to ensure local biodiversity and ecosystems are enhanced and maintained.	Monitored by Cross Party Advisory Group and local, national and regional partners.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	This strategy advocates developing a collaborative approach to wellbeing to ensure direction setting and oversight of wellbeing in Monmouthshire is informed by those closest to delivery.	Monitored by Cross Party Advisory Group and local, national and regional partners.

	Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
	A Wales of cohesive communities Communities are attractive, viable, safe and well connected	The strategy sets the scene for provision to be community based with the flexibility to respond to local need.	To ensure activity focuses on encouraging community cohesion as one of its social drivers.
	A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	The strategy sets the scene to ensure high standards are met and maintained that do not conflict with the global drivers.	Any decisions taken will take into account global and well-being issues as part of its day to day processes.
Page 2	A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Equality and diversity is the key to this strategy and as such will be integral to all aspects of the delivery programme.	All marketing and promotional materials will be produced bilingually.
	A more equal Wales People can fulfil their potential no matter what their background or circumstances	Equality and diversity is key to this strategy and as such will be integral to all aspects of the delivery programme.	By taking a place based approach there will be opportunities to target areas of the community that may not currently be aware of the offer.

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle		Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Long Term	Balancing short term need with long term and planning for the future	This strategy is defined by the outcome of the well-being assessment which identifies the priority areas we need to progress in delivering social justice in Monmouthshire. The exact priorities will differ in different communities, but across the County there is a commitment to: • The best possible start in life; • Thriving and well-connected community; • Maximise the potential of the natural and built environment; • Lifelong well-being; • Future-focused Council Activities associated with all of the above will focus on enabling the best future for all.	The progress of the delivery programme associated with the strategy will be monitored closely to ensure that associated activities are balancing short and long term need.	
Collaboration	Working together with other partners to deliver objectives	This strategy seeks to address complex problems which cannot be solved by one organisation alone. Public services must work collaboratively. Public, third and private sector must work together. And, most importantly, we must support people and communities in developing their own solutions that are sustainable and which can deliver both immediate and long-term benefits.	Monitored by Cross Party Advisory Group and local, national and regional partners.	
Involvement	Involving those with an interest and seeking their views	The provision will be place based and as such will be able to engage with communities at a local level and respond to localised need.	The engagement process will be constantly reviewed and evaluated to ensure the views of all those who have an interest are taken into account.	

<u> </u>	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?	
Putting resources into preventing problems occurring or getting worse	This draft strategy advocates working as part of the Cardiff Capital Region to attract high skill, high wage jobs to ensure that people have the opportunity to raise their household income. It also looks to identify options to improve access to job opportunities in the county and other areas to include providing work placements, traineeship and apprenticeship opportunities whilst taking positive action as a Council to encourage other public partners and businesses to do so.	A strategic approach will ensure a clear focus and alignment to local, regional and national priorities and the alignment of funding sources, where appropriate will also reduce administrative costs enabling more of the funding to be used on delivery.	
wellbeing goals	The opportunity to develop a new way of delivering the place based offer and sustaining long term activity will provide the opportunity to better connect wellbeing outcomes internally and to other partners and bodies.	This proposed strategic approach will ensure a clear focus and alignment to local, regional and national priorities.	

3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link: http://hub/corporatedocs/Equalities/Forms/AllItems.aspx or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	Older people will be engaged as part of the place based approach where amongst other things, issues of social isolation will be addressed.	The purpose of this strategy is to be inclusive to all therefore no negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Disability	Any issues identified by disability needs groups will seek to be addressed as part of the place based approach to future service delivery.	As above	As above

Describe any positive impacts your **Describe any negative impacts** What has been/will be done to proposal has on the protected your proposal has on the Protected mitigate any negative impacts or **Characteristics** characteristic protected characteristic better contribute to positive impacts? Any issues identified by transgender groups will Gender As above As above seek to be addressed as part of the place based reassignment approach to future service delivery. Any issues raised by same-sex couples will seek Marriage or civil As above As above to be addressed as part of the place based partnership approach to future service delivery. Any issues raised by pregnant women will seek Pregnancy or As above As above to be addressed as part of the place based maternity approach to future service delivery. Any issues raised by racial groups will seek to be Race As above As above addressed as part of the place based approach to future service delivery. Religion or Belief Any issues raised by regarding religion or belief As above As above will seek to be addressed as part of the place based approach to future service delivery. Equal consideration to both men and women will Sex As above As above be given throughout the placed based approach to future service delivery. Full consideration will be given to older and Sexual Orientation As above As above vounger people from the Lesbian, Gay and Bisexual communities throughout the placed based approach to future service delivery. All marketing and promotional materials will be As above As above produced bilingually. Welsh Language

age 29

4. Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities? For more information please see the guidance http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx and for more on Monmouthshire's Corporate Parenting Strategy see http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	During the delivery of the programme of activities associated with the strategy, safeguarding will be at the forefront to ensure that any future service delivery promotes the well-being of children and vulnerable adults, preventing them from being harmed and protecting those who are at risk of abuse and neglect.	The purpose of this strategy is to be inclusive to all therefore no negative impacts are anticipated in relation to this particular group.	Where any negative impacts are identified the team will seek to address them by taking an inclusive approach.
Corporate Parenting	During the delivery of this policy the needs of any 'looked after' children will be considered to ensure any future service delivery protects their welfare.	As above	As above

5. What evidence and data has informed the development of your proposal?

This policy is founded upon the following:

- The Wellbeing of Future Generations Act;
- The Social Services and Wellbeing (Wales) Act;
- Prosperity for All;
- The Well-being Assessment and the Population Needs Assessment;
- Evaluation of Community Coordination Pilot; and
- Review of Strategic Direction of Community and Partnership Development Team
- 6. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

This strategy will provide the strategic context to ensure that we keep the community at the heart of what we do by taking a 'place based approach', working with communities to identify their own strengths and areas for development and well-being. The strategy advocates the bringing together of public

services, community leaders, business, schools and all residents to address the issues that matter to that community. By working together around a place, this strategy can ensure that we achieve so much more than individual partners and community groups working in isolation. Bringing together support networks, aligning resources and assets, funding, development opportunities and people with a common sense of purpose, will really help to build sustainable and resilient communities. By working collaboratively with the people who live and work locally, we will seek to highlight the strengths, capacity and knowledge of those involved for the greater good.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
Adopting changes as a result of the scrutiny process and amending the policy accordingly.	January 2018	Cath Fallon	
Approval of the Policy	May 2018	Claire Marchant	
Twelve month appraisal	May 2019	Claire Marchant/Cath Fallon	

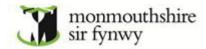
8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

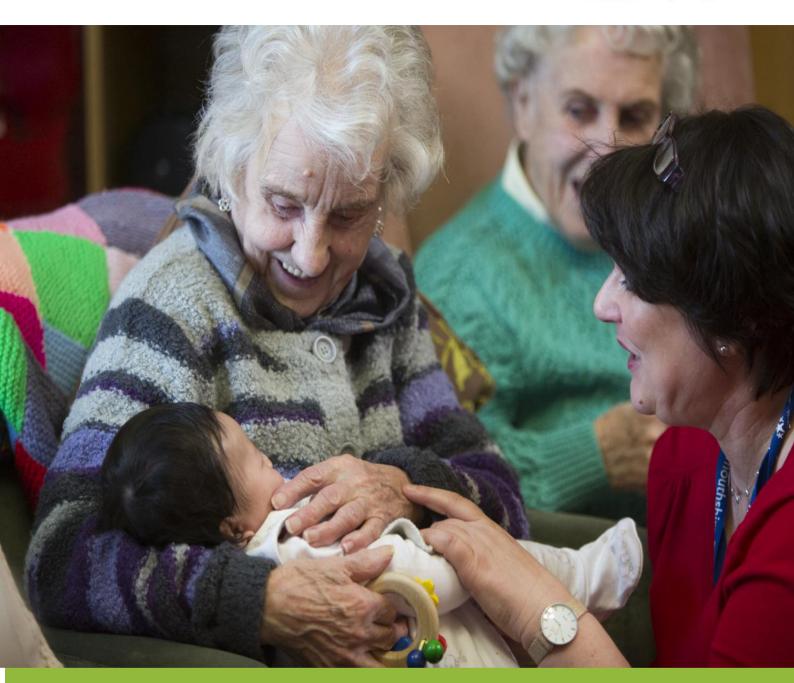
The impacts of this proposal will be evaluated on:	April/May 2019.

9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Scrutiny	11 th January 2018	This will demonstrate how we have considered and built in sustainable
		29 th March 2018	development throughout the evolution of a proposal.

2	Cabinet	2 nd May 2018	



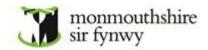


People Place Prosperity

A Strategy for Social Justice

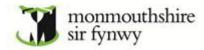
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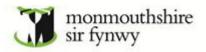
Version Control

Title	People, Place, Prosperity: A Strategy for Social Justice
Purpose	To demonstrates the Council's commitment to address inequalities in the county in order to make our society function better. Providing an approach that will help turn lives around by removing barriers and facilitating practical support and solutions to enable citizens to realise their full potential.
Owner	Chief Officer Social Care, Health and Safeguarding
Approved by	Unapproved draft
Date	1 st March 2018
Version Number	0.4
Status	Draft
Review Frequency	Annual
Next review date	May 2019
Consultation	PSB Partnerships; Stronger Communities Select; All Members Seminar; Area Committees; Clusters; Access for All; Community Groups; Website; General Public Consultation



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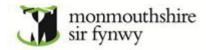


Putting Social Justice.....at the Monmouthshire

Monmouthshire County Council is committed to building sustainable and resilient communities. Central to this are the principles of social justice. The current Administration have demonstrated their commitment to Social Justice through their appointment of a new Cabinet Member for Social Justice and the development of this Social Justice strategy which demonstrates how the Council will address inequalities in our county in order to make our society function better. It provides an approach that will help turn lives around by removing barriers and facilitating practical support and solutions to enable our citizens to realise their full potential.

This is an evolving strategy and in this first phase we wish to demonstrate our commitment to work as a Council, and in partnership at national, regional and community level, to implement the policy interventions, approaches, support and methods to improve outcomes for people and communities - further phases will include the development of an Anti-poverty Strategy and a Combating Loneliness Strategy in association with the Public Service Board.

This Social Justice Strategy sets out our purpose, our intentions and activities for the next four years and the targets by which we will measure our success to ensure that we achieve our goal – putting social justice at the heart of what we do in Monmouthshire.



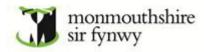
The Case for Change

Monmouthshire is often perceived to be leafy and affluent and in many aspects it is. However some of the differences within and between communities are stark, especially when they exist side-by-side. There are wide variations in exam results between people from different social backgrounds who attend the same schools. There are many high earners living in our County but wages available locally are lower than other parts of Wales. Many people experience in-work poverty and the wage differential between men and women is currently the highest in Wales. Many of our citizens are getting older, suffering ill health and at risk of becoming lonely and isolated. The costs of living in our rural county and accessing very basic services, such as transport and health provision, are greater than the costs for people living in urban conurbations.

Evidence of Inequality

The Well-being Assessment and the Population Needs Assessment undertaken by the Council in March 2017 both highlighted the strengths and opportunities within our communities and used an extensive evidence base to draw out some of the challenges individuals and communities will face in the future. Some of the issues identified are detailed below:

- One in five reception age children in Monmouthshire are overweight or obese;
- There is a gap in the educational attainment between children who are in receipt of free school meals and children who are not. Despite rising standards across the board this gap is not narrowing;
- 14.2% children in Monmouthshire live in low income households;
- There are not enough opportunities for children with disabilities, e.g. sufficiency of play provision, needing to travel to access education and multi-agency support;
- Whilst the average salary for people living in Monmouthshire is above the UK average, wages for jobs in-county are 10% below the UK average – 34% of the working population commute out of county;
- For those people who live and work in the County it is even more difficult, as local earnings are much lower than the average for Wales. In 2014, the median earnings for Monmouthshire residents were £623 per week, compared to the Wales median of £498 per week. However, the median earnings by workplace presents a different picture with people working in the County earning only £466 per week, much lower than the £498 per week figure for Wales as a whole (NOMIS 23/01/15);
- There are limited employment opportunities for young people to remain in the county;
- Significant inequality between female and male wage levels women earn on average £149 less than men;
- Despite low wages in the county there is a high cost of living Average house price for Wales are £183,000 and the house price to earnings ratio is 6.2:1. For comparison, in Monmouthshire the average house price in October

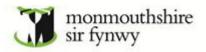


2017 is £281,800 and the house price to earnings ratio is 8.2:1. (Source: Hometrack 20/10/2017). This illustrates how difficult it is for local people to purchase their first homes or move into larger homes in the County when their family circumstances change;

- Evidence is well developed that the cost of living a good life in rural areas is higher than in areas where there is easy access to low cost food and transport;
- Low levels of access to the labour market for people with disabilities

 for example, recent engagement exercise by a user led organisation for people with
 learning disabilities evidenced that 85% people want to work, but only 4% do work:
- Loneliness and social isolation is a barrier across the age range but can particularly impact on older people who may be experiencing a deterioration in their physical and/or mental well-being alongside a loss of family, friends, connection and occupation;
- By 2039, the population aged 65 is projected to increase by 61% and the number of people aged over 85 will more than double;
- Rural isolation and a paucity of transport and services into rural communities is a critical barrier for some in getting the help they need;
- Significant numbers of older people are digitally excluded; and
- Just one-in-three carers feel they are able to do what matters to them.

