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## AGENDA

<b>Committee</b>	ECONOMY & CULTURE SCRUTINY COMMITTEE
<b>Date and Time of Meeting</b>	THURSDAY, 9 NOVEMBER 2017, 4.30 PM
<b>Venue</b>	COMMITTEE ROOM 4 - COUNTY HALL
<b>Membership</b>	Councillor Howells (Chair) Councillors Ebrahim, Gordon, Gavin Hill-John, Parkhill, Robson, Sattar and Stubbs

*Time approx.*

**1 Apologies for Absence**

To receive apologies for absence.

**2 Declarations of Interest**

To be made at the start of the agenda item in question, in accordance with the Members' Code of Conduct.

**3 Minutes (Pages 1 - 6)**

To approve as a correct record the minutes of the meetings held on 5 October 2017.

**4 Sports Joint Venture: Update (Pages 7 - 18)**

4.35 pm

- (a) Councillor Peter Bradbury, Cabinet Member – Culture and Leisure, will be invited to make a statement. Jon Maidment and Steve Morris, will be in attendance to give a presentation and answer Members' questions;
- (b) Questions by members of the Committee;
- (c) The way forward for this item will be considered at the end of the meeting.

## EXCLUSION OF THE PUBLIC

**Item 5 is confidential and not for publication by virtue of paragraph 14 of Part 4 and paragraph 21 of Part 5 of Schedule 12A of the Local Government Act 1972. The public will be excluded from the meeting for the presentation of this item in accordance with the same legislation.**

**5 Train Station: Update** (*Pages 19 - 22*) 5.10 pm

- (a) Councillor Russell Goodway, Cabinet Member – Investment and Development, will be invited to make a statement. Neil Hanratty, Director of Economic Development will be in attendance to give a presentation and to answer Members' questions;
- (b) Questions by members of the Committee;
- (c) The way forward for this item will be considered at the end of the meeting.

**6 Employment Services - Pre Decision** (*Pages 23 - 118*) 5.40 pm

- (a) Councillor Lynda Thorne, Cabinet Member – Housing and Communities, will be invited to make a statement. Sarah McGill, Director of Communities, Housing and Customer Services, Jane Thomas, Assistant Director of Communities and Housing, Louise Bassett, Partnership Delivery Team Leader, will be in attendance to give a presentation and answer Members' questions;
- (b) Questions by members of the Committee;
- (c) The way forward for this item will be considered at the end of the meeting.

**7 Committee Business** (*Pages 119 - 140*) 6.20 pm

**8 Date of next meeting**

The next meeting of the Economy and Culture Scrutiny Committee is scheduled to be held on 7<sup>th</sup> December 2017 at 4.30pm.

**9 Way Forward** 6.40 pm

**Davina Fiore**

**Director Governance & Legal Services**

Date: Friday, 3 November 2017

Contact: Andrea Redmond, 029 2087 2434, a.redmond@cardiff.gov.uk

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ECONOMY & CULTURE SCRUTINY COMMITTEE

5 OCTOBER 2017

Present: County Councillor Howells(Chairperson)  
County Councillors Ebrahim, Gordon, Gavin Hill-John, Parkhill,  
Robson, Sattar and Stubbs

14 : APOLOGIES FOR ABSENCE

No apologies for absence were received.

15 : DECLARATIONS OF INTEREST

Declarations of interest were received from Councillors Robson, Stubbs and Hill-John, who declared personal interests in Agenda Item 5 as Non-Executive Directors of Cardiff Bus.

16 : MINUTES

The minutes of the Joint Environment and Economy & Culture Scrutiny Committees held on 13 September and the Economy & Culture Scrutiny Committee held on 14 September 2017 were agreed as a correct record and signed by the Chairperson.

17 : MULTI-PURPOSE INDOOR ARENA - UPDATE

The Chairperson invited Councillor Russell Goodway, Cabinet Member – Investment and Development and Neil Hanratty, Director of Economic Development to the meeting.

Members were provided with a presentation on the Multi-Purpose Indoor Arena after which the Chairperson invited questions and comments from Members:

- Members asked about the estimated completion time for a project such as this; officers advised that it would be 18 months from now then a further 2 years for construction.
- Members referred to traffic implications and asked what plan there was to facilitate the movement of people to the potential venues, which were all South of the railway. Officers advised that the sites being South of the railway, was more about the size of the sites themselves; the potential sites needed to be between 8-10 acres and close the City Centre. Transport planning will be a primary consideration in the site selection exercise, the site needs to be walkable from the railway station. The site selected would be the one that helps deliver the infrastructure the City needs, i.e. a tram to the Bay and to further the Eastern Bay Link completion.
- Members referred to the City Deal contribution and asked why other local Authorities would contribute to something being built in Cardiff. Officers explained that Cardiff only has a population of 360k people, a venue such as this would benefit the region as a whole.

- Members sought clarification on when the project was originally instigated and who by. The Cabinet Member explained that successive administrations have wanted the project, going back to 1993 when the Cardiff 2020 report was written. The report identified components that make a City able to work for itself; one component of that was an events arena. He added that people had concerns over the Principality Stadium being built but it has given Cardiff a Global profile that it could never have paid for. An events arena would do the same and provide more Global exposure and he trusted that the region would understand the importance of such a project and sees the benefits it would bring to the region as a whole not just Cardiff.
- Members understood the significance of the project but highlighted concerns of residents that more urgent to them was an improved public transport system. The Cabinet Member stated that an improved public transport system relies on passenger numbers; Cardiff with only 360k residents doesn't have enough people and for a business case to stack up more passenger numbers would be needed.
- Members welcomed the sites that were being considered, noted that as a City, Cardiff was well used to putting on large events and coping with getting people in and out of the City. Members welcomed the indicative timescales but asked what has happened since 2012/13 as not a lot seems to have progressed. The Cabinet Member stated that it has taken time to understand what is needed, what is happening elsewhere in other cities etc.
- Members asked what other benefits the arena would bring to the City and were advised that the increased footfall to the City brings all sorts of opportunities with it i.e. retail and hotels.
- Members asked with regards to sporting events, whether this would be just for events on the scale of Champions League or if there would be opportunities for local club use too. Officers advised that it would be for large international events that attract paying spectators; Capital Ambition identifies opportunities around the City for local sporting clubs; conversations were being had with Sophia Gardens, Leckwith Stadium, Ely Racecourse etc. for access for indigenous sporting clubs under a separate project.
- With reference to the preferred design of the arena being a Super Hybrid Dome, Members asked if any other countries had one of these. Officers explained that the architects were world leaders in this type of infrastructure, this design was a new concept that the architect has developed for maximum day's usage; there was not another example of it. He added that the architect was currently working on Barcelona's new stadium.
- Members noted that previously the Motorpoint Arena site had been put forward as a site option but didn't appear in the current site options. Officers explained that since Admiral had located near there the area was now too small.
- Members asked what impact the arena would have on other venues in the City. Officers explained that they are in the process of developing a business case which would look at impacts; the Motorpoint Arena would suffer and

possibly close; the Stadium though hosts different events that are much larger in scale than the arena would be.