We know these issues are symptoms of complex problems and we also know they cannot be solved by one organisation alone. Public services must work collaboratively. Public, third and private sector must work together. And, most importantly, we must support people and communities in developing their own solutions that are sustainable and which can deliver both immediate and long-term benefits.





Our Purpose - to put Social Justice at the

Monmouthshire County Council has a clear purpose. We shape this in line with the goals and ambitions of our partners in other public services that are part of the Monmouthshire Public Service Board (PSB). Monmouthshire County Council's Corporate Business Plan provides direction and sets out the things we will be working on for the next four years, taking us up to the end of the political term in 2022.

Purpose

Our Purpose is:

We want to help build sustainable and resilient communities that support the well-being of current and future generations.

This purpose is at the heart of everything we do to improve the economic, social, environmental and cultural well-being of Monmouthshire and we share this with our public service partners as part of the Public Service Board. We will consider sustainable development in how we plan and deliver the action set in this plan.

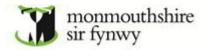
Our Commitment to Social Justice

Monmouthshire County Council is committed to aligning evidence based policy, programmes of work and resources with the aim of supporting people and communities to fulfil their potential and live the lives they want to live.

We have extensive learning from a two year pilot of community co-ordination and small local enterprise which was successful in reducing the demand for more formal services and also helping us to understand the importance that place and community plays in helping people stay strong and well. At a community level, we are developing integrated place based wellbeing teams to develop creative ways of working, which overcome departmental or agency boundaries in order to make best use of the resources available within the area in question.

We have also created a re-purposed Community and Partnership Development Team who will be the 'engine room' and enablers, effectively linking the work of strategic and community partnerships with communities to help them understand the strengths and capabilities of the people who live there and the groups that exist. Using place and evidence based activity, the team will facilitate the creation of effective and powerful community partnerships to build healthier, safer and more resilient neighbourhoods and communities which in turn will enable our citizens to feel connected, resilient with a sense of 'belonging'.

The Council has a long standing commitment to equality and diversity. Our Second Strategy Equality Plan was published in April 2016 and sets out the Council's objectives to ensure we deliver better



outcomes for people with protected characteristics such as race, gender, disability or age. This is clearly aligned with the well-being goals set by Welsh Government and is a legal responsibility under The Equality Act 2010 – but above all else it is important because it is the right thing to do.

Values

We can only achieve great things for our place through the people who live and work here, those on our payroll and those in Monmouthshire's communities including the countless volunteers and groups that give this place a richness and vibrancy. Our values reflect who we are, how we do things and how we are shaping the future. We try our best to apply these in everything we do.

Openness. We are open and honest. People have the chance to get involved in decisions that affect them, tell us what matters and do things for themselves/their communities. If we cannot do something to help, we'll say so; if it will take a while to get the answer we'll explain why; if we can't answer immediately we'll try to connect you to the people who can help – building trust and engagement is a key foundation.

Fairness. We provide fair chances, to help people and communities thrive. If something does not seem fair, we will listen and help explain why. We will always try to treat everyone fairly and consistently. We cannot always make everyone happy, but will commit to listening and explaining why we did what we did.

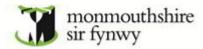
Flexibility. We will continue to change and be flexible to enable delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

Teamwork. We will work with you and our partners to support and inspire everyone to get involved so we can achieve great things together. We don't see ourselves as the 'fixers' or problem-solvers, but we will leverage all of the ideas, assets and resources available to make sure we do the things that most positively impact our people and places.

Applying the Well-being of Future Generations Act

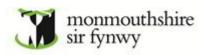
The Well-being of Future Generations Act is the fundamental legislation that requires us to carry out sustainable development, more information on the Act is in the appendix. We have applied the 5 ways of working set out in the act when developing our plan, the extent we have incorporated these is set out below:

Sustainable Developmer Principle	t How have these principles driven the development of the policy
Balancing short to need with long to and planning for future	rm priorities will differ in different communities, but across the

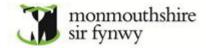


Sustainable Development Principle		How have these principles driven the development of the policy
		 Maximise the potential of the natural and built environment; Lifelong well-being; Future-focused Council Activities associated with all of the above will focus on enabling the best future for all.
Collaboration	Working together with other partners to deliver objectives	This strategy seeks to address complex problems which cannot be solved by one organisation alone. Public services must work collaboratively. Public, third and private sector must work together. And, most importantly, we must support people and communities in developing their own solutions that are sustainable and which can deliver both immediate and long-term benefits.
Involvement	Involving those with an interest and seeking their views	The provision will be place based and as such will be able to engage with communities at a local level and respond to localised need.
Prevention	Putting resources into preventing problems occurring or getting worse	This draft strategy advocates working as part of the Cardiff Capital Region to attract high skill, high wage jobs to ensure that people have the opportunity to raise their household income. It also looks to identify options to improve access to job opportunities in the county and other areas to include providing work placements, traineeship and apprenticeship opportunities whilst taking positive action as a Council to encourage other public partners and businesses to do so.
Integration	Considering impact on all wellbeing goals together and on other bodies	The opportunity to develop a new way of delivering the place based offer and sustaining long term activity will provide the opportunity to better connect wellbeing outcomes internally and to other partners and bodies.

We have also tried to maximise our contribution to achieving each of the seven national wellbeing goals. The contribution our local objectives make towards the seven national objectives has been assessed and is shown in the table below:

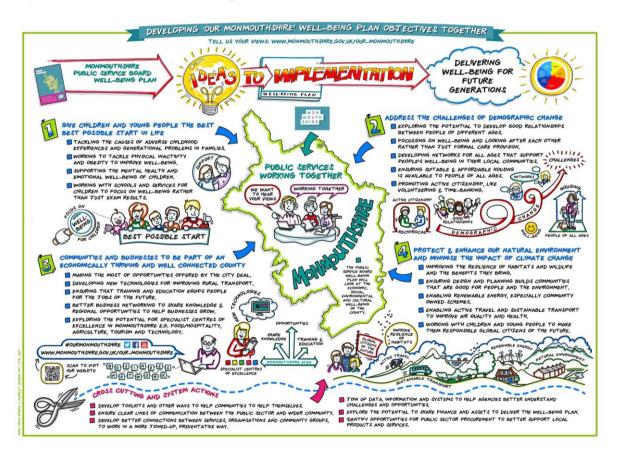


	Contribution to Well-being Goals						
	Prospero us Wales	Resilient Wales	Healthier Wales	More equal Wales	Wales of cohesive communit ies	Vibrant culture and thriving Welsh Language	Globally responsib le Wales
Putting social justice for children at the heart of what we do	V	٧	V	V	V	V	√
Putting social justice and equitable economic prosperity at the heart of what we do	V	√	V	V	1	7	V
Putting social justice and social inclusion at the heart of what we do to tackle loneliness and isolation	V	V	V	V	V	V	V

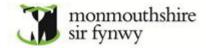


Our Priorities for Social Justice

In May 2017, the Administration set out in its Political Manifesto, priorities and commitments, one of which was to support **Social Justice** – working towards a fair and equal society, respecting and upholding diversity within our communities, addressing child poverty and worklessness. The strategic priority for social justice is to keep the community at the heart of what we do by taking a 'place based approach', working with communities to identify their own strengths and areas for development and well-being. We will bring together public services, community leaders, business, schools and all residents to address the issues that matter to that community as we evidenced when developing our Well-Being plan objectives as depicted in the graphic below:



By working together around a place, we can achieve so much more than individual partners and community groups working in isolation. Bringing together support networks, aligning resources and assets, funding, development opportunities and people with a common sense of purpose, will really help to build sustainable and resilient communities. By working collaboratively with the people who live and work locally, we will seek to highlight the strengths, capacity and knowledge of those involved for the greater good. Our well-being assessment tells us there are priority areas we need to progress in delivering social justice in Monmouthshire, some of which will differ in different areas.



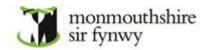
Our Corporate Plan

Monmouthshire County Council's Corporate Business Plan sets out the things we will be working on in the medium term. The plan sets out our five Organisational Goals (also our well-being objectives) supported by the 22 commitments to action we will make and the ways in which they will be measured in the run-up to 2022. This plan has been developed aligned to the direction set in the Corporate Plan. The Plan is underpinned by a clear policy framework that sets out in more detail our work to enable the delivery of the plan (see appendix). The aspiration and objectives set for Monmouthshire by the PSB and Council are:

Purpose	Building Sustainable and Resilient Communities				
PSB aspiration is	Reduce inequalities between communities and within communities				
to:	Support and prot	ect vulnerable people			
	Consider our impa	ct on the environment			
PSB Well-being	People / Citizens	Place / Communities			
Objectives	Provide children and young people	Protect and enhance the resilience of			
	with the best possible start in life	our natural environment whilst			
	mitigating and adapting to the impact				
	of climate change				
	Respond to the challenges Develop opportunities for communities				
	associated with demographic and businesses to be part of an				
	change economically thriving and well-				
	connected county.				
MCC well-being	The best possible start in life	Maximise the potential of the natural			
Objectives	and built environment				
	Lifelong well-being Thriving and well-connected count				
	Future-focused Council				

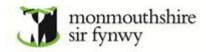
The Council has made some commitments to action in relation to the organisational goals in the Corporate Plan, this strategy will therefore seek to specifically address the following:

Council Commitment Lifelong Well-being	How we're going to do it	Who is accountable
15) THE COUNCIL ENABLES CONNECTED AND CARING COMMUNITIES SUPPORTING PEOPLE TO LIVE INDEPENDENTLY	Maximise the opportunities for all people to live the lives they want to live and the positive outcomes they identify. Co-produce our approaches to well-being, care and support. Develop opportunities for people to be involved in their local communities reducing isolation and loneliness. Improve opportunities for people with care and support to actively contribute through employment and volunteering.	Cabinet Member for Social Care, Safeguarding and Health
16) THE COUNCIL DELIVERS ON SOCIAL JUSTICE,	Reduce child poverty and social isolation and improve economic inclusion.	Cabinet Member for Social Justice



BETTER PROSPERITY AND REDUCING INEQUALITY	Promote equality and diversity and ensure opportunities are genuinely available to all. Advance social justice and well-being through Asset Based Community Development.	Cabinet Member for Social Care, Safeguarding and Health
17) THE COUNCIL ENABLES BETTER LOCAL SERVICES THROUGH SUPPORTING VOLUNTEERS AND SOCIAL ACTION	Ensure meaningful community engagement to understand the assets and priorities in each locality. Approve volunteering policy and support	Cabinet Member for Social Care, Safeguarding and Health
7613014	the Community Volunteering Academy Extend the reach of Monmouthshire Made Open as a technology-enabled tool for promoting civic action.	Cabinet Member for Social Justice

This strategy sets out a broad programme of work we will carry out in partnership to turn our vision into a reality that will make a real difference to the lives of local people. It will be underpinned by clear, specific and measurable actions and outcomes that will be reviewed and updated on a regular basis to ensure that it can evolve and respond to new opportunities and ideas. It is important that measurement of impact is undertaken with people and communities alongside consideration of national and local indicators.

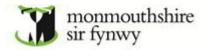




Putting social justice for children at the

In Order To Give Children The Best Start In Life, Overcoming Barriers To Attainment And Opportunity We Will:

- Map the current service offer; identify any gaps and work with partners to develop clear pathways which are based on evidence of impact and ensure resources are targeted in the right place;
- Develop an integrated early intervention and prevention pathway to support children and families at the earliest opportunity and reduce the need for statutory intervention to keep people safe in particular those with Adverse Childhood Experiences;
- Work with all partners to implement an approach to policy and practice which is based on children's rights; explicitly committing as a Council to a rights based approach in all policy commitments;
- Develop an effective 0 25 Partnership for Children and Young People;
- Focus in on four key areas to ensure there is demonstrable prioritisation:
 - Emotional wellbeing and mental health for children and young people taking into consideration issues such as gender inequality and gender stereotyping as a form of prevention enabling children and young people to meet their true potential;
 - o Child friendly communities;
 - o Vulnerable children and families; and
 - Building resilience and promoting wellbeing with links to education

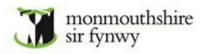


Putting social justice and equitable economic prosperity at the



In Order To Overcome Inequalities In Access To Economic Prosperity We Will:

- Work to increase the availability and take-up of broadband across the county to address digital exclusion;
- Work as part of the Cardiff Capital Region to attract high skill, high wage jobs to ensure that people have the opportunity to raise their household income;
- Work with partners to develop an anti-poverty strategy for the county which will take account of both worklessness and in-work poverty;
- Provide learning, training and employability opportunities for 11 to 24 year olds to reduce the number of young people who are not in employment, education or training;
- Provide access to the labour market for people with disabilities and care leavers;
- Align resources of the specific funding streams available to the Council to make a difference to the anti-poverty agenda to maximise the impact of investments;
- Act upon the findings of a Rural Development Programme Study to take an integrated approach to addressing and improving rural transport options in the county to increase access to job opportunities in other areas;
- Develop, and act upon, options to improve access to job opportunities in the county and other areas to include providing work placements, traineeship and apprenticeship opportunities whilst taking positive action as a Council to encourage other public partners and businesses to do so;
- Address the issue of high house prices through the provision of additional affordable housing in the County in both urban and rural areas. The Council will ensure that developers and local people have clear guidance on how its development plan policies and decisions on planning applications will operate.
- Focus on two key areas to ensure there is demonstrable prioritisation:
 - o An integrated approach to addressing barriers to transport in rural areas; and
 - o Access to the labour market for people with disabilities

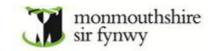




Putting social justice and social inclusion at the we do to tackle loneliness and isolation

In Order To Tackle The Scourge Of Loneliness And Isolation We Will:

- Develop a collaborative approach to wellbeing to ensure direction setting and oversight of wellbeing in Monmouthshire is informed by those closest to delivery. The Integrated Wellbeing Network (appendix one) provides a basis for this collaboration;
- Work with partners who can provide evaluative support to ensuring that the impact of approaches and interventions can be effectively measured overtime (recognising some change will be generational) as well as understanding short term effectiveness;
- Launch the Community and Partnership Development team with a clear focus, effective methods and measurable outcomes:
- Map the current service offer, identify any gaps and work with partners to develop clear pathways which are based on evidence of impact and to ensure resources are targeted in the right place;
- Develop an Asset Based Community Development approach with communities to fully realise the benefits from the physical assets (community hubs, social care and health resource centres, primary care centres and community hospitals, RSL buildings, village halls) across the county;
- Continue to develop opportunities for contribution and involvement;
- Focus on key areas which are clearly measurable to ensure there is demonstrable prioritisation:
 - Community development priorities identified in each of the five areas (it is recognised priorities will differ from area to area depending on needs, gaps and opportunities);
 - o Digital inclusion for people who are not currently connecting online; and
 - o Dementia friendly Monmouthshire encourage public organisations and private business across Monmouthshire to become 'dementia friends'.

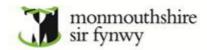


Action Plan

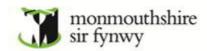
Action	Expected Impact of the Action	MCC Objective & Strategic plan contributed to	Performance Indicator/milestone	Officer Responsible & Timescale
Develop and implement collective, asset and place based approach	A programme of placed based activities will be undertaken, designed to build community capacity and sustainable and resilient communities.	 MCC Objectives: The best possible start in life Thriving and well-connected county Maximise the potential of the natural and built environment Lifelong well-being Future-focussed Council Strategic plan: PSB well-being plan, Corporate Plan, MTFP, etc. 	 No. of community-initiative projects on Made Open % of people who feel they belong to their neighbourhood % of people who are members of social groups % of people who regularly volunteer; % of people who talk to their neighbours regularly. 	Sharran Lloyd - ongoing
Develop and implement a strategy to tackle loneliness and isolation	Current provision will be mapped against the loneliness framework and findings made available via the partnership framework. Gaps will be highlighted and addressed using the collective, asset and place based approach noted above.	 MCC Objectives: The best possible start in life Thriving and well-connected county Maximise the potential of the natural and built environment Lifelong well-being 	 No. of community-initiative projects on Made Open % of people who feel they belong to their neighbourhood % of people who are members of social groups 	Sharran Lloyd – ongoing Nicki Needle - ongoing



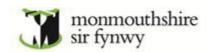
	Support will be targeted to specific individuals, groups and communities who are particularly vulnerable to loneliness and isolation. Clear and relevant information on combatting loneliness and isolation will be provided. Citizens and communities will be actively involved in co-designing and delivering support.	Future-focussed Council Strategic plan: PSB well-being plan, Corporate Plan, MTFP, etc.	 % of people who regularly volunteer; % of people who talk to their neighbours regularly. Number of regular social groups and wellbeing activities developed and supported Number of people taking part in activities they enjoy Range of support available to enable access to activities/opportunities 	
Delivery of the Community Leadership Academy	Provision of a suite of training and personal development opportunities to people who give their own time to support their communities. The Academy will have the dual benefit of allowing individuals to develop their personal skill sets (with associated benefits for employment and the local economy), whilst also bringing about benefits for the wider community by enhancing the quality of community leadership.	 MCC Objectives: The best possible start in life Thriving and well-connected county Maximise the potential of the natural and built environment Lifelong well-being Future-focussed Council Strategic plan:	No. of community activists accessing development	Owen Wilce – March 2020

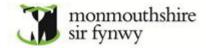


Progression of 'A County that Serves' programme	Increase in number of volunteers across the county.	PSB well-being plan, Corporate Plan, MTFP, etc. MCC Objectives: The best possible start in life Thriving and well- connected county Maximise the potential of the natural and built environment Lifelong well-being Future-focussed Council	Increased % in number of volunteers	Owen Wilce – Ongoing
		PSB well-being plan, Corporate Plan, MTFP, etc.		
Extend the reach of Monmouthshire Made Open as a technology enabled tool for promoting civic action	Increased civic action	 MCC Objectives: The best possible start in life Thriving and well-connected county Maximise the potential of the natural and built environment Lifelong well-being Future-focussed Council 	Increase in the number of users	Owen Wilce – Ongoing



		Strategic plan: PSB well-being plan, Corporate Plan, MTFP, etc.		
Provision of support for town/community councils	Increased engagement with councils leading to better informed Council decisions	 MCC Objectives: The best possible start in life Thriving and well-connected county Maximise the potential of the natural and built environment Lifelong well-being Future-focussed Council Strategic plan: PSB well-being plan, Corporate Plan, MTFP, etc. 	 Increase in no. of town/community councils engaged No. of town/community councilors engaging with the Community Leadership Academy 	Rachel Rawlings - Ongoing
Work with partners to increase the availability and take-up of broadband across the county to address digital exclusion	Increased broadband connectivity, take up, and ICT exploitation activities	 MCC Objectives: The best possible start in life Thriving and well-connected county Lifelong well-being Future-focussed Council Strategic plan: PSB well-being plan, Corporate Plan, MTFP, etc. 	 Increase in percentage of households with internet access; 	Cath Fallon - Ongoing





How we will Evaluate Progress

This section sets out how we will evaluate our progress to ensure transparency and accountability as part of our governance arrangements.

It is important we have a clear set of measures to evaluate the progress made to determine the success of specific work programs in achieving the overall purpose – *Putting Social Justice at the heart of all we do.*

There is growing evidence to suggest that we learn and develop most effectively through the sharing of stories. At a qualitative level of evaluation, we are committed to working with partners who can provide evaluative support to ensure that the impact of approaches and interventions can be effectively measured overtime (recognising some change will be generational) as well as understanding short term effectiveness. To aid this, a cross party advisory committee will be established which will help monitor, evaluate and provide steer to the evolving social justice brief.

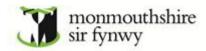
To aid evaluation the following set of questions will be used as a guide:

- What changes (good and bad) have come about as a result of the group?
- What does good collaboration look like and have we achieved it?
- What are the enablers and inhibitors to effective collaborative working around well-being across Monmouthshire?

The reasons for using this particular methodology are:

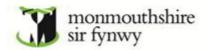
- It fits with the 'spirit' of the group with a strong focus on participation and stories;
- The use of stories and facilitated conversations will support the development of relationships between participants and a common understanding and purpose regarding the concept of wellbeing;
- The answers to the questions are difficult to predict and will emerge with many unanticipated findings and outcomes;
- The main focus is on learning and development rather than accountability;
- This is a social change programme with a before, middle and after; and
- Members of the group can do this themselves and be fully involved.

It is also important we have specific quantitative measures which we track to understand progress and which we will consider alongside the evidence from the qualitative piece. We have therefore worked with other partners in the region to commission the development of a set of measures and surveys that will enable us to understand well-being at a community level. This work has been developed with a range of experts including Cambridge University and the New Economics Foundations. For specific pieces of work we have therefore identified performance measures in the performance indicator section that we will monitor to evaluate progress.



Performance Indicators

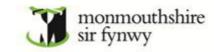
Indicator	Actual 2016/17	Target This should
The percentage of people who agree that there is a sense of community	53.4%	increase
The percentage of people who feel they can influence decisions about the area	21.3%	increase
The percentage of children living in low income households	14.2%	decrease
The average salary of people living and working in Monmouthshire	£tbc	increase
The average wage differential between men and women	£149	decrease
The gap in educational attainment at key stage 4 Level 2 threshold including English/Welsh and Mathematics (age 16)	43.8%	decrease
The gap in educational achievement in key stage 4 capped 9 points score	119.2	decrease
The percentage of households with internet access	81.1%	increase
The percentage of carers who report they can do the things that matter to them	36.4%	increase
The percentage of families supported by early help services who report being helped with what matters to them	No baseline as yet	
The percentage of families being supported by Building Strong Families Team (TAF) who show improved resilience at the end of intervention measured using the Distance Travelled Tool	No baseline as yet	
The percentage of families being supported by Building Strong Families Team (TAF) who show improvement in relation to family goals at the end of intervention	No baseline as yet	
The percentage of children worked with by Building Strong Families Team (TAF) where school attendance was the focus of intervention and attendance improved	No baseline as yet	
The percentage of children accessing School Based Counselling who report improved wellbeing	No baseline as yet	
The percentage of children supported to remain living with their family	62.7%	increase
The percentage of care leavers who are in education, training or employment at 12 months after leaving care	77.8%	increase
The percentage of care leavers who are in education, training or employment at 24 months after leaving care	77.8%	increase
The percentage of care leavers who have experienced homelessness during the year	5.45%	0%



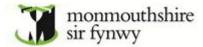
Risks

There are risks attached to the delivery of this plan and good governance will ensure these risks are understood, managed and communicated. The Council has an established risk management policy that sets out the Council's policy and approach to strategic risk management. The risks related to the delivery of this plan have been identified, assessed and mitigating actions established.

Risk	Reason why identified	Risk Level (Pre – mitigation)		gation)	Planned Mitigation & timescales		Residual Risk Level (Post – mitigation)			
		Year	Likeli- hood	lmp- act	Risk Level		Year	Likeli- hood	Imp- act	Risk Level
Without appropriate and effective governance infrastructure the Council may not deliver its esjectives.	Monmouthshire County Council recognises the important and valuable contribution made by volunteers in enhancing service delivery. There is a need to formalise arrangements for the role of volunteers in service delivery and set out the terms governing their engagement and ongoing relationship with the Council	2017 /18	Possi ble	Subst		Deliver the implementation plan for volunteering policy (adopted in December 2017) in all service/business areas and continued implementation of the Volunteer toolkit	18/1 9 19/2 0 20/2 1	Unlik ely	Majo r	Low
The Council and partners do not make sufficient progress to improve wellbeing through regional and partnership working.	The Council is already part of regional and partnership working arrangements in a variety of services, some of these require further development	18/1 9 19/2 0 20/2 1	Possi ble	Subst antial		To develop the Public Service Board Well-being plan, implement a delivery framework and develop the role of the Public Service Board Select Committee to scrutinise the PSB arrangements	18/1 9 19/2 0 20/2 1	Unlik ely	Majo r	Low



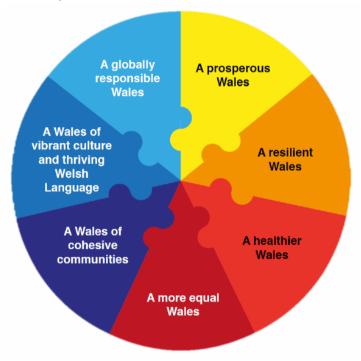
Insufficient ICT	Monmouthshire residents have	18/1	Likel	Subst	Medi	Enable the rollout and exploitation	18/1	Unlik	Majo	Low
infrastructure and skills in	high demand for broadband	9	У	antial	um	of high speed broadband across	9	ely	r	
the county have the	services however a significant	19/2	,			the County for both businesses and	19/2			
potential to lead to social	skills issue exists in the County	0				communities.	0			
and economic	with approximately 20% adults	20/2					20/2			
disadvantages	in Monmouthshire not using	1					1			
_	the internet.									
	Other drivers include the									
	council needs to prepare for									
	increased digital public service									
	delivery, the implementation of									
	the Online Universal Credit									
	system, children's learning									
	opportunities and the									
D	provision of digital health care.									



Appendix - National Policy Context

The Well-Being of Future Generations Act

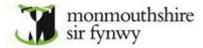
The Well-being of Future Generations Act is the fundamental legislation that requires us to carry out sustainable development, this should ensure that present needs are met without compromising future generations in meeting their own needs. When carrying out sustainable development, we have to publish well-being objectives which are designed to maximise our contribution to achieving each of the seven national wellbeing goals and take all reasonable steps to meet the objectives. The seven wellbeing goals are shown in the diagram below while our own well-being goals are incorporated within this plan. The contribution our plan makes towards the seven national objectives has been assessed and is shown in this plan.



In planning our services and taking action to meet our well-being objectives we must consider, but also demonstrate that we have applied, the following sustainable governance principles in our decision-making:

- Balancing short term needs with long term needs.
- Using an integrated approach, balancing social, economic and environmental needs.
- Involving others and considering their views.
- Working in collaboration with others.
- Putting resources into preventing problems

The Act also puts a well-being duty on specified public bodies to act jointly via Public Service Boards (PSB) to improve the economic, social, environmental and cultural well-being of their area by contributing to the achievement of the well-being goals.