- With reference to the finance, Members asked what would happen if the City Deal contribution was not forthcoming. The Cabinet Member stated that it would be found from somewhere else, Cardiff has a very clear agenda of what it wants to deliver, as such it has not been difficult to get people to come forward and deliver these things for Cardiff; there are business opportunities with the private sector as with all the major developments in recent years which have been mainly delivered by the private sector.
- Members asked if sponsorship opportunities had been explored. Officers advised that yes they had, one deliberation in the operator lease is sponsorship, or whether it is taken separately; this would be considered in the final business case when it comes forward.

RESOLVED that the views of the Committee would be discussed during the way forward section of the meeting and a letter sent to the Cabinet Member in due course.

#### 18 : ADULT COMMUNITY LEARNING - FUNDING CHANGES

The Chairperson welcomed Councillor Sarah Merry, Cabinet Member – Education, Employment and Skills; Isabelle Bignall, Assistant Director Communities and Customer Services and John Agnew, Corporate Customer Services Manager to the meeting.

The Chairperson invited the Cabinet Member to make a statement in which she said that public consultation had been delayed until spring 2018 to make an informed decision which will be implemented in 2019/20. This will have a significant impact of how the service will be funded in the future.

Cardiff Council's ACL service has made significant improvements as reflected in their success rate over the past few years seeing it increase each year from 61% in 2012/13 to 94% in 2015/16. This is a testament to the outstanding Adult Community Learning team whom have worked so effectively together with a full commitment to achieve the best possible results and outcomes for learners

The Cabinet Member had recently had the pleasure of being invited to Severn Road Adult Learning Centre to see SHEP (School Holiday Enrichment Programme) which offers non-accredited taster courses to parents, whose children attend SHEP. The aim is to increase the demand from parents attending for more courses in school settings.

Members were provided with a presentation after which the Chairperson invited questions and comments from Members;

Councillors Robson, Stubbs and Hill-John declared personal interests at this point as Non-Executive Directors of Cardiff Bus.

- Members noted the 37% cut that was mentioned in the presentation, and that despite this, the service had been able to increase effectiveness. Members

asked if the service would be able to increase effectiveness with further cuts. Officers stated that the previously there was one programme which encompassed the Learning for Work programme which was grant funded and the Learning for Life courses which were paid for. They were meshed together and the Welsh Government felt that the service was not able to show that the grant was being used for the Into Work type courses. When the service had the 37% cut, it completely split the 2 programmes and released a number of delivery points and use schools, community groups etc. the reduction was about streamlining the service and delivering it more effectively so there had been scope to absorb that previous cut in funding.

- Members noted that there was huge number of people who had accessed the accredited learning courses. Members were concerned that Learning for Life and Entry Courses had depleted since the Cardiff and Vale college had been administering them and that a huge drop off had been seen. Members were concerned that with the Communities First Programme ending in 2018, there would be a gap that would need to be filled. Officers stated that Cardiff is part of the Cardiff and Vale college partnership but the college don't run Cardiff's provision as they have their own; during the time of the 37% cut and the courses were being split, Cardiff had been unable to offer as many taster courses as previously, and not met the number as outlined in the Policy, these courses were being specifically targeted now to get to the required number. There will be a paper coming to a future scrutiny on the Employability Gateway, which would address the Communities First ACL provision.
- Members asked how Cardiff could make the case to the Welsh Government that the only realistic options would be to stay as is or to be in Adult Learning Partnerships. The Cabinet Member stated that there was slightly worrying trend about the inclination at times of the Welsh Government to centralise things when there is a really important role for local Government and the relationship they have with local communities, and that she would resist options 3 and 4; apart from the impact on funding local authorities are ideally placed to know what is needed in parts of the City.
- Members asked what assessment had been made for demands for financial preparedness courses in anticipation of Universal Credit. Officers explained that this would be covered in the Employability Gateway coming to Committee next month; in addition to this there will be a redevelopment of part of the Central Library to enable people to access help in relation to Universal Credit and for PC access, the Council was working closely with Into Work Services on this.
- With reference to options 3 and 4, Members asked what these would mean from a service user perspective. Officers stated these options would be similar to additional grant funding, users would have to prove the need. It would be harder to prove the need for social isolation courses etc. There would be bidding for key priorities.

Members urged that the focus remains on back to work courses as critically they lead to jobs. Officers stated that this was exactly what the Employability Gateway does. The Cabinet Member stated that there are case studies that



show the value of soft courses too, which also have hard edge economic benefits too.

- Members asked how the Council targets and supports people with little English language. Officers explained there is a huge amount of work being done on the digital readiness of the City, with sessions being held in all Hubs. Courses are tailored to people's needs including language barriers. Central Hub is a manned Hub with help specifically on Universal Credit, Welfare Reform etc.
- Members considered that while the programme is new, schools could be used to offer this help too, as not all areas across the City have Hubs.
- Members asked for more information on the formula for Deprivation/Sparsity. Officers explained that at a recent workshop with Welsh Government, officers from local authorities were quite surprised at some of the proposals around the table. There was a key point around the sparsity, there are providers across Wales talking for many years about the established formula which they don't agree with in principle, saying they have lost out as a result of how the grant funding is proportioned in terms of what they are able to deliver. From a Cardiff perspective, officers were concerned that if sparsity formula is used then there are not really infrastructures in a lot of those areas even if they were to receive a significant increase in funding they would not be able to deliver anything with it.
- Members asked if there would be any opportunity during the consultation to suggest a different formula and if officers had a preferred formula which they considered fair. Officers stated that they have looked at a number of formulas but considered that there may not be any benefit at this point to challenge the formulas being suggested. There is a lot of work still to be done after the consultation with the providers in terms of how they move forward and hopefully what comes out of the public consultation will be reflected upon.
- Members made reference to the third option which is the commissioning route and considered that this was essentially down to who could fill in the best forms so had concerns with this option too.
- Members asked if there had been an assessment undertaken as to the repercussions to the service in Cardiff. Officers stated that there had been; they accept that whatever happens there would be a cut, how significant was the key issue. The cuts would have a direct reduction on staff and courses; officers are looking at ways that they can help and mitigate these reductions, working with Into Work Services to pull down other grants etc.

RESOLVED that the views of the Committee would be discussed during the way forward section of the meeting and a letter sent to the Cabinet Member in due course.

## 19 : CORRESPONDENCE REPORT

Members were provided with an update of the correspondence sent and responses received since the beginning of the municipal year;

- *Response Received* – from Councillor Goodway to the Chair’s letter, sent 19 July 2017, following pre-decision scrutiny of Funding of the Bus Station Interchange at the Committee meeting on 18 July 2017.
- *Response not required* – to Chair’s letter, sent 14 September 2017, following Call-In of the Cabinet Decision re Funding of the Bus Station Interchange, held on 13 September 2017
- *Response Awaited* – from Councillor Thorne to the Chair’s letter, sent 15 September 2017, following scrutiny of Employment Services at the Committee meeting on 14 September 2017.

RESOLVED to note the report.

20 : DATE OF NEXT MEETING

The next meeting of the Economy & Culture Scrutiny Committee is scheduled for 9<sup>th</sup> November 2017 at 4.30pm.

**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**ECONOMY & CULTURE SCRUTINY COMMITTEE**

**9 NOVEMBER 2017**

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**SPORTS DEVELOPMENT JOINT VENTURE: PROGRESS REPORT**

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**Purpose of report**

1. To provide Members with an update on the joint venture between Cardiff Council and Cardiff Metropolitan University for sports development.

**Background**

2. In 2014, the Council signed an agreement with Cardiff Metropolitan University to deliver sports services in the city. This agreement received financial backing from Sport Wales and Cardiff City Football Club and aimed to provide valuable investment for grass roots sport. A briefing note (attached as **Appendix 1**) provides the context and details of the Joint Venture. Members will also find information on funding streams, governance arrangements, the project board and regional sports boards within this document.
3. As part of the agreement, the Council's Sports Development Team, known as Sport Cardiff, transferred under TUPE to Cardiff Metropolitan University employment. A restructure of the service was undertaken, with delivery through the six neighbourhood management areas.
4. The stated vision is *'Making Cardiff an active and successful Capital City of Sport with the aim of working with partners to create opportunities for people to get involved in sport to foster a healthy and active lifestyle through sport and excel and succeed in sport at every level'*.

5. In order to deliver the vision, the Joint Venture identified the following priority objectives:
- **Regional Sports Boards<sup>1</sup>:** “Provide a regional delivery mechanism for the Local Sports Plan”
  - **Sport for Children:** “Provide every young person in Cardiff access to quality sporting opportunities” “ Every Child a Swimmer”
  - **Strong and Vibrant Clubs:** “Cardiff will provide the opportunity for a variety of community based sports clubs to become visible and viable in order to thrive through the cities excellent infrastructure”
  - **Coaching, Volunteering and Workforce:** “Create a highly skilled workforce to service the needs of Cardiff`s sporting community”
  - **Competitions/Cardiff Games:** “To provide the opportunity for every young person in Cardiff to experience high quality appropriate competition”
6. The briefing note attached at **Appendix 1** states that underpinning each priority objective are the following key considerations:
1. BME
  2. Women & Girls
  3. Disability Sport and Inclusive Opportunities
  4. Disadvantaged areas
7. The Council and partners developed a Local Sport Plan 2014-2016, which included a range of targets for sports participation and sports development. Cardiff Metropolitan University provides data for each financial year on the following performance indicators:
- Total registrations (for children aged 7-16)
  - Total number of sports sessions (for children aged 7-16)
  - Hooked on Sport (retention 20+ session for children aged 7-16)
  - Number of children (aged 7 – 16) engaged through Cardiff Games
  - Number of competitions held (for children aged 7 – 16)
  - Club membership, including Disability (for children aged 7 – 16)
  - Total number of coaches and volunteers recruited, trained & deployed across all priority areas.
  - Total number of volunteer hours across all priority areas.

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<sup>1</sup> Established for each Neighbourhood Partnership area

8. At Council, 23 March 2017, Councillor Bradbury gave a statement that included the following performance information regarding the Sports Development partnership with Cardiff Metropolitan university:

- *'47% of young people in Cardiff "Hooked on Sport"*
- *£50,000 worth of volunteer hours*
- *The most successful Disability Sport Inclusion programme in Wales, achieving a Bronze National Award*
- *The launch of the new Girls Together initiative to get more women and girls involved in Sport and Physical activity*
- *An award winning Children's Sport and Nutrition holiday scheme*
- *Over 100 Students deployed into children's sport programmes*
- *The Cardiff Games continues to grow as our 2012 Olympic and Paralympic Legacy with 97 schools regularly taking part.'*

9. At Council, 19 July 2017, Councillor Bradbury gave a statement on Sports Development, which contained the following information:

- *'Following changes made to the management of Community Chest Grants there has been a significant rise of applications for funding. Each of the six area Neighbourhood Sports Boards have control of an allocation for their locality and are increasingly proactive in targeting funding where it is most needed, and in particular areas of deprivation and under representation such as women, girls and BME.'*
- *It is pleasing to note that for the third year running we are seeing a significant increase in participation, in the region of 20%, from schools for the Cardiff Games and with a broader range of sports on offer. As a result, more children are now taking part in sport in after school time, representing their schools at the games and schools participating are providing very positive feedback.*
- *The two new 3G pitches located in Trelai Park and the Marl, funded through the Welsh Government's Capital Loan Scheme, are in full operation which is resulting in much stronger engagement from the local community and clubs, providing both structured and informal activity.'*

10. In order to inform this scrutiny, the Chair requested that sports participation trend data be provided, by gender and ethnicity, to show the progress achieved since 2014. This is being provided as part of the presentation to Committee.

### **Way Forward**

11. Councillor Peter Bradbury (Cabinet Member for Culture and Leisure) has been invited and may wish to give a statement. Jon Maidment (Operational Manager, Parks, Sports, Harbour Authority and Leisure) and Steve Morris (Parks and Sport Development Manager) will attend to give a presentation and to answer Members' questions.

### **Legal Implications**

12. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

### **Financial Implications**

13. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct financial

implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/ Council will set out any financial implications arising from those recommendations.

### **Recommendations**

The Committee is recommended to give consideration to the information attached to this report and received at this meeting and to submit any recommendations, observations or comments to the Cabinet.

**Davina Fiore**  
**Director – Governance and Legal Services**  
**3 November 2017**

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## **Briefing note for Scrutiny**

### **Joint Venture Agreement – Sports Development Cardiff Council / Cardiff Met**

The future of sport in Cardiff has been secured with the official signing of a Joint Venture Agreement between the City Council and Cardiff Metropolitan University.

The agreement, which has received financial backing from Sport Wales and Cardiff City FC, provides a timely boost to the resources available to develop sport in the Welsh capital whilst it celebrated its year as 2014 European Capital of Sport

The Joint Venture Agreement between the City Council and Cardiff Metropolitan University (CMET) is one example of the type of creative, collaborative solutions we are working on so that we meet the financial challenges we're facing, while at the same time providing services that meet the needs of the city, now and in the future. The agreement will provide valuable investment for grass roots sport and also protect jobs.

The agreement transfers the Council's Sports Development Team (Sport Cardiff), to Cardiff Metropolitan University. Transferring personnel under TUPE and delivering the service through a re structure to the 6 Neighbourhood Management areas and making better use of Sports Students through meaningful placement opportunities.

Similar examples of this arrangement include Southampton City Council and Southampton Solent University. Exploratory meetings with Southampton took place and documentation from Southampton was shared to enable decision making on both sides.

A partnership between Sport Cardiff and CMET already existed through the Coaching and Workforce programme where joint funding provides for the member of staff and associated revenue for programme delivery. In addition, Cardiff MET represent the Cardiff Strategic Sports Board and have assisted in developing the Sport and Physical Activity Strategy and Local Sport Plan.

The transfer places CMET at the forefront of delivery for Sport in Cardiff, delivering agreed outcomes through a neighbourhood model of delivery.