Social Services and Well-being Act



This Act aims to transform the way care and support is delivered, placing responsibilities wider than social services departments. The Act requires a stronger voice and more control for people of all ages, leading to less dependence on institutional services. The Act sets out to engage with and empower citizens; promote independence and well-being and give people who receive support, and their carers, control over their lives and the care and support needed to do what matters to them. The aspiration of the Act, that through acting preventatively and intervening earlier more people can be independent and well without

intensive managed support as described in the image on the left.

Prosperity for All – Wales Government

In September 2017, Welsh Government published 'Prosperity for all' – the national strategy which sets the aims of the Welsh Government and provides clarity for partners about the changes they want to see progressed to achieve a more prosperous Wales.

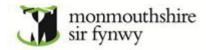
The strategy acknowledges that how partners work together can be just as important as what is delivered. In order to make a real difference to people's lives, partners need to do things differently and to do different things.

The strategy details the Welsh Government's twelve objectives and the steps they propose to take to meet them. They place the Well-being of Future Generations Act at the heart of their decision making. The key themes are:

- prosperous and secure;
- healthy and active;
- ambitious and learning;
- united and connected.

Equality and diversity

The council has a long-standing commitment to equality and diversity and under the Equality Act 2010 has to produce a Strategic Equality Plan. A second plan was published in April 2016 and sets the council's objectives to ensure we deliver better outcomes for people with protected characteristics: race, disability, sex, sexual orientation, gender re-assignment, marriage and civil partnership, pregnancy and maternity and age. This is clearly aligned with the well-being goals set by Welsh Government, but above all else it is important to us as it is the right thing to do.



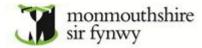
The Violence against Women, Domestic Abuse & Sexual Violence (Wales) 2015 Act

The Violence against Women, Domestic Abuse & Sexual Violence (Wales) Act 2015 focusses on the prevention of these issues, the protection of victims and support for those affected by such issues and is a unique and ground breaking piece of legislation. In line with the Act the Council has a legal requirement to report on how we are addressing VAWDASV matters within their educational functions, including any action taken within schools.

The Welsh Language

The authority recognises that the Welsh language is central to the goals introduced as part of the Wellbeing of Future Generations Act to ensure we are able to maximise our contribution to a Wales of vibrant culture and a thriving Welsh language and also to help the Welsh Government reach the target of having a million Welsh speakers by 2050 (Wales 2050).

The Welsh Language (Wales) Measure 2011 and accompanying Welsh Language standards place a legal duty on councils to promote the Welsh Language and provide services to the public through the medium of Welsh. The council have to comply with the 175 standards that they have been allocated. This is a significant challenge that has been set but systems have been put in place in divisions to ensure compliance. One of the Standards set was to write a Welsh Language Strategy for 2017 – 2022, which sets out a vision of how the Welsh language will look in Monmouthshire in 5 years' time and is accompanied by targets to help achieve that vision. Welsh Government in 2012 also produced a new strategy known as "More than words". This basically requires us as a care provider to ask people whether they want services through the medium of Welsh (known as the "Active Offer").



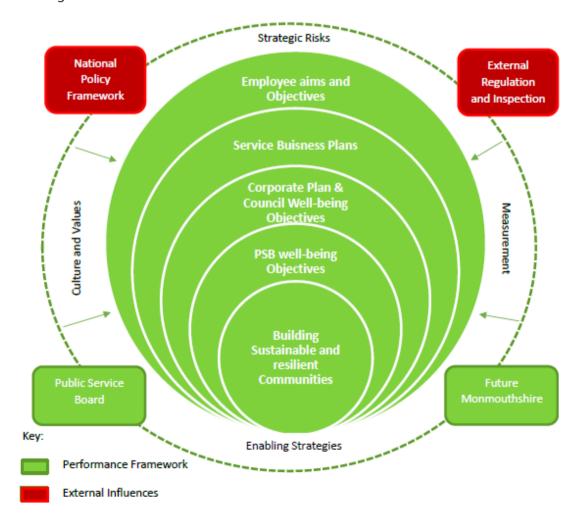
Appendix – Local Policy context

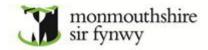
Our Improvement Framework is supported by a range of plans as part of our Policy Framework that guide our actions to improve services.

Performance Management Framework

Our performance management framework; illustrates the interdependencies and how the policies, plans and programmes it contains, should be mutually reinforcing. In simple terms, our performance management framework is integral to the adoption and application of our plan because it makes sure that everyone is pulling in the same direction to deliver real and tangible outcomes.

Building sustainable and resilient communities is the unifying purpose of the diverse range of services for which we are responsible. We are a partner in the Public Service Board, which is responsible for setting well-being objectives for the county. The council's own well-being objectives are set by the Council based on the same well-being assessment as the PSB objectives and, form the backbone of our Five Organisational Goals in the corporate plan. Each of our teams has a business plan that aligns to these objectives. We have a range of performance measures that we use to keep track of our progress. Our risk management policy enables us to manage strategic risks to our delivery. Our employee aims and objectives show how the contributions that individual colleagues make to these objectives and delivering our vision in accordance with our values.





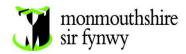
Our 'enabling strategies' support the delivery of our objectives. Our work is also informed and guided by national policy and external regulation and inspection. New diagram

Level	Policy Framework								
Vision	The Public Service Board Well-Being Plan								
	The Public Service Board will produce a local well-being plan in 2018								
Plan	Corporate Plan including Council well-be	eing objectives							
		e next 5 years the resources required to deliver eing objectives for carrying out sustainable tion to achieving the wellbeing goals							
Strategy	Asset Management Plan	Financial Plan							
	Describes how we manage our land and property portfolio	Sets out the financial challenges we face & how we will meet these challenges							
	People Strategy	Digital and Customer Strategy							
	The strategy connects people to purpose to improve performance and deliver better outcomes								
	Local Development Plan	Economy and Enterprise Strategy							
	Our proposals and policies for future development and use of land	Our proposals for increasing competitiveness, innovation and productivity.							
Delivery	Service business plans	Employee Aims and Objectives							
	Each service has a plan that evaluates performance, plans actions for the year ahead, includes metrics to monitor performance and manages risks.	Employee appraisals enable individuals and teams to outline the values and performance that is relevant in their role and connects them to the purpose of the organisation.							
Evaluation &	Evaluation	Strategic Risk Assessment							
Risks	Evaluates performance, plans & metrics to monitor performance.	Identifies, manages and monitors the Council's Strategic risks.							

Future Monmouthshire

The *Future Monmouthshire* programme is about ensuring the council remains relevant and viable for the next generation, while continuing to meet the day-to-day needs of residents, visitors and businesses. Future Monmouthshire and its interventions are built around our design principles. Future Monmouthshire has also focussed in on a number of significant future trends, such as the future of work, the utility of automated systems and machine learning, forward-looking land-use and house building and alternative models of service delivery. We have nine design principles that link to longer-term goals which help guide our work.

Agenda Item 7



SUBJECT: DRAFT VIOLENCE AGAINST WOMEN DOMESTIC ABUSE AND

SEXUAL VIOLENCE STRATEGY (VAWDASV)

MEETING: STRONGER COMMUNITIES SELECT

DATE: 29TH MARCH 2018 DIVISION/WARDS AFFECTED: ALL

NON-PUBLICATION

1. PURPOSE:

1.0 To present the draft Gwent Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) Strategy to Select Committee prior to adoption across Gwent.

2. **RECOMMENDATIONS:**

2.1 That the Select Committee consider the draft Gwent VAWDASV Strategy (Appendix A) and offer any recommendations prior to presentation to Cabinet.

3. BACKGROUND:

- 3.1 The Gwent VAWDASV Strategy is required under 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.
- 3.2 The Gwent Violence against Women, Domestic Abuse and Sexual Violence Partnership Board has been established to meet the requirements of the Act. The public and third sector partners that make up the Gwent board are: 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.
- 3.3 The Gwent VAWDASV Strategy contributes to the National Strategy on Violence against Women, Domestic Abuse and Sexual Violence 2016 2021. The Gwent VAWDASV Strategy has been prepared by the Gwent VAWDASV Partnership Board of which the Monmouthshire County Council is a member

4. STRATEGY AIMS

- 4.1 The main aims of the Act are to:
 - Improve the public sector's response to Violence Against Women Domestic Abuse and Sexual Violence

- Give public authorities (Councils and Health Boards) a strategic focus on the issue
- Ensure the consistent provision of preventative, protective and supportive services
- 4.2 The draft Strategy (included in Appendix A) addresses the following areas:
 - The Gwent VAWDASV Partnership Board and its Vision
 - Current Provision across the region
 - Needs assessment data and information
 - 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

5. RECCOMENDATIONS

5.1 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.

6. RESOURCE IMPLICATIONS

6.1 There are no direct financial or personal implications associated with this report.

7. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING):

- 7.1 The proposed Gwent VAWDASV Strategy contributes to the Wellbeing Goals set out in the Wellbeing of Future Generations (Wales) Act 2015. 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. 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.

7.2 The Strategy will have a positive impact across all the protected characteristics. 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 board will ensure issues around equality are consistently raised and delivery of the strategy adapted.

8. CONSULTEES:

The Strategy was promoted widely as part of the statutory period of public and partner consultation.

9. BACKGROUND PAPERS:

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

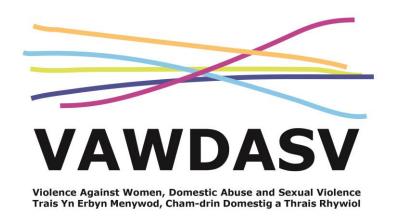
10. AUTHOR:

Sharran Lloyd: Community and Partnerships Development Manager

11. CONTACT DETAILS:

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E-mail: sharranlloyd@monmoutshire.gov.uk



Gwent Regional Violence Against Women, Domestic Abuse and Sexual Violence Strategy 2017-2022

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- 1. Foreword
- 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. <u>INTRODUCTION: POLICY AND LEGISLATIVE CONTEXT</u>

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)

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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/dsjlg/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 <u>Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act</u> <u>2015</u>.

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.

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

<u>The Housing (Wales) Act 2014</u> - 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

<u>The Renting Homes (Wales) Act 2016</u> - sets out a new approach to joint contracts which will help survivors by enabling perpetrators to be targeted for eviction.

The <u>Wales Adverse Childhood Experiences (ACE) study</u> 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:

- <u>Female Genital Mutilation Act 2003</u> ("the 2003 Act") introduces FGM Protection Orders and an FGM mandatory reporting duty inserted into the 2003 Act by the Serious Crime Act 2015.
- <u>Crime and Security Act 2010</u> 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).
- <u>The Modern Slavery Act 2015</u> 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.
- <u>FGM statutory guidance</u> 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 <u>Domestic Homicide Reviews</u> (DHR). This considers the changing landscape and makes reference to new tools that have been implemented, such as the <u>Domestic Violence Disclosure Scheme</u> and <u>Domestic Violence Protection Orders</u>, 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 <u>Domestic Violence Disclosure Scheme guidance</u> often referred to as "Clare's Law" – which sets out procedures that could be used by the police to disclose

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⁸ https://www.gov.uk/government/uploads/system/uploads/attachment data/file/573782/FGM Mandatory Reporting - procedural information nov16 FINAL.pdf

⁹https://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 <u>England and Wales National Statement of Expectations</u>, 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.



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

Board Membership

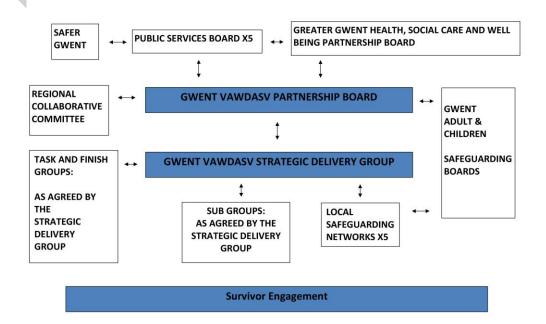
The Partnership Board has been established to provide a governance structure to develop, approve and monitor VAWDASV regional working. A key role of the Board is the development of the Strategy which is a statutory requirement placed on Local Authorities and Local Health Boards under Section 5 the Violence 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 will be an essential requirement for informing the Partnership Board on the effectiveness of its work.

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 2015 ¹¹ 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.

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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 five 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.



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

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

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

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 <a href="https://doi.org/10.1007/jha.2007/j

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.

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

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¹⁴ Wales Procurement Policy Welsh Government 2015:

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.



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.

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

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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 Wellbeing 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.



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.

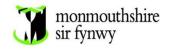
Ask and Act: A process of targeted enquiry across the Welsh Public Service in relation to violence against women, domestic abuse and sexual violence.

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)*









SUBJECT: 6th Annual Monitoring Report on the **Council's Strategic Equality Plan**

PURPOSE: 1.

Page

The Equality Act 2010 was introduced in April 2011. Within the Specific duties is the requirement to publish an annual report on the progress made by the Council in its compliance with its Strategic Equality Plan, equality objectives and action Plan. The Act's principles and processes ensure that the Council remains true to its corporate values of Openness, Fairness, Flexibility and Teamwork.

RECOMMENDATIONS:

That Members endorse the progress made by the Council in the sixth year of the Strategic Equality Plan as detailed in its sixth annual monitoring report.

3.

KEY ISSUES:

One of the specific duties in the Equality Act 2010 requires Public Bodies to publish an Annual Report detailing the progress on achievement of the actions outlined in the plan covering the period 1st April 2015 to 31st March 🗅 2016. There is also an appendix a report on the work that has been carried out on the Gender Pay Gap.

4. REASONS:

Whilst the Objectives and Plan fundamentally build on the existing culture and values of the Council, the Annual Report highlights many examples of good practice that have taken place across the different directorates.

5. RESOURCE IMPLICATIONS:

The Annual Report does not highlight any requirement for additional financial resources.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

By its very nature, the Annual Report on the Strategic Equality Plan will have positive implications for all the protected characteristics so a Future Generation Evaluation will not accompany this report.

7. CONSULTEES: Monmouthshire

Monmouthshire Inclusion Group, Officers, Monmouthshire Equality and Diversity Champion.

8.9 BACKGROUND PAPERS:

Equality Act 2010, EHRC Guidance, MCC Strategic Equality Plan.

9. AUTHOR:

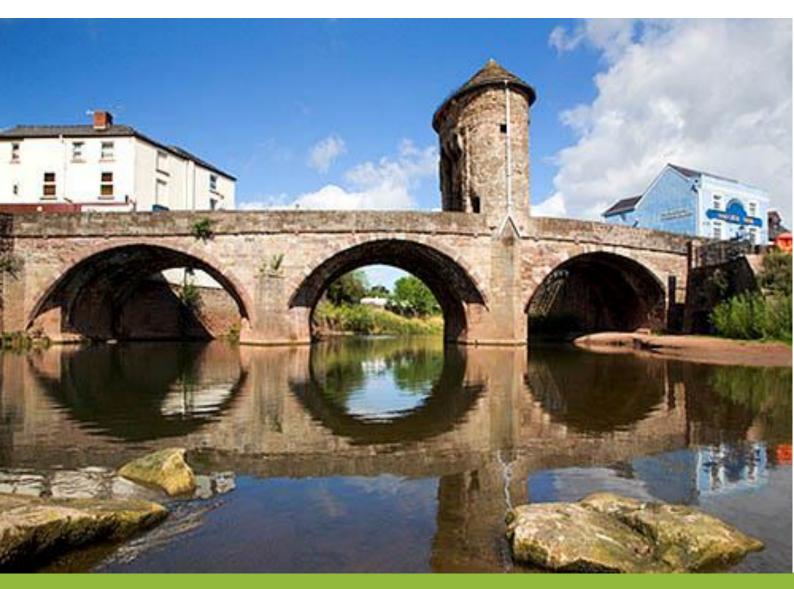
Alan Burkitt Policy Officer Equality and Welsh Language

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Equality and Diversity Cydraddoldeb ac Amrwyiaeth



Strategic Equality Plan
6th Annual Report
Period 2016 – 2017



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Version Control

Title	Monmouthshire County Council Strategic Equality Plan sixth Annual Monitoring Report 2016 – 2017
Purpose	Legal document required under the Equality Act 2010
Owner	Monmouthshire CC
Approved by	Strategic Equality Plan 2 originally approved by Council
Date	29/03/2018
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Consultation	GAVO, CAIR (Monmouthshire Disablement Association), Strong Communities Select, Monmouthshire Inclusion Group (formerly MEDG), Management Teams, Internal (The Hub), external (Council website).

Strategic Equality Plan

Annual Report 2016 to 2017

This document is available on the Council's website at

www.monmouthshire.gov.uk

If you require a hard copy of this document or a copy in a different format, e.g. large print, Braille, audio version, word format for screen readers etc. please contact the:

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Foreword

The Public Sector Equality Duty requires that all public authorities covered under the specific duties in Wales should produce an annual equality report by the 31st March each year and, therefore, we are delighted to present Monmouthshire County Council's sixth, and its first annual report on its second Strategic Equality Plan. The Equality Act 2010 continues to present real challenges for Monmouthshire County Council in ensuring that its functions, decisions and behaviours fully take into account the impact they make on people/groups of people with protected characteristics. The backdrop of a continually challenging financial climate makes the provision of services to the people of Monmouthshire very difficult. Having said that Monmouthshire has been brave and creative in finding innovative ways of delivering these services with dwindling resources. Our adoption of the obligations under the Act require that we fully take into account the impacts and effects these decisions have on those that the Equality Act 2010 seeks to protect. As you will see from our outstanding good practice examples over the last 6 years Monmouthshire County Council has worked exceptionally hard to deliver for its citizens who come under the umbrella of the protected characteristics.

It has been decided that there will be a revision to the councils second SEP in the light of evidence that has been presented in the EHRC "Is Wales Fairer" Report and gathered from the extensive Wellbeing Assessment.

Councillor Sara Jones

Paul Matthews

(Cabinet Member Social Justice + Community Development)

Chief Executive

Glossary of acronyms

EqIA – Equality Impact Assessment

WLGA – Welsh Local Government Association

EHRC – Equality and Human Rights Commission

SEWREC – South East Wales Regional Equality Council

STONEWALL CYMRU – an organisation that engages with lesbian, gay and bi-sexual people

CAIR - Monmouthshire Disablement Association

SACRE - Standing Advisory Council on Religious Education

GAVO – Gwent Association of Voluntary Organisations

MEDG - Monmouthshire Equality and Diversity Group

CEN – Corporate Equality Network

FGE – Future Generations Evaluations

LGBTQ - Lesbian, Bi-sexual, Trans-gender, (Gender) Queer

Introduction

Links to strategies

The Council's Strategic Equality Plan (2) 2016 – 2020 was approved by Council on the 3rd March 2016. It is important to note that it is not a standalone plan and has close links to a number of other key council, partnership and national strategies, plans and policies. Some of these are specifically focussed on equality and others have included equality as one of the key themes. Examples being:

- Welsh Language Measure (Wales) Act 2011
- "Strategaeth Mwy na geiriau"/"More than words strategy" 2011 and 2016
- Monmouthshire Local Development Plan 2011-21
- Strategy for Older People Wales Phase 3
- Monmouthshire Single Integrated Plan 2013-17
- Monmouthshire County Council Improvement Plan 2014- 17
- Well Being of Future Generations Act 1st April 2016
- Social Care and Well-being (Wales) Act 2014
- Draft Social Justice Strategy
- Draft Tackling Loneliness and Isolation Strategy

The Equality Act 2010 not only requires the Council to comply with its general and specific duties (highlighted below), but also provides an opportunity for it to demonstrate its commitment to the principles of equality which have been a feature of its functions prior to the implementation of the Act.

The 3 aims of the General Duty of the Equality Act 2010

In exercising its functions the Council must have due regard to:

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

The act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Specific Duties in Wales

The broad purpose of the specific duties is to help public bodies, such as this Council, in their performance of the general duty, and to aid transparency. In Wales the specific duties are set by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

The following are the specific duties:

- Setting equality objectives and publishing strategic equality plans
- Engagement
- Assessment of impact
- Equality information
- Employment information, pay differences and staff training
- Procurement
- Reporting and publishing

Below is how we have performed in complying with the specific duties:

Setting equality objectives and publishing Strategic Equality Plans

Monmouthshire's **Equality Objectives** are listed below:

- 1. **Doing the basics** we must do what were are required to do under the Equality Act 2010
- 2. **Educating and guiding** working closely with both staff and Elected Members offering training, advice and guidance to enable them to make informed decisions.
- 3. **Celebrating and Commemorating** it is important that we celebrate/recognise key equality days to raise public awareness and show our respect as an organisation.
- 4. **Making a difference** Working in partnership on projects that have a positive impact on people or groups of people with protected characteristics.
- 5. **Keeping our focus –** Despite challenging times we have to keep our focus on the more vulnerable people we provide services to.

Engagement

Our officers have carried out extensive engagement with our citizens as evidenced in this section

Communications and Engagement

The Community Hubs

As you can see from the information below the Council's Hubs in their broadest capacity interact daily with groups and individuals that fall within many of the protected characteristics as part of their commitment towards the Equality agenda, for example...

- Age -Story Time and Rhyme Time with our younger library service customers
- Cylch Ti a Fi song sessions and others for babies and young children through the medium of Welsh.
- Welsh Language classes for adult learners are held in Chepstow, Caldicot and Chepstow Hubs
- Sex Shared Reading, Men's Group and Knit and Natter sessions to which we have regular interaction.
- Disabilities the Hub team play an important role in regards to the completion of Blue Badge applications with our residents and address when applications have been rejected. This is an important function from the social and wellbeing agenda perspective as the awarding of a Blue Badge will have a massive impact on an individual's independence and can help address social exclusion and isolation.
- Generic We support the community with regards to the following: council tax, housing benefit, home searches and homeless cases mean we are in constant contact with a really broad demographic in each of the Hub locations.
- Holocaust Memorial Day in Caldicot Hub:
- Caldicot Community Hub hosted a ceremony on Holocaust Memorial Day on Friday 27th January 2017.

 Those attending reflected on the suffering of people under Nazi persecution and subsequent genocides in

Cambodia, Rwanda, Darfur and Bosnia. The theme of the 2017 Holocaust Memorial Day was "How can life go on?" asking communities to contemplate the aftermath of genocide and of their responsibilities in the wake of such a crime. Birdsong by Gillian Clarke was read by Library Lead Ceri Smith, followed by A Survivor Story about Elie Wiesel read by Library Lead Sarah Davies. There were two short films from the Holocaust Memorial Trust and a Survivor Story about Chanrithy Him read by a Friend of Caldicot Library. The charity iNEEED (Supporting people seeking refuge) made an appeal and the evening closed with a Pause for Thought from Pastor David Miller.43 people attended, including Renate Collins, a local Holocaust Survivor.

YOUTH SERVICE AND EQUALITIES

LGBTQ+ etc

- Chepstow Comprehensive has a weekly lunchtime group for all pupils. They are heavily involved in making a
 difference in the school with a colourful display they have created and the delivering of assemblies.
- Chepstow Comprehensive School celebrated Black History Month.
- Caldicot Comprehensive LGBTQ+ Network has now been developed into an Equality Network as a result of the wishes of the members.
- Monmouth Comprehensive School are in the process of setting up their own LGBT Network
- Inclusive Youth clubs have been established in Caerwent and Bulwark with additional staff available to deal with any specific needs.
- An inclusive group which has been running in Gilwern for a number of years has ended as all of the attendees have now moved in to mainstream sports groups (which was the remit of the group).
- LGBT Conference 2 was held in Monmouthshire County Hall Usk 30-09-19
- LGBT Sports sessions held on a monthly basis with the Youth Service and Disability Sports leading.
- LGBT group (young people) from Chepstow school delivered LGBT training to primary school teachers on 02/02/17 with the support of Chepstow school and the Youth Service.
- LGBT group from Chepstow school visited Caldicot Equalities and diversities group in November to promote their good practice of the work they have going on in Chepstow Comprehensive and offer their support.

- W/C 9th October youth workers supported the delivery of LGBT awareness workshops in assemblies at Chepstow Comprehensive.
- The Youth Service attended the Eisteddfod Genedlaethol Cymru in Abergavenny in August 2016
- The youth service took a group of young people to the Youth Pride Cymru annual Iris film festival 14th
 October 2016
- Youth workers offering additional support to Additional Learning Needs (ALN) young people on a one to one basis throughout the academic year Chepstow Comprehensive School and Archbishop Rowan Williams Church in Wales School, Portskewett.
- From Jan 2017 Dec 2017 the Youth Service worked with a gentleman who was referred via a Community
 Psychiatric Nurse and with support he tended to the Castle garden and the community garden at Caldicot
 Castle with me.

Disability Sport

In 2016 (1st January – 31st December) Monmouthshire's Disability Sport participation figures were:

Year	Total	Total Number	Insport/NGB			
	Number of	of	Accredited			
	Participations	Clubs/Sessions	Clubs			
2016	29078	48	17			

• National Exercise Referral Scheme

In 2016/17 (1st April 2016 – 31st March 2017) Monmouthshire's National Exercise Referral Scheme received 1395 referrals onto the programme due to various conditions including Back Care, Cancer, Cardiac Rehabilitation, Diabetes, Falls Prevention, Mental Health, Obesity Pulmonary Disease and more.

Volunteering

In 2016 Monmouthshire Leisure Services volunteer Daniel Johnsey won Sport Wales Young Coach of the Year Award. *Daniels film reached over 38,000 people on social media with 185 shares and 95 inspirational comments.

When Daniel was 11 and waiting for a school bus he was knocked down by a car travelling at speed. He suffered a severe head injury, a broken pelvis and arm while his left foot was almost severed. In a coma for 10 days and in a 'locked in' state for five months, Daniel has since undergone 32 operations:

And now 11 years later, Daniel has been working with Monmouthshire County Council's Disability Sport officer helping young people step from a small disability specific gym class into the mainstream fitness suite at Caldicot Leisure Centre. He has also coached at Active Gwent's insport series event in Newport and volunteered over 50 hours at the Mongames summer programme in Caldicot.

It was there he coached a young girl who hadn't been able to perform a tumble turn in swim lessons. By the end of the summer, Daniel had worked his magic. The coaching has given him a huge surge in confidence.