### **Local Sport Plan**

We have developed the Cardiff Local Sport Plan taking previous evidence of performance, identifying gaps in demand in order to target resources in the most appropriate areas. The vision is 'Making Cardiff an active and successful Capital City of Sport with the aim of working with partners to create opportunities for people to get

involved in sport to foster a healthy and active lifestyle through sport and excel and succeed in sport at every level’.

The Local Sport Plan 2014-2016 will be a delivery mechanism for priority objectives. The priorities are identified as:

1. Sport for children
2. Strong and Vibrant Clubs
3. Coaching, Volunteering and Workforce
4. Competitions
5. Every Child a Swimmer

Key considerations to underpin each priority:

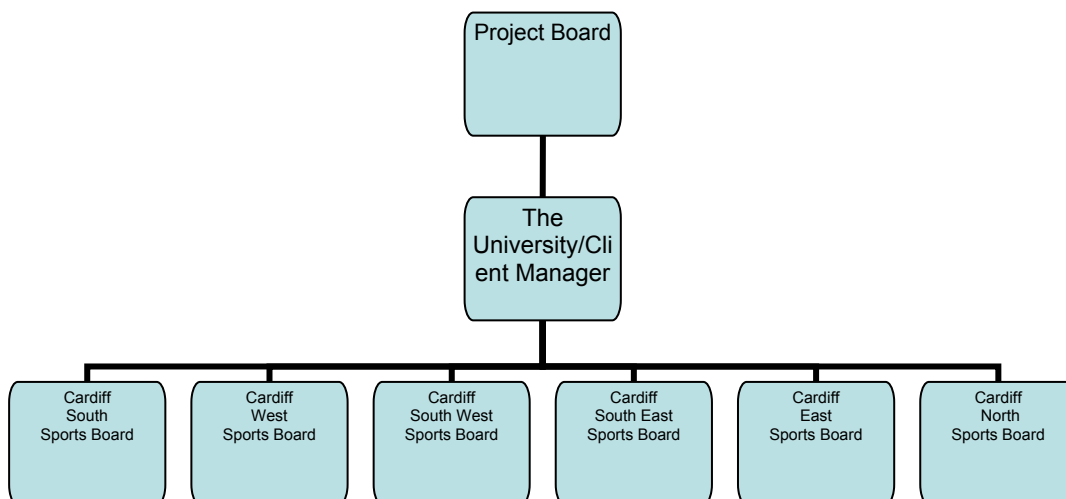
1. BME
2. Women & Girls
3. Disability Sport and Inclusive Opportunities
4. Disadvantaged areas

### **Funding Streams** -

Sport Wales contribute by way of an annual grant circa £600,000. This grant is to deliver outcomes based on an annually agreed plan linked to their core National Programmes and sports priorities for Cardiff, “The Local Sport Plan”.

Cardiff City Football in the Community are tied into the structure through the Leckwith development agreement contributing £250k whilst in the Premier League and £100k in the Championship, this funds the school sport programme.

### **Structure & Governance**



## **Project Board Role**

- 1 To advise upon, initiate, monitor and manage the process of developing and implementing the Local Sport Plan and to co-ordinate the respective contributions from each Party to that process.
- 2 The Project Board shall have the specific responsibilities identified below, and shall operate in accordance with the Joint Venture Agreement generally.
- 3 The Project Board shall provide strategic advice and support to the regional sport boards where appropriate and seek to ensure the regional action plans to be developed by them contribute to the overall Objectives and deliver against Project Targets.
- 4 The Project Board shall monitor and review progress and financial compliance of the Project including regularly considering and identifying the following issues:
  - the progress achieved to date in the achievement of the Project Targets and the Objectives and the development of the Local Sport Plan
  - the programme of any proposed actions to be taken to rectify any prospective shortfall in meeting the Project Targets or any failure to meet the Objectives
  - any Respective Inputs which are considered are required and which are to be agreed and/or allocated to (and accepted by) any Party
  - any failure by any Party to provide its Respective Inputs

## **Membership of the Project Board**

The Project Board shall consist of:

- Director of Sport, Leisure and Culture – Cardiff Council
- Operational Manager, Leisure – Cardiff Council
- Operational Manager, Parks and Sport
- Client Manager for Sport and Physical Activity – Cardiff Council
- Director of Sport - Cardiff Metropolitan University
- Assistant Director of Sport – Cardiff Metropolitan University
- Regional Manager – Sport Wales

## **Regional Sports Boards**

Each Regional Sports Board (“RSB”) shown in the diagram is to be established by the Parties to represent the relevant areas of Cardiff as soon as reasonably practicable after the Commencement Date. Each RSB will be tasked with developing a regional plan for their area that will contribute towards the Objectives including:

- developing, agreeing and initiating a regional action plan to increase participation within schools, clubs and community settings
- engaging with key community partners to help provide sustainable participation opportunities
- ensuring the regional action plan contributes to the overall vision and delivers against the outcomes of the Cardiff Local Sports Plan.

Templates have been devised to assist in reporting to Sport Wales on achievement of Project Targets in each of the four key areas of Sport for Children, Strong and Vibrant Clubs, Competitions and Coaching and Workforce. These are comprised with the Local Sports Plan.

Each Regional Sports Board will complete these templates on a quarterly basis and submit them to the Project Board in sufficient time to enable the Project Board to

review, consolidate and integrate the information into the quarterly reports required to be submitted to Sport Wales. The Sports Development Officer will assist in coordinating all of the data if required.

### **Membership of the Regional Sports Boards**

The membership and size of the regional sports board will be different in each area. It is hoped that there will be a mixture of key partners from the following list, although the list is not exclusive:

- Schools including Young Ambassador Representative
- Youth Service
- Leisure Centres
- Community facilities
- Communities First
- Clubs
- Police
- Community Forums
- CCFC

It is important that the members of the Regional Sports Board remain impartial and are all agreed on improving sporting provision through the delivery of the regional action plan for their area.

The Sport Development Officer may act as chair of the regional sports board until a suitable candidate is found and appointed to lead the board. It is hoped that a local community partner will take on chairing the group to allow the sports development officer to take more of an active role in instigating the regional plan.

The Children and Young Peoples Officer will assist in providing the Regional Sports Board with data and evidence from the schools from within the region and will be a link to accessing information from young people to inform planning.

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By virtue of paragraph(s) 14, 21 of Part(s) 4 and 5 of Schedule 12A of the Local Government Act 1972.

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**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**ECONOMY & CULTURE SCRUTINY COMMITTEE**

**9 NOVEMBER 2017**

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**EMPLOYMENT SERVICES IN CARDIFF: PRE-DECISION SCRUTINY**

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**Purpose of the Report**

1. To give Members background information to aid the scrutiny of the draft report to Cabinet entitled '*Development of a city wide employability provision & a new approach to building resilient communities.*' The full draft report is attached at **Appendix A** and has **four** appendices:
  - **Appendix 1** - Economy & Culture Scrutiny Committee Letter and Response
  - **Appendix 2** - Consultation Report
  - **Appendix 3** - Focus Groups Report
  - **Appendix 4** - Equality Impact Assessment.
2. The Cabinet is to consider the report and its recommendations regarding the future delivery of employment services, transitional arrangements and further investigation and consultation on the approach to building resilient communities at their meeting on 16 November 2017. At this committee meeting, Members will have the opportunity to hear from internal witnesses. Members will then be able to decide what comments, observations or recommendations they wish to pass on to the Cabinet.