Syrian Refugee re-settlement Programme

In 2016, Monmouthshire County Council welcomed its first group of Syrian refugees via its participation on the Home Office Vulnerable Persons Resettlement Scheme. Working in partnership with Monmouthshire Housing Assosciation, Melin Homes and residents in the couty, we were able to set up 3 homes in Abergavenny to house our new residents. The families were provided with integration support including ESOL lessons, befriending by local volunteers and additional employment training.

We were able to utilise this opportunity to support the development of Abergavenny Town of Sanctuary who continue to provide support to our families to date.

Raglan Dementia Project expands

In 2016 Staff in Social Care & Health received a valued accolade from the Care Council for Wales when a Monmouthshire County Council initiative was recognised for the role it has played in transforming the lives of people with dementia. At a ceremony in Cardiff's City Hall The Raglan Project took first prize in the Care for Older People category in the prestigious Social Care Council for Wales Accolade in 2015 (Excellent Outcomes for Older People with Dementia).

As a result of thee success of the above the new model of "Care At Home" has seen the Care At Home Team being fragmented into smaller teams, namely clusters which is the key to consistency and relationship based care. Each cluster is now made up of a small number of staff supporting people within that cluster. The new model requires staff from each clusters to meet regularly which has resulted in an improvement in how vital information are exchanged and communicated. This is a fundamental component of providing relationship based care.

This new way of working has enable us to get a better understanding of what the person's likes and dislikes. The staff now have more time to spend with people, they are not rushing in and out. The new model is less task orientated and it is more about the person. We are getting feedback of how it's changed their lives and enabled them to stay at home.

This new way of working has seen staff achieving things they would not normally have done or thought they could do. This new way of working has empowered them to make their own decisions and to help people to achieve what they want for example walking in their garden.

Families and relatives of the person we support are happier and that this is what they wanted to, for them to stay at home and also to see an improvement in their health and wellbeing that they actually want to go out with their family.

THE ARMED FORCES COVENANT

The Monmouthshire Armed Forces Community Covenant is a voluntary statement of mutual support between a civilian community and its Armed Forces community at the local level. It is intended to complement the national Armed Forces Covenant, which outlines the moral obligation between the Nation, the Government and the Armed Forces.

The purpose of the Community Covenant is to encourage support for the Armed Forces community working and residing in the County of Monmouthshire and to recognise and remember the sacrifices made by members of this Armed Forces community, particularly those who have given the most. This includes in-Service and ex-Service personnel, their families and widows/widowers throughout the County.

For the Monmouthshire Public Services Board and partner organisations, the Community Covenant presents an opportunity to bring their knowledge, experience and expertise to bear on the provision of help and advice to members of the Armed Forces community. It also presents an opportunity to build upon existing good work on other initiatives such as the Welfare Pathway.

For the Armed Forces community, the Community Covenant encourages the integration of Service life into civilian life and encourages members of the Armed Forces community to help their local community.

Though not a protected characteristic group in their own right, Armed Forces personnel (both current and former) and their families, can fall under the duties of the Equality Act in a number of ways. Physical disability due to injury, or emotional or mental health issues due to post-traumatic stress can affect armed forces personnel; there could also be links to domestic abuse within families for example.

When providing services and treating our residents fairly and equally according to their needs, these Armed Forces issues clearly do intersect with the more mainstream Equalities issues and this is why the Covenant has been included in this policy to ensure that the Armed Forces context is taken into account at the proper stages.

OTHER EVENTS HELD ACROSS THE SERVICE AREAS

- There was a Trans Day held on the 16th July 2016 in the Shire Hall in Monmouth and over 100 people attended
- On the 19th Nov 2016 there was an Equality Wedding show in the Shire Hall Monmouth which showcased Civil Partnerships as one of its key services
- On the 4th of November 2016 British Sign Language training/awareness sessions were held in the Community Hubs
- As usual the Council held the annual Rememberance Day Ceremony at County Hall Usk.
- 1st June 2016 Mental Health awareness/first aid training 2 day course
- From 2016 to 2017 and our MCC staff have completed 2,177 ASD Aware Certificates in order to become an ASD Friendly organisation and the below is the ASD Stakeholder Group Mission document which outlines the challenge:

• Monmouthshire ASD Stakeholder Group Mission

- Last year Monmouthshire Autism Stakeholder Group set an Autism Aware Mission, to help Monmouthshire County Council to become the 1st Local Authority in Wales to register as fully Autism Aware by completing the Welsh Government awareness questionnaire scheme.
- We are on our way to achieving our goal with over 2,000 individuals successfully completing their certificates.
 Recently all of the village shops in Magor and Usk completed theirs to be the first village in Wales to become Autism Aware. This is the link to the ITV article and short film http://www.itv.com/news/wales/2017-03-30/how-a-little-boy-from-magor-inspired-his-village-to-become-autism-aware/
- However, we still need your help to join us in this mission.



Our engagement groups and partners

- Monmouthshire Inclusion Group (formerly the Monmouthshire Equality and Diversity Group MEDG) (consisting of: Aneurin Bevan Health Board, GAVO, Heddlu Gwent Police, Charter Housing, SACRE, CAIR,
 Monmouthshire Housing, The Police Authority, Action 50+ Abergavenny, SEWREC, Melin Housing
 Association). This group continues to act as an independent engagement group and continues to play a key
 role in advising/challenging the Council.
- CAIR (Monmouthshire Disablement Association) continues to be a critical friend to the Council by reviewing
 issues for the Highways department, carrying out access audits for schools, assisting with drop kerb locations
 etc.
- GAVO (Gwent Association of Voluntary Organisations) has an extensive database to which they circulate relevant Council information.
- The **Access for All Forum** is now an established forum that is very well supported by the public and brings together disabled groups quarterly to discuss issues that affect them. SEWREC continues to organise the Forums and the Council provides the accessible transport which allows disabled people to attend.
- The **Older People's Forum** runs in tandem with the Access for All Forum and enables our ageing population to be consulted and engaged in matters that directly affect them. Also it affords them the opportunity to be a 'voice' for older people in Monmouthshire through consultations, questionnaires, surveys, dissemination of information, interaction between service users and service supplier, relating to the development and delivery and will provide feedback and inform the Ageing Well Executive Group action plan and priorities.

Our Monmouthshire engagement in 16/17 for the Well-being Assessment

The information gathered from this extensive engagement exercise will help to gather evidence to enable a revised second Strategic Equality Plan to encompass any issues discovered and to address them.

Meeting
day
Autism
er Event for Community Councils
unty Hall
rning
ation group
Partnership Board
I Inclusion Partnership
il Members Seminar

Chepstow Show 13/8/16	Monmouthshire County Council MonDelivers Seminar for staff
Facebook (Raglan comments)	Abergavenny Civic Society
Fire Station - Abergavenny 3/9/16	Monmouthshire Made Open
Flu Jab Morning 12/10/16	Monmouthshire Voices 19/10/16
Gilwern Coffee Morning - 14/10/16	Parent forum for children with autism, Undy FC 15/9/16
Life Issues Group 9/9/16	Parent&toddler, Aber Comm Centre - 6/10/16
Livestock Market 24/8/16	People First Monmouth
Llandogo Coffee Morning	Raglan Project 21/9/16
Magor Square 3/9/2016	Rogiet Community Café
Ysgol Gymraeg Y Fenni	Shirenewton Super Saturday - 3/9/16
Mon Community Climate Champions - 19/10/16	Tintern Ladies Group 19/9/16
Mon Fairtrade County Group - 23/11/16	Tintern Table Top Sale 18/9/16
Mon Visually Impaired Group - 3/11/16	Transition Chepstow 19/9/16
The Bridges Stroke Association Coffee Morning 1/19/16	Transition Monmouth
Monmouth Market 21/10/16	Usk Hub -18/8/16
Monmouth MS Society 8/9/16	Usk Show 10/9/16
Monmouth Show 25/8/16	Ysgol Gymraeg Y Fenni
Chepstow Parent Group	Online Questionnaire

Assessment of Impact

Since the Equality Act introduced the requirement for organisations to Impact Assess the council has repeatedly updated the EQIA toolkit in order to ensure that it is both increasingly robust and user friendly. The most recent version has taken on the specific requirements of the Well Being of Future Generations Act (WBFGA). The toolkit has taken on the following legislative requirements to become a unified assessment document:

- Equality Act 2010 and the consideration of the needs of those with Protected characteristics,
- Well Being of Future Generations Act April 2016,
- Corporate Parenting
- Safeguarding

Equality Information

For the Council the collection of relevant equality information is essential when it comes to knowing our service users and shaping the services that we need to provide. It is widely recognised that there remain significant challenges when it comes to collecting accurate information in relation to equality and diversity, particularly for some of the more "sensititive" of the protected characteristics such as sexual orientation and gender reassignment. That said, the Council has remained firm in its support of the principles of the Equality Act 2010.

Employment Information

Human Resources Division operates an on-line data collection system which provide all the information the council needs to understand the make up of its staff in respect of the protected characteristics. Even though the system itself is sufficiently robust it continues to be a challenge to get staff to complete these forms and it is recognised that more work needs to be done across the council to ensure that we are in possession of all the data as required by the Equality Act 2010.

Pay Differences (Gender pay gap)

- The original Equal Pay Action Plan 2012 2015 has been completed and the Council remains fully committed to the principles of Equality. All new posts are evaluated by the Human Resources Division using the GLPC job evaluation process to ensure consistency and fairness of assessment. information
- The Council as the largest employer in the county has decided that it will now publish a Gender Pay report on an annual basis. The report for 2016 2017 will be presented to Council on the 31st March 2018 and will then be available on the Council website from that date onwards.

Staff and Elected Member Training

- The Council's Induction Programme has a specific section which deals with the Equality Act 2010,
 equalities in general and the Welsh Language.
- The Social Services Sensory Team continue to run 4 half day sessions per annum for staff and partner organisations on sight, hearing and dual sensory loss.
- With Local Government elections taking place in May 2017 Equality and Diversity sessions for elected members will be held as a part of their induction process and will be reported upon in next years monitoring report.

Procurement

The Council's Procurement process uses the documentation of the Welsh Purchasing Consortium therefore it is comprehensive in how Equalities is considered.

Reporting and Publishing

This report is being published as per the requirements of the Equality Act 2010 and will be available in alternative formats upon request from the 1st April 2017.

The Welsh Language

- This large (176+ Standards not including sub-sections) and exceptionally complicated piece of legislation has presented serious challenges not only in the interpretation of their exact meaning but also ensuring legal compliance by specific deadlines across the whole of the Council and its 3,500+ staff and 93,000 residents.
- A working group continues to meet regularly to discuss the requirements and potential implications of the "More than Words Strategy 2011"/ "Strategaeth Mwy na Geiriau 2011". This strategy from the Welsh Government requires that providers of social care make an "active offer" regarding providing services through the medium of Welsh if the service user so wishes. The Council have made significant progress in respect of their action plan and continue to work in partnership with Aneurin Bevan Health Board and partner Council's to provide this service.
- The Welsh Language Monitoring Report 2015-16 was produced and sent to the Commissioners office by the 30th June 2016
- A Welsh Language training programme is devised and runs annually.
- Welsh Language days (Diwrnod Santes Dwynwen, Dydd Gwŷl Dewi Sant, Diwrnod Shwmae and Y Pethau Bychain) are all celebrated by the Council on an annual basis.

In Conclusion

This is the Council's sixth annual report and is an accurate statement of the steps that we have and are taking to tackle this challenging piece of legislation.

The Strategic Equality Plan has been operation since 2012 and considering the severe financial situation faced by the Council over this prolonged period of time it is rightly proud of what has been achieved and confident that despite these financial constraints it has demonstrated a firm commitment to the Equality Act 2010 and to the people of Monmouthshire who come under the protection of the protected characteristics.

This Monitoring Report is the first one for the new Strategic Equality Plan covering the period 2016 – 2020. This will build on the foundations laid by the first one and will concentrate more on actions and making a real difference for the residents of Monmouthshire.