**Background**

3. Following a review of its anti-poverty schemes, the Welsh Government Communities First programme is ending on 31 March 2018. Communities First

organisations<sup>1</sup> in Cardiff currently provide employment related training and support, including: basic skills, CV writing, job application, job search, job clubs, interview skills, volunteering and work experience funded by the Welsh Government; and European Support funded '*Communities for Work*' employment services, covering one to one mentoring support, back to work mentoring, barriers fund and training fund for bespoke courses depending on clients' needs.

4. With the cessation of Communities First, the Welsh Government is making the following funding available for Cardiff:
  - i) Employability Grant – estimated to be between £650,000 - £750,000 per annum from 1 April 2018
  - ii) Community Facilities Programme – third sector organisations can submit bids to Welsh Government for capital grant funding for facilities that contribute to the community<sup>2</sup>
  - iii) Legacy Funding – £563,361 per annum from 1 April 2018.
5. In addition, the European Support funded *Communities for Work* programme is funded until 2020, with an allocation of £583,610 per annum.

### **Issues identified in the Cabinet Report**

6. The funding from the Welsh Government, outlined above, does not match the previous level of funding for Cardiff for the whole of the Communities First programme. For example, in 2016/17 Cardiff received £2.98 million Communities First funding, with £2.08 million received 2017/18<sup>3</sup>.
7. In order to prepare for the cessation of Communities First, Cardiff Council undertook a review of Employment Services in Cardiff and carried out consultation on proposals for future services. The Cabinet report states, at **point 13**:

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<sup>1</sup> In Cardiff the four Communities First clusters are: ACE (Caerau, Ely, Pentrebance and parts of Fairwater), BRG (Butetown, Riverside and Grangetown), ECLP (East Cardiff, Rumney, Llanrumney and Pentwyn) and STAR (Splott, Tremorfa, Adamsdown and parts of Plasnewydd)

<sup>2</sup> There is £4 million available in the Community Facility Grant Programme, for use across Wales

<sup>3</sup> Taken from Item 3 Communities First report to Cardiff Public Services Board 7 June 2017, available at: <https://www.cardiffpartnership.co.uk/cardiff-public-services-board/executive-public-services-board/papers/>

*'The review made clear that there is a need to changes services in Cardiff to improve accessibility, link together the many existing services and ensure that help is available to everyone who needs it, across the city.'*

8. The proposed new Employment Service is detailed at **points 15-25**, which highlight that the services will be directly provided by the Council employees and will be offered based on need. Access to the services will be via a Gateway, which will include face to face, phone and internet access points. Services will include: in-depth mentoring and support; support for self-employed people and those starting a social enterprise; job clubs; assistance with CVs and job searches; and support to those in low-paid employment and on zero hour contracts. It will include effective employer engagement and monitoring of services via a single database.
9. At **points 22-25**, the Cabinet report sets out the approach that will be taken to engage with hard to reach individuals.
10. The Cabinet report provides an overview of consultation findings and emerging issues regarding building resilient communities, at **points 29- 41**, and states at **Point 39** that

*'Further work is required to develop all three strands of the Building Resilient Programme.'*

11. This aspect of the report falls under the remit of the Community & Adult Services Scrutiny Committee, which is scheduled to carry out pre-decision scrutiny of this at their meeting on 15 November 2017.

### **Proposed Recommendations to Cabinet**

12. The report to Cabinet contains the following recommendations:
  - i) *'Agree the approach to future delivery of Employment Services as set out in the report.'*
  - ii) *'Delegate authority to the Director of Housing, Communities and Customer Service to take the necessary actions to implement the new Employability Service and transitional arrangements.'*

- iii) *Authorise officers to review the approach to Building Resilient Communities programme, including a public consultation exercise, to inform a proposed way forward for Cabinet consideration.*

### **Consultation Undertaken**

13. In September 2017, the Council commenced consultation on the proposed approach to future Employment Services and Building Resilient Communities, using a survey and focus groups. The survey was distributed online and via direct mail to Council address lists, with hard copies available in libraries and hubs. Five focus groups were held in Communities First cluster areas.
14. The results of the survey are detailed in the Consultation Report attached as **Appendix 2** to the Cabinet Report, which shows that 1,596 responses were received to the survey from across Cardiff. The findings from the five Focus Groups Report are detailed in **Appendix 3** to the Cabinet report, with 42 individuals taking part.
15. The Cabinet report states, at **point 27**, that
- '82% of respondents to the public survey agreed with the proposal that the Council should directly provide and coordinate the services with only 6% disagreeing. 92% of respondents agreed with the proposal to introduce the simple gateway into services.'*

### **Previous Scrutiny**

16. This Committee undertook policy development scrutiny of the Employment Services proposals at their meeting on 14 September 2017. A copy of the Chair's letter and the response received, is attached at **Appendix 1** of the report to Cabinet.
17. Overall, Members were supportive of the proactive approach adopted to the cessation of Communities First funding. Members highlighted:

- i) the need to ensure marketing of the new gateway approach provides reassurance to potential service users re its independence and helpfulness;
- ii) the need to ensure systems are in place to engage potential service users who face difficulties accessing employment services;

18. Members also requested a progress report on mapping ESOL provision and accessing additional funding. Information on ESOL provision is included in **Appendix 4** to the Cabinet report, on **pages 24-25**.

### **Way Forward**

19. Councillor Lynda Thorne (Cabinet Member – Housing and Communities) will be invited to make a statement. Sarah McGill (Director of Communities, Housing and Customer Services), Jane Thomas (Assistant Director, Communities and Housing) and Louise Bassett (Partnership Delivery Team Leader) will attend to give a presentation and answer Members' questions on the proposals for employment services in Cardiff.

### **Legal Implications**

20. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

## **Financial Implications**

21. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

## **RECOMMENDATION**

The Committee is recommended to:

- i) Consider the information in this report, its appendices and the information presented at the meeting;
- ii) Determine whether they would like to make any comments, observations or recommendations to the Cabinet on this matter in time for its meeting on 16 November 2017; and
- iii) Decide the way forward for any future scrutiny of the issues discussed.

**DAVINA FIORE**

**Director of Governance & Legal Services**

**3 November 2017**

**CABINET MEETING: 16 NOVEMBER 2017**

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**DEVELOPMENT OF A CITY WIDE EMPLOYABILITY PROVISION  
& A NEW APPROACH TO BUILDING RESILIENT COMMUNITIES**

**HOUSING & COMMUNITIES (COUNCILLOR LYNDA THORNE)**

**AGENDA ITEM:**

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**REPORT OF DIRECTOR FOR COMMUNITIES, HOUSING AND CUSTOMER SERVICES**

**Reason for this Report**

1. To provide an update on the exit arrangements for the Communities First Programme and to report back on the findings of the consultation undertaken to inform the way forward.
2. To agree new arrangements for delivering Employment Services in Cardiff.
3. To set out the proposed approach to building community resilience and improving community involvement and engagement.

**Background**

4. On 14th February the Cabinet Secretary for Communities and Children announced that Communities First would be phased out by 31st March 2018. Instead there would be a new approach to tackling poverty. The new approach is focused on employment, early years and empowerment.
5. Communities First is a programme that works with residents, community organisations, business and other key agencies to focus on improving the wellbeing and resilience of communities. There are currently four Communities First areas in Cardiff. Each area or "Cluster" is managed by a third sector organisation.
6. Action is being taken, where possible, to mitigate any negative impact from the closure of these programmes. Council funding was made available to help the organisations to develop sustainability plans, this funding has provided staff training; consultancy to assist with business plan development and specialist workshops on commissioning and procurement.

7. The Welsh Government is making new funding available from April 2018. The priority for this funding is helping people into work and building resilient communities. The new funding comprises of an:
  - a. Employability Grant, the exact amount of this is unknown but is likely to exceed £650,000 per annum
  - b. Legacy Funding of £563,361 per annum.
8. In addition the European funded Communities for Work programme, currently delivered alongside Communities First, will continue to be funded until 2020, with an allocation for Cardiff of £584,903 per annum.
9. While this funding is welcome it is significantly less than was previously available. In 2016/17 Cardiff received £2.98 million in Communities First funding, £578,000 for Communities for Work and £157,000 for the Lift employment programme. It is therefore very important that best use is made of the reduced funding that will be available.
10. In order to consider the best way forward following the closure of Communities First a public consultation exercise was carried out during September this year. 1,596 responses were received to the survey which was available on line and in hard copy in hubs and other community buildings. 5 focus groups were held in the Communities First areas. Two briefing sessions were also held with elected members. Further details about the consultation are contained within the report. The feedback from this consultation has been used to inform the proposals below.

## **Issues**

### **Employability Review**

11. Due to the need to achieve best value a full review of Employability Support across the City was carried out. The review identified over 40 different schemes offering employment support in Cardiff each with their own eligibility criteria. While the Council's Into Work Service offers open access services, the provision of more in-depth support and mentoring depends on postcode and various eligibility requirements such as age, benefit entitlement and ethnicity.
12. Current employment support in the city is complex and it can be difficult for people to find the right service for them. There is no clear pathway into services and no needs assessment to ensure that the most vulnerable individuals receive appropriate assistance.
13. It is clear that there are pockets of poverty throughout the City, not just in Communities First areas, and this need is not currently being met. Cardiff is also seeing higher levels of in-work poverty than in previous years and support for those already in employment is currently very limited. The review made clear that there is a need to change services in Cardiff to improve accessibility, link together the many existing services and ensure that help is available to everyone who needs it, across the city.



14. As a result of the review a proposed new approach to employment services has been developed that will offer services across the city based on need.

### **Proposed New Employment Service**

15. It is proposed that the Council should directly provide core employment services across Cardiff. The new approach would bring together the various funding streams, including Communities for Work, the Employability Grant and the Council's own into work resources to create one service provided directly by Council employees. The new service would include the following:

#### Gateway into Service

16. A simple gateway to services via range methods including phone, internet, and face to face. Face to face access would be available through community hubs, libraries and other community buildings. The job clubs would continue to offer assistance with CVs and job search but this will be extended across the city.

#### In-depth Mentoring and Support

17. For those people who need additional support, a specialist mentoring service will be available. For the first time this will be available based on need regardless of postcode or benefit entitlement. One to one support will be provided to help people address any barriers they have to returning to work. The mentors will also help people with more complex needs address a range of issues by referral into specialist programmes.

#### Effective Employer Engagement

18. The Employment Service will work with Economic Development to understand the needs of employers and prepare people for real job opportunities. The service will link with both national and local employers to identify future skills requirements and inform the development of training provision.

#### Self-Employment and developing Social Enterprise

19. The new service would offer advice and assistance to help people to set up their own business or social enterprise, to help develop the entrepreneurial culture in individuals and communities.

#### In Work Poverty

20. The new approach would include support for those in low paid employment and on zero hour contracts, helping people to achieve higher level skills or more sustainable employment opportunities.

### Effective monitoring

21. By having a core service provided by the Council it will be possible to develop a single data base with one view of the individual to monitor outcomes. This data will help identify any gaps or duplication in services across the city and also measure the success of interventions more robustly.

### Proactive approach

22. Not all individuals will seek help and a proactive approach is needed to engage with these hard to reach individuals. This will be a key part of the design of the new arrangements. Close links will be developed with those who provide services to vulnerable and hard to reach individuals such as social landlords, health and hostel services to identify clients who are in need of the service.
23. The Council has access to information that would allow for the effective targeting of support to those most in need, such as those affected by Universal Credit and other welfare reforms.
24. The services will continue to work in foodbanks, job centres and other community venues to reach out to people who are in crisis and unsure of where to find help.
25. The new service will provide volunteering and work experience opportunities and link closely with the Cardiff Commitment to connect people to opportunities in Public, Private and Third Sector organisations.

### **Consultation - Employability Service**

26. Consultation was undertaken on the proposed way forward for Employment Services and there was considerable support for the proposed approach.
27. 82% of respondents to the public survey agreed with the proposal that the Council should directly provide and coordinate the services with only 6% disagreeing. 92% of respondents agreed with the proposal to introduce the simple gateway into services. Useful information was gathered during the consultation on preferred methods of contact and types of support that people would like included in the new service. This will inform the detailed planning of the new provision.
28. Given the support for the changes it is proposed the new arrangements for Employment Services are taken forward with the aim of full implementation by April 2018.

## Building Resilient Communities

29. The Welsh Government's Legacy Fund is being made available from April 2018 to take forward the learning from Communities First and support the development of resilient communities.
30. The impact of the closure of Communities First was considered during the consultation:
  - 577 respondents were aware of the Communities First Programme. Of these 235 indicated they had taken part in a project or activity (only 15% of those who took part in the survey). 214 people were able to indicate which Communities First area they received support from.
  - Most had been involved in "Training and Community Learning", "Volunteering Opportunities and Time Credits" or "Support to Gain a Job or Qualification". These projects or activities were also the most valued by respondents.
  - 135 respondents, of the 215 that answered the question, felt there would be gaps after Communities First closes. More than 100 respondents went on to explain what they thought those gaps would be. Loss of community involvement and engagement, alongside volunteering and training were identified as key issues.
31. The consultation also explored how to build community resilience and improve community involvement and engagement:
  - 33% of respondents felt that they had a say in decisions about their community compared to 43% who did not, 24% did not know. Most respondents indicated that they have their say by taking part in surveys or questionnaires or being kept informed by reading newsletters/articles. When asked how they would like to be involved in the future these were also the top answers, however attending community events, workshops and involvement with a formal panel were also popular. There was a clear indication that respondents would like more opportunities to get involved on a face to face basis.
  - Respondents were also asked how they are currently involved in their community. The top three answers were "Community Volunteering", "Helping others in my Neighbourhood" followed by "Member of a Community Group". These were also the activities people were most likely to get involved in the future.
32. Engagement with the survey was good with nearly 1,000 comments received. This information has been combined with the learning from the stakeholder events and Members feedback sessions to identify the potential gaps in services and to inform the next steps.