Appendix 1 - Action Plans - How this action plan is set out

Provides a unique reference number for each action

Provides details on the intended action under each of the five equality objective Outlines the intended timescale for delivering the action

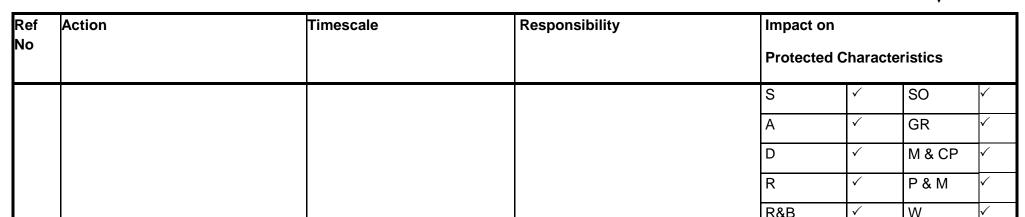
Provides information on who is responsible and accountable for making the action happen

Outlines whether it is considered the action will have an impact on each of the protected characteristics, includes



Page 137







S = Sex

R = Race

SO = Sexual Orientation

W = Welsh Language

A = Age

R&B = Religion + Belief

GR = Gender Reassignment

D = Disability

P&M = pregnancy + maternity

M & CP = Marriage and Civil Partnership

Objective One – Doing the basics

Ref	Action	Timescale	Responsibility	Impact on Protected Characteristics			
1	Report annually on progress of Strategic Equality Plan through Council political and professional structures Done annually as legal requirement	Annually	Policy Officer Equality + Welsh Language Corporate Equality Network	S A D R R&B		SO GR M & CP P & M W	\[\left\) \[\left\] \[\left\]
Page 138~	Promote the Monmouthshire Strategic Equality Plan and Equality Objectives Done as required	2016 -20	Corporate Communications Corporate Equality Network Monmouthshire Inclusion Group Elected Member Equality Champion	S A D R R&B	✓	SO GR M & CP P & M W	

3	Produce a project plan for the implementation of the Welsh Language Standards Project plan completed and fully actioned	2016 - 17	Policy Officer Equality + Welsh Language Welsh Language Support	S A D	SO GR M & CP	,
	according to timescales		Officer	R&B	P&M W	√
			Policy Officer Equality +	S	SO	
	Produce an Annual Monitoring Report for the		Welsh Language	А	GR	
4	Welsh Language Standards	Annual	 Welsh Language Support	D	M & CP	
۱ ــ	Produced annually as legally required		Officer	R	P&M	
Pag				R&B	W	✓
e 1				S	SO	
39	Produce a 5 year strategy to set out how the Council proposes to promote the Welsh Language	30 th	Policy Officer Equality +	A	GR	
5	and to facilitate the use of the Welsh Language more widely in Monmouthshire.	September 2016	Welsh Language Welsh Language Support	D	M & CP	
	Strategy produced and agreed by Council 19 th January 2017	2010	Officer	R	P&M	
				R&B	W	√

	Circulate a questionnaire to collect information regarding all existing staff across all the protected		Policy Officer Equality +	S A	✓ ✓	SO GR	✓ ✓
6	characteristics	April 2017	Welsh Language	D	✓	M & CP	· ✓
	Technical issues with transfer of data has		Employee Services	R	√	P&M	✓
	delayed this process			R&B	√	W	✓
	To annually submit to the Stonewall Employers			S		SO	\checkmark
	Index	Annually	Policy Officer Equality and	А		GR	√
7	Due to cost and value for money issues it was	every	Welsh Language	D		M & CP	√
	decided not to re-engage with Stonewall on the	September	All directorates	R		P & M	
Pag	Index.			R&B		W	
Φ							
140							

Objective Two- Educating and guiding

Ref	Action	Timescale	Responsibility	Impac Chara	Protect istics	ed
∞ Page 141	Ensure that the Policy Officer Equality and Welsh Language works closely with the Elected Member Equality Champion to maintain the high profile of Equality/Diversity/Inclusion agenda within the Council The Policy Officer Equality and Welsh Language and the Elected Member met regularly to keep up to date with any new developments/ progress.	2016 -20	Policy Officer Equality + Welsh Language Deputy Leader (Equality Champion)	S A D R R&B	SO GR M & CP P & M W	
9	Hold staff and Elected Member awareness and briefing Sessions on relevant equality topics as and when required Local Government elections were arriving in May therefore advice and guidance given as and when required rather than structured sessons	As required 2016 -20	Policy Officer Equality + Welsh Language Corporate training Members Secretariat	S A D R	SO GR M & CP P & M W	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \

				S	✓	SO	✓
	Provide advice and guidance to elected members		Dallas Officer Ferrallites	Α	✓	GR	✓
10	and Council staff on equality issues as required	2016 -20	Policy Officer Equality + Welsh Language	D	✓	M & CP	\checkmark
	As above		Weish Eanguage	R	√	P&M	√
				R&B	✓	W	✓
Pe			Corporate Communications	S	√	SO	\checkmark
Page	Produce equality focused communications e.g.			Α	√	GR	\checkmark
和 2	stories and articles for The Hub, Council website,	Bi-monthly	Policy Officer Equality +	D	✓	M & CP	\checkmark
N	Facebook and Twitter.	I ' IWelsh Language L	R	✓	P & M	\checkmark	
	Need to re-look at this area			R&B	√	W	√
				S	✓	SO	\checkmark
	Ensure the relevant Equality web pages of the Council website contain up-to-date equality			A	√	GR	√
12	information	Continually update	Digital Marketing Officer.	D	✓	М & СР	✓
	Equality pages of the Internet and Intranet	ges of the Internet and Intranet	R	√	P&M	<u> </u>	
	updated in 2016				•	F CX IVI	
				R&B	✓	W	\checkmark

Objective Three – Celebrating and Commemorating

				S	√	SO	
			Corporate Communications	Α		GR	
13	Celebrate "International Womens Day".	8 th March		D		M & CP	
'3	Celebrate international Womens Day .	o March	Policy Officer Equality and	R		P & M	
			Welsh Language	R&B		W	
				S		SO	√
Page		Every	Corporate Communications	А		GR	\checkmark
754	Celebrate "LGBT History Month".	February	Policy Officer Equality and	D		M & CP	√
143			Welsh Language	R		P & M	
				R&B		W	
				S	√	SO	√
		_	Corporate Communications	А	√	GR	√
15	Publicise "Anti- Bullying Week".	Every November	Policy Officer Equality and Welsh Language	D	✓	M & CP	√
				R	√	P & M	
				R&B	√	W	

				S		so	
		morate "Holocaust Memorial Day". morated with an event in Caldicot Hub Every 27th January Welsh Language Corporate Community Welsh Language Corporate Community Welsh Language Corporate Community Corporate Community		Α		GR	
16	Commemorate "Holocaust Memorial Day".		Corporate Communications Policy Officer Equality and	D		M & CP	
	Commemorated with an event in Caldicot Hub		Welsh Language	R	√	P & M	
				R&B	√	W	
Pa				S	✓	SO	
age			Corporate Communications		_		
1 2 2 17		Every	Policy Officer Equality and	Α		GR	
14	Publicise "White Ribbon awareness"	1	I	D		M & CP	
				R		P&M	
				R&B		W	
			Corporate Communications	S		SO	√
	Celebrate "IDAHOT (International Day against		Policy Officer Equality and	Α		GR	\checkmark
18	Homophobia and Transphobia) Day".	Every May	Welsh Language	D		M & CP	
				R		P & M	
				R&B		W	

Ref		Action	Timescale	Responsibility	_		n Protected eristics	k
			Every	Corporate Communications	S A		SO GR	
	19	Support Macmillan Cancer Care	September	Policy Officer Equality and Welsh Language	D R R&B	✓ 	M & CP P & M W	
Page 145	20	Commemorate Rememberance Day Event arranged by the Leader of the Councils secretary. Attended by elected members and invited dignitaries	11 th November	Corporate Communications Policy Officer Equality and Welsh Language	S A D R R&B	✓ ✓	SO GR M & CP P & M W	
	21	Promote Foster Care Fortnight Promotion campaign organised by the councils Fostering Team and promoted by the Communications team	16 th – 29 May 2016 and annually thereafter	Corporate Communications Policy Officer Equality and Welsh Language	S A D R R&B	✓ ✓	SO GR M & CP P & M W	

Re	f	Action	Timescale	Responsibility	-		n Protect ristics	ted
	22	Publicise Hate Crime Week	Every October	Corporate Communications Policy Officer Equality and Welsh Language	S A D R R&B	✓ ✓ ✓ ✓	SO GR M & CP P & M W	✓ ✓ ✓ ✓
Page 146	23	Celebrate Fairtrade Fortnight Regular events organised by the councils Sustainability Policy Officer.	Every Feb/Mar	Sustainable Development Officer Corporate Communications	S A D R R&B	✓	SO GR M & CP P & M W	
	24	Celebrate Santes Dwynwen's Day Communications Team arrange a Facebook and Twitter presence to celebrate the day and support/promote the Welsh language	25 th January	Corporate Communications Policy Officer Equality + Welsh Language	S A D R R&B		SO GR M & CP P & M W	✓

Re	ef	Action	Timescale	Responsibility	_		n Protect ristics	led
	25	Celebrate the Eisteddfod – Welsh Language and Cultural Festival The Eisteddfod was a massive success that has in turn lead to a massive demand for opportunities to learn the Language and a shortage of tutors.	April – Aug 2016	Corporate Communications Policy Officer Equality + Welsh Language	S A D R R&B		SO GR M & CP P & M W	✓
Page 147	26	Celebrate "Diwrnod Shwmae" – celebration of the Welsh Language As 24 in above	15 th October	Corporate Communications Policy Officer Equality + Welsh Language	S A D R R&B		SO GR M & CP P & M W	✓
	27	Celebrate St David's Day As in 24 and 26 above	1 st March	Corporate Communications Policy Officer Equality + Welsh Language	S A D R R&B	✓ ·	SO GR M & CP P & M W	✓

Objective Four – Making a difference

Ref	Action	Timescale	Responsibility	•		n Protect ristics	ted
	Support and work with the Menter laith, Urdd,			S		SO	
	WESP and Greater Gwent Fforwm laith to			Α		GR	
	improve Welsh Language provision within Monmouthshire.			D		M & CP	
28	iviorimoutrismie.	2012 16	Policy Officer Equality +	R		P & M	
Q Page 148	Policy Officer attends the WESP and is a committee member of the Menter laith. The Greater Gwent Fforwm laith has not met for some time but there is an intention to reestablish it in the near future.		Welsh Language Children and Young Peoples Directorate	R&B		W	√
	Attend Cair etc to engage, support and			S		SO	
	exchange information		Policy Officer Equality +	Α	\checkmark	GR	
29	Policy Officer regularly attends in order to	2016 - 20	Welsh Language	D	✓	M & CP	
	liase any issues between the group and			R		P & M	
	the council			R&B		W	

	30	Implement the VAWDASV (Violence against Women Domestic Abuse and Sexual Violence) Local action Plan. Welsh Government have changed from a local to a regional approach with a regional action plan.	Action Plan	PSB Development Manager	S A D R R&B	✓ ✓	SO GR M & CP P & M W	✓
Page 149	0.	Work towards the attainment of the British Sign Language (BSL) Charter Unfortunately this was not achieved as the council's Sensory Impairment Practitioner left the Council and also the 3 year Lottery funded project ended	March 2017	Policy Officer Equality and Welsh Language. Sensory Impairment Practitioner Corporate Training	S A D R R& B		SO GR M & CP P & M W	
	32	Implement the Anti poverty action plan and the programme of intent A Tackling Poverty Plan is being developed and actioned by FEDIP		PSB Development Manager	S A D R R& B	✓ ✓	SO GR M & CP P & M W	✓ ✓ ✓

;	33	Work towards attainment of the Disability Silver and Gold awards Working towards Silver award - May 2018	Silver 2016-17 Gold 2018- 19	Disability Sports Officer	S A D R R&	✓ /	SO GR M & CP P & M W
Page 150	34	Implement the Ageing Well action plan (linked to the SIP) The above has been completed and a new action plan is being developed in light of the evidence gleaned from the "Well being assessment"		PSB Development Manager	S A D R R& B		SO GR M & CP P & M W
;	35	Re engage with Time 4 change champion project Issues with changes of staffing at Time 4 Change led to delays with re-engagement.	Sept 2016	Policy Officer Equality and Welsh Language Time 4 Change Champions Employee Services	S A D R R& B	✓	SO GR M & CP P & M W

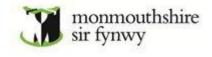
36	To work in partnership with SEWREC to support the Access 4 All and 50+ Forum which gives the opportunity for people to ask questions of the Council Administrative support given to the Forum	quarterly	SEWREC (South East Wales Regional Equality Council) Policy Officer Equality and	S A D R R&	√ ✓	SO GR M & CP P & M W	
7 Page 151	A representative to attend the Gypsy Traveller Network which is tasked with having dialogue with the Gypsy Traveller population of Monmouthshire, Torfaen and Newport Policy Officer attended	Bi- monthly meetings	Policy Officer Equality and Welsh Language Housing Manager	B S A D R R& B	✓	SO GR M & CP P & M W	
38	Implement the "Mwy na Geiriau/More than Words" action plan Policy Officer meets with Social services lead to progress and write annual progress report for Welsh Government and Director of Social Services Annual Report	Annual action plan from Welsh Govt	Social Care Policy Officer Equality and Welsh Language	S A D R R& B	✓ ✓	SO GR M & CP P & M W	✓

		Action plan to be followed		S	√	SO	√
					✓	GR	√
39	Implement the Well being Group action plan.		PSB Development Manager	D	√	М & СР	√
	Currently being developed				√	P & M	√
				R& B	✓	W	√
			Housing Manager	S		SO	
P	Monmouthshire is in the process of re-locating 20	Annual report	Housing Manager Elected Member Equality Champion	Α		GR	
$\mathbf{\omega}$	households of Syrian Refugees to the County over the next 5 years.			D		M & CP	
	The first tranche of refugees re-located and	Гороп	Community Cohesion	R	✓	P & M	
	settled well.		Officer	R&	√	W	
				В			

Objective Five – Keeping our Focus

	Establish a Welsh Language Task and Finish Group for the implementation of the Welsh Language Standards		Policy Officer Equality + Welsh Language	S A		SO GR	
41	Policy Officer worked with individual	2016 -2017		D		M & CP	
	departments to discuss implications of the		Welsh Language Support Officer	R		P & M	
	Standards			R&B		W	\checkmark
	Denote the Face its language		Policy Officer Equality +	S	\checkmark	SO	\checkmark
	Regularly review and improve the Equality Impact Assessment process in conjunction with the		Welsh Language	Α	\checkmark	GR	\checkmark
₂	requirements of the Well-being of Future	Regular review and	Sustainable Development	D	✓	M & CP	\checkmark
P 4 ge	Generations (Wales) Act 2015.	update	Officer	R	\checkmark	P&M	\checkmark
153			Policy and Performance Manager	R&B	✓	W	✓