## Potential gaps in Services

33. Three key themes have been consistently identified as potential gaps in services, these have been summarised below:

### Health and Wellbeing

The identified need here included:

- Low level Mental Health Support and Confidence Building Activities
- Health and Wellbeing Support
- Befriending/Self Help/Peer Support Groups
- Low level Therapeutic Training (art projects/sewing groups/knit and natter)
- Social Prescribing linked to GP's
- Engaging with Older People and avoiding social isolation
- Low level community based volunteering

### Pathways into learning

- Pathways into community based learning provision, including ESOL and Basic Skills
- Work with parents, children and young people linked to education

### Community Engagement/Involvement

- Support for Community Groups
- Building and maintaining local knowledge and networks
- Formal/Structured volunteering/Time credits
- Community events to encourage engagement
- Signposting/Promotion of other Organisations and Services

34. Having considered these potential gaps and the comments from the consultation it is proposed to commission two services:

- A City Wide Health and Well Being Service offering low level Mental Health and Wellbeing Support and community based activities including volunteering, befriending and peer led support.
- A city wide service to develop Pathways to Learning – this would promote access to and coordinate community based ESOL and Basic Skills provision. This would include working with parents, children and young people to encourage participation in learning opportunities and the provision of community homework clubs.

35. These commissioned services would be funded by the Welsh Government Legacy Fund. They would provide city wide services that complement statutory services while avoiding duplication.

36. In addition it is proposed that a new city wide approach to Community Involvement and Engagement is put in place. The new approach will build on the learning from both Neighbourhood Partnerships and Communities First to create a new framework for participation across the City, anchored in the Hubs, Libraries and Wellbeing Centres.
37. The service will identify local issues and priorities and bring together the right people to find the solutions. It will also provide opportunities for Community Groups and individuals to get involved in their local area. It is proposed that this core Community Engagement and Involvement service will be supported and delivered by Council employed staff, funded through the Legacy Grant.
38. Volunteering programmes that provide both formal and informal opportunities for people to volunteer at a level that's right for them should underpin all three proposals.

### **Next Steps**

39. Further work is required to develop all three strands of the Building Resilience Programme. It is proposed a full review takes place that includes mapping current provision and further face to face public consultation. The review will identify what is already available across the city, how people access these services and if there are any gaps or duplication. There is also a potential opportunity for joint commissioning with other partners such as Health.
40. The information gathered from the review, mapping and consultation exercises will inform a proposed way forward for cabinet approval by Spring 2018 on:
  - Commissioning a Health and Wellbeing Support Service across the City
  - How to provide pathways to Community Learning
  - A new approach to Community Involvement and Engagement
41. Support will be provided to third sector and community organisations to ensure they are fully able to take part in any procurement process. It is also proposed that in 2018/19, an allocation of legacy funding is made available to those community organisations most at risk due to the closure of Communities First. This allocation will be for one year only and will be aimed at helping these groups to further develop their sustainability plans.

### **Consultation**

#### **Scrutiny / Member consultation**

42. Two briefing sessions were held with Elected Members on 30 August and 3 September 2017. The proposals were also presented to Economy & Culture Scrutiny Committee on 14 September and 9 November 2017 and

Community & Adult Services Scrutiny Committee on 15 November 2017.  
The Committee's letters and responses can be found at **Appendix 1**.

### **Public Consultation**

43. The online consultation opened on 6 September and ran until 4 October 2017. 4,000 hard copies were distributed to 18 locations across the City including Hubs, Libraries and 5 other community venues. Engagement sessions also took place in Job Clubs operating in Hubs across the City. A total of 11 drop-in sessions were held in community building, including 6 outside of Communities First postcodes.
44. Social Media networks such as Twitter and Facebook were also utilised to promote the consultation with a potential reach of 131,578 users. The survey link was also shared with 86,868 email network users, including Neighbourhood Partnership, Youth Services and Communities First Networks. The link was also shared with 75 Elected Members and all Community Councils.
45. This resulted in 1,596 people taking part in the survey, with nearly a thousand separate comments made. A copy of the full Consultation report can be found at **Appendix 2**.
46. In addition five Focus Groups were held in Communities First Cluster Areas. A total of forty two people attended the sessions. Key findings to emerge from the focus groups are very similar to the findings contained in the online survey results. The full report can be found at **Appendix 3**.
47. The results of the consultation have been considered and taken into account when developing the proposals in this report.

### **Reason for Recommendations**

48. To ensure that Cardiff's residents are supported into employment through the delivery of a joined up service that makes best use of all available funding.
49. To ensure that the any gaps left by Communities First are mitigated and that a robust approach to Building Community Resilience is developed.

### **Financial Implications**

50. The Council has been invited to submit grant bids which includes an award for an Employability Service and a separate grant for Building Resilient Communities. In relation to Employability Services, the proposal in this report involves merging services provided by the Council and external partners into a single more efficient service delivery mechanism. The proposal is likely to involve the transfer of staff which will need to be managed within any grant funding approved. Current grant terms are for a period of two years and the directorate will need to ensure that costs of delivering the service are managed within the grant approved. Any

additional costs during the grant period or arising on cessation of the grant will need to be managed within existing Directorate Budgets.

51. The report also refers to a similar approach in terms of provision of a single service provided or commissioned by the Council for Building Resilient Communities. This is subject to a further report to Cabinet when proposals are confirmed to ensure a more joined up approach to service delivery. Part of the grant receivable in 2018/19 is to be used as one off grant to continue legacy funding following the closure of Communities First. Savings proposals are outlined in the budget consultation for 2018/19.

### **Legal Implications (including Equality Impact Assessment where appropriate)**

52. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. standing orders and financial regulations; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.
53. An Equalities Impact Assessment [EIA] is attached at **Appendix 4** Findings from this assessment have informed the proposals set out in this Cabinet report. Further EIAs will be completed for any additional specific areas of risk identified following this Cabinet decision.

### **HR Implications**

54. There are TUPE (Transfer of Undertakings (Protection of Employment) 2006) implications for the proposal set out in this report. This will involve the transfer of a number of employees from their current employer into the Council. Initial consultation has taken place with the Trade unions on this matter as well the current employers of the individuals concerned.
55. Further consultation will take place following Cabinet's decision and the Council will carry out the transfer of the employees in line with the requirements of TUPE.

## **RECOMMENDATIONS**

Cabinet is recommended to:

1. Agree the approach to future delivery of Employment Services as set out in the report.

2. Delegate authority to the Director of Housing Communities and Customer Service to take the necessary actions to implement the new Employability service and transitional arrangements.
3. Authorise officers to review the approach to Building Resilient Communities programme, including a public consultation exercise, to inform a proposed way forward for Cabinet consideration.

**Sarah McGill**

Director of Communities, Housing and Customer Services

20 October 2017

*The following appendices are attached:*

Appendix 1: Economy & Culture Scrutiny Committee Letter and Response.

Appendix 2: Consultation Report

Appendix 3: Focus Groups Report

Appendix 4: Equalities Impact Assessment

*The following background papers have been taken into account*



My Ref: T: Scrutiny/Correspondence/Cllr NH

Date: 15 September 2017

Councillor Lynda Thorne  
Cabinet Member, Housing and Communities  
Cardiff Council,  
County Hall  
Cardiff  
CF10 4UW



County Hall  
Cardiff,  
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Neuadd y Sir  
Caerdydd,  
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Dear Councillor Thorne,

**Economy & Culture Scrutiny Committee: 14 September 2017**

On behalf of the Economy & Culture Scrutiny Committee, please accept our thanks for attending our meeting to consider proposals developed in response to the cessation of Communities First. Members wish also to pass on their thanks to Sarah McGill, Jane Thomas and Louise Bassett for their attendance and for the excellent presentation that summarised the issues and proposals.

Members have asked that I pass on the following comments and observations and ask that these be included as our response to the current consultation on these proposals.

Members recognise the challenging circumstances facing the provision of employment services in Cardiff with the cessation of Communities First and are pleased that proposals have been developed to address these and improve service provision. However, given the reduction in overall funding available, Members recognise that some services currently offered by Communities First will not continue.

Members welcome the intention that the new services are accessible to all citizens, regardless of where they live. It is important that citizens have good access to employment services and it is heartening to see a number of routes offered for access, including hubs, job clubs, online and by telephone. Members are mindful that some of those citizens most in need of employment services may face additional

challenges in accessing these services, either because of previous poor experience with official services or because they do not live near a hub/ job club or because they either do not have access to the internet or a phone or find it hard to use these. Members therefore urge officers to ensure that the marketing of the new gateway approach provides reassurance to potential service users re its independence and helpfulness. Members are also interested to hear more about how officers will identify potential service users who face difficulties accessing these services.

Members are pleased that there will be an initial assessment of needs with onward signposting to council or external services, as required, and mentoring support. At the meeting, Members raised their concerns about future ESOL provision and were interested to hear that officers are mapping provision with a view to identifying possible additional funding provision. Members would like to be kept informed on progress with this.

Members also raised the specific needs of newly arriving refugees, such as Syrian refugees, many of whom are highly educated and require a different kind of support to access employment. Members were reassured to hear that officers recognise this and that appropriate support is available.

With regard to other specialist provision, Members note that officers are hoping that consultation responses will identify additional specialist services, to enhance the current list of specialist services.

Members also welcome the proposal to have a single database, which will enable better monitoring of outcomes for service users.

Moving on to the Legacy Fund, Members note that the Welsh Government criteria for this is very broad in order to allow flexibility. Members also note that Cardiff Council intends to use the responses received to the '*Helping people find work and Building Community Resilience*' consultation to shape the proposed use of the fund in Cardiff.

Members have scheduled pre-decision scrutiny of the Cabinet Report on Employment Services for our meeting on 9 November 2017. Members would like to

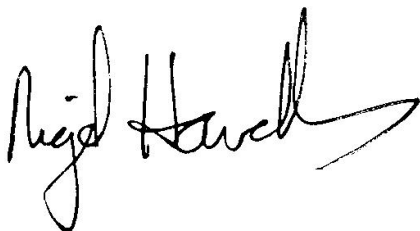
receive the consultation schedule with our papers for this item, in order that we can see the responses received and the corresponding actions proposed.

To summarise:

- Members urge officers to ensure that the marketing of the new gateway approach provides reassurance to potential service users re its independence and helpfulness.
- Members wish to hear how officers will identify potential service users who face difficulties accessing employment services.
- Members would like a progress report re mapping ESOL provision and accessing additional funding.
- Members would like to receive the consultation schedule with our committee papers for pre-decision scrutiny of Employment Services.

Thank you once again for your attendance at Committee and I wish you well with progressing proposals for future employment services.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Nigel Howells', with a long, sweeping horizontal stroke at the end.

**COUNCILLOR NIGEL HOWELLS**  
**CHAIR, ECONOMY & CULTURE SCRUTINY COMMITTEE**

cc Members of the Economy & Culture Scrutiny Committee  
Sarah McGill  
Jane Thomas  
Louise Bassett  
Elizabeth Patterson  
Cabinet Support Office

**SWYDDFA CYMORTH Y CABINET  
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Fy Nghyf / My Ref : CM38415

Eich Cyf / Your Ref : Scrutiny/Correspondence/CllrNH

Dyddiad / Date: 5th October 2017

Nigel Howells  
C/O Member Services  
County Hall  
Atlantic Wharf  
Butetown  
Cardiff  
CF10 4UW

Annwyl / Dear Councillor Howells

**Economy & Culture Scrutiny Committee: 14 September 2017**

Thank you for the opportunity to present the proposals on Employment Services and Building Resilient Communities to the Committee and for the helpful and constructive comments in your letter dated 15th September 2017. As requested the letter will form part of the response to consultation.

With regard to the specific issues raised I can confirm the following:

**1. Members urge officers to ensure that the marketing of the new gateway approach provides reassurance to potential service users re its independence and helpfulness.**

I fully accept and understand your concerns about the accessibility of the gateway and ensuring that those clients who may be harder to reach receive the help they need. The consultation being carried out will help inform the design of the gateway and I agree that proper marketing will be key to the success of the service. I would be happy to provide further information on this to a future committee should the proposals be agreed.

**2. Members wish to hear how officers will identify potential service users who face difficulties accessing employment services.**

**ATEBWCH I / PLEASE REPLY TO :**  
Swyddfa Cymorth Y Cabinet / Cabinet Support Office, Ystafell / Room 100, County Hall, Glanrafon, Cardiff, CF10 4UW

**difference** | **wahaniaeth**  
make the difference | gwnewch

Officers are aware that not all individuals will seek help directly and that outreach and direct engagement with some clients will be necessary to help them into services. This will be a key part of the design of the new services. We know that many economically inactive and unemployed people are not actively engaged with employment services. This may be because they are not ready to return to work, have had poor experiences of employment services in the past, or are unaware of the range of services available. To overcome this lack of engagement, we recognise we need to reach out to people and be creative on how we engage them in services.

Having a consistent Framework of Employment provision across the city will make it much easier to engage with other organisations and services who have day-to-day contact with the most vulnerable individuals in the city.

We will create better pathways into the employment services through working with our teams already based in communities such as the Money Advice and Hub Teams. We will also link closely with our housing teams including housing officers and the Tenant Participation team. This will help us to identify potential clients living in council housing. We will work closely with our Registered Social Landlord partners to ensure that their front line staff can identify those who need help and refer them effectively.

We will also join up with services that visit the most vulnerable and isolated people in their own homes such as the Welfare Liaison Team and the Floating Support providers.

Plans are already in place to work closely with hostels and supported housing providers. This will allow us to work with homeless individuals and to target support at young people who are leaving care and those who have suffered domestic abuse.

We will be able to use all available data and resources to concentrate our efforts on those members of the community that need the most help. One of the greatest challenges facing the city over the coming years will be the rollout of the Welfare Reform. The