43	Monmouthshire Inclusion Group (Ex- Monmouthshire Equality and Diversity Group – MEDG)	To meet quarterly	Policy Officer Equality and Welsh Language Elected Member Equality Champion	S A D R R&B	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	SO GR M & CP P & M W	\[\land \] \[\land \] \[\land \] \[\land \] \[\land \]
4 Page	LGBTQ+ Group to positively promote this protected characteristic Regularly meeting and expanding	Annual Report	Youth Services Manager	S A D R R&B	✓	SO GR M & CP P & M W	✓ ✓
154 45	To ensure that the Impact assessment of the annual financial saving mandates/proposals is robust To be reviewed in 2018	Annually Aug – Mar	Programme Manager Legal Services, Equalities Officer, People Services.	S A D R R&B	✓ ✓ ✓ ✓	SO GR M & CP P & M W	✓✓✓





Monmouthshire's Scrutiny Forward Work Programme 2017-18

Meeting Date	Subject	Purpose of Scrutiny	Responsibility	Type of Scrutiny
29 th March	Social Justice Policy	Scrutiny of the new policy to deliver the portfolio	Cath Fallon	Pre-decision
2018		ahead of Council adoption.	Sara Jones	Scrutiny
	Violence against Women,	The Act is a landmark piece of legislation and	Regional VAWDASV	Policy Development
	Domestic Abuse and	received Royal Assent on 29 April 2015. The	Team	
	Sexual Violence (Wales)	Gwent Violence against Women, Domestic Abuse	Councillor Sara	
	Act 2015	and Sexual Violence Partnership Board has	Jones	
		published the region's first joint strategy to	Sharran Lloyd	
		tackle VAWDASV ~ scrutiny of the		
		implementation.		
	Strategic Equality Plan	To monitor the progress on the annual monitoring	Alan Burkitt	Policy Development
		report (2016-2017).		
Special Meeting	Traffic & Road Safety	To present a strategy for dealing with traffic and	Paul Keeble	Policy Development
9 th April 2018		road safety (separate to the Speeding Strategy	Roger Hoggins	
		being worked upon by the Strong Communities		
11am		Task and Finish Group) ~ following a member		
		workshop.		
	Heavy Goods Vehicles on	To consider the implications of restricting HGV's	Paul Keeble/Roger	Policy Development
	country lanes	with a view to developing a future policy.	Hoggins	
24th May 2018	Revised Waste Policies	Scrutiny of the introduction of a new recycling	Carl Touhig / Roger	Policy
·	and new Recycling	service, to be supported by a suite of policies to	Hoggins	Development/Pre-
	Collection Model	ensure clarity on the procedures for certain		decision scrutiny
		activities e.g. assisted collections, missed		
		collections etc.		

Monmouthshire's Scrutiny Forward Work Programme 2017-18

Strong Communities Select Committee								
Meeting Date Subject Purpose of Scrutiny Responsibility Type of Scruting								
	Air Quality management &	TBC	David Jones	Policy Development				
	role of Environmental		How Owen					
	Health'							

Future Agreed Work Programme Items: Dates to be determined

- * Open Space Review ~ review of open spaces and the prioritisation and management of highways ~ strategic review rather than operational.
- * Gwent Refugees and Asylum Seekers ~ progress report. ~ Joint scrutiny with CYP Select
- * Modern Day Slavery and Human Trafficking ~ topic raised by the chair for in-depth scrutiny.
- * Air Pollution ~ working groups to report to Select Committee.
- * People Services ~ further sickness data requested.
- * Cremations and Burials

Emerging issues/topics to be raised with the committee before inclusion ~ some reports to be received by email for comment rather than in-depth scrutiny.

Agenda Item 10

Cabinet, Council and Individual Cabinet Member Decisions (ICMD) Forward Plan

Monmouthshire County Council is required to publish a forward plan of all key decisions to be taken. Council and Cabinet items will only be considered for decision if they have been included on the planner no later than the month preceding the meeting, unless the item is considered urgent.

Committee / Decision Maker	Meeting date / Decision due	Subject	Purpose	Author	Date item added to the planner	Date item originally scheduled for decision
Cabinet	05/09/18	Regional Safeguarding Board Annual Report		Claire Marchant		
Cabinet	04/07/18	Youth Enterprise - European Structure Fund (ESF) Programmes - Inspire2Work extension		Hannah Jones		
Cabinet	04/07/18	Chief Officer Annual Report		Claire Marchant		
Council	21/06/18	Safeguarding Evaluative Report		Claire Marchant		
ICMD	13/06/18	Children with Disability - Hierachy Update		Claire Robins	05/03/18	09/03/18
Council	10/05/18	Safeguarding Review		Claire Marchant		
Council	10/05/18	Childrens Services Report		Claire Marchant		
ICMD	09/05/18	Supporting People contract procurement exemptions		Chris Robinson	15/02/18	
Cabinet	02/05/18	Adoption of Road Safety Strategy		Paul Keeble		
Council	19/04/18	Chief Officer Report CYP		Will Mclean	25/01/18	
Council	19/04/18	Council Diary 2018/19		John Pearson	12/03/18	
Council	19/04/18	Sale of old County Hall Site		Roger Hoggins	16/02/18	
ICMD	18/04/18	Disposal of easement at Wonastow Road		Ben Winstanley	14/03/18	
ICMD	18/04/18	Adoption of highway management plan including appointment of Highway Asset inspector and changes to Asset Planning Officer posts		Paul Keeble		09/03/18
Cabinet	11/04/18	VAWDASV		Joe Skidmore	08/02/18	
Cabinet	11/04/18	S106 Procedure Note and S106 Guidance Note	e	Mark Hand	Ca	
Cabinet	11/04/18	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2017/18, meeting 6 held on the 22nd February 2018	Dave Jarrett		
Cabinet	11/04/18	Crick Road Business Case		Claire Marchant		
Cabinet	11/04/18	Tree Policy		Roger Hoggins	19/02/18	
Cabinet	11/04/18	Disposal of County Hall		Roger Hoggins		
Cabinet	11/04/18	Civil Parking Enforcements		Paul Keeble		07/03/18
Cabinet	11/04/18	Kerbcraft Update	DEFERRED			07/03/18
Cabinet	02/05/18	The Knoll, Section 106 funding, Abergavenny	DEFERRED	Mike Moran		07/03/18
Cabinet	02/05/18	Chippenham Mead Play Area	DEFERRED	Mike Moran		07/03/18
ICMD	28/03/18	Section 106 Major Maintenance Capital for th	e repairs to the footbridge over the Gavenny at Penyval,	Nigel Leaworthy		
ICMD	28/03/18	Operational Changes to Trading Standards		Gareth Walters/Sara Jones	27/02/18	

	T					
ICMD	28/03/18	Staffing Restructure of SCH Workforce Development Team		Sian Sexton	05/03/18	
ICMD	28/03/18	Children's Services Business Support Team - Hierachy Update		Claire Robins	05/03/18	
ICMD	28/03/18	Social Care & Health - Business Support Post		Claire Robins	05/03/18	
ICMD	28/03/18	Property Maintenance Framework Agreement		Phil Kenney/P Murphy	06/03/18	
Council	19/03/18	LDP		Mark Hand		
Council	19/03/18	City Deal Business Plan		Paul Matthews		
ICMD	14/03/18	2nd Phase Families Support Review		Claire Marchant		
ICMD	14/03/18	Future of Melin Private Leasing Scheme		Ian Bakewell	15/02/18	
ICMD	14/03/18	Award Garden Waste Contract		Carl Touhig	19, 62, 10	
ICMD	14/03/18	S106 Transport Projects		Richard Cope		
ICIVID	14/03/16	3100 Transport Projects		Richard Cope		
Cabinet	07/03/18	2018/19 Education and Welsh Church Trust Funds Investment and Fund strategies	To present to Cabinet for approval the 2018/19 Investment Fund Strategy for Trust Funds for which the authority acts as sole or custodian trustee for adoption and to approve the 2017/18 grant allocation to LA beneficiaries of the Welsh Church Fund	Dave Jarrett		
Cabinet	07/03/18	EAS Business Plan		Will Mclean		
Cabinet	07/03/18	Review of Additional Learning Needs and inclusion services	To seek cabinet approval to commence the statutory consultation process associated with proposed changes to ALN and Inclusion Services	Matthew Jones		
Cabinet	07/03/18	Turning the World Upside Down	DEFERRED	Claire Marchant		
Cabinet	07/03/18	Proposed changes to the schools mfunding formulafor the funding of building maintenance costs	To seek approval to reduce the funding of building maintenance costs for our new schools	Nikki Wellington		
Cabinet	07/03/18	Whole Authority Risk Assessment		Richard Jones		
Cabinet	07/03/18	Replacement document management system for revenues		Ruth Donovan		
Cabinet	07/03/18	Corporate Parenting Strategy		Claire Marchant		
Council	01/03/18	Council Tax Resolution 2018/19		Ruth Donovan		
Council	01/03/10	Approval of public service board well-being		Rath Bollovali		
Council	01/03/18	plan		Matt Gatehouse		
Council	01/03/18	Area Plan - Population Needs Assessment		Claire Marchant		
Council	01/03/18	Pooled fund for care homes		Claire Marchant		
Council	01/03/18	Social Justice Policy	ITEM DEFERRED	Cath Fallon		
Council	01/03/18	Treasury Strategy		Peter Davies	08/02/18	
ICMD	28/02/18	Charges in relation to the delivery of the auths private water supply responsibilties		Huw Owen	·	
ICMD	28/02/18	Gypsy and Traveller Pitch allocation policy report		Steve Griffiths		
ICMD	28/02/18	Fixed Penalty Notice charges for fly tipping offences		Huw Owen/Sara Jones		
ICMD	28/02/18	Re-designation of Shared Housing		lan Bakewell/Greenland		
ICMD	28/02/18	Restructure of Mental health Social Work Staffing		John Woods	08/02/18	

ICMD	28/02/18	Staffing Restructure of Adult Disability Service		John Woods	08/02/18	
ICMD	28/02/18	Removal of under 18 burial charges		Deb Hill Howells		
ICMD	28/02/18	Recruitment for Maternity Cover: Development Management Team		Phil Thomas	08/02/18	
Cabinet	28/02/18	Borough Theatre		Tracey Thomas	19/02/18	
Cabinet	28/02/18	Final Budget Proposals		Peter Davies		
Council	15/02/18	Pay Policy		Sally Thomas		
Council	15/02/18	Corporate Plan		Kellie Beirne		
Council	15/02/18	Active Travel Plan and Civil Parking Enforcement		Roger Hoggins		
ICMD	14/02/18	Development Management Enhanced Services proposals		Phil Thomas		
ICMD	14/02/18	Residents only parking permit scheme Usk View, Merthyr Road, Abergavenny		Paul Keeble		
ICMD	14/02/18	Usk in Bloom		Cath Fallon		
ICMD	14/02/18	Loan to Foster Carers		Jane Rodgers		
ICMD	14/02/18	Public Health Wales Act - Intimate Piercing		David Jones		
ICMD	14/02/18	Personal Transport Budgets		Roger Hoggins		
ICIVID	14/02/16	Personal Transport Budgets		Matthew Lewis/Cllr		
ICMD	14/02/18	All Wales Play opportunities grant		Greenland		
ICMD	08/02/18	Fixed Penalty Notice charges for fly tipping offences		Huw Owen		03/01/18
ICMD	31/01/18	Staffing changes in Policy and Governance		Matt Gatehouse		
ICMD	31/01/18	Seasonal Garden Waste Collections		Carl Touhig		
Cabinet	29/01/18	ADM		Kellie Beirne		
Cabinet	29/01/18	Corporate Plan		Kellie Beirne		
Council	18/01/18	Council Tax Reduction Scheme 2018/19		Ruth Donovan		
Council	18/01/18	Response to Older Adults Mental Health Consultation		Claire Marchant		
ICMD	17/01/18	Supporting People Programme Grant Spendplan 2018-19		Chris Robinson		03/01/18
ICMD	17/01/18	Trainee Accountant Regrade		Tyrone Stokes		
ICIVID	17/01/10	Local Government (Wales) Act 1994 The		-		
ICMD	17/01/18	Local Authorities (Precepts)9wlaes) Regulations 1995		Joy Robson/Mark Howcroft		
Cabinet	10/01/18	Welsh Church Fund Working Group	The purpose of this report is to make recommendations to Cabinet on the Schedule of Applications 2017/18, meeting 5 held on the 14th December 2017	Dave Jarrett		
Cabinet	10/01/18	Re-Use Shop at Ilanfoist Household Recycling Centre		Roger Hoggins		
Cabinet	10/01/18	Budget Monitoring Report	The purpose of this report is to provide members with information on the forecast outturn position of the authority at end of month reporting for 2016/17 financial year	Joy Robson/Mark Howcroft		
Cabinet	10/01/18	Chepstow Cluster - proposed distribution of Section 106 monies	To agree the distribution of section 106 to the cluster	Nikki Wellington		

Cabinet	10/01/18	Management of obstructions in the public	Roger Hoggins	
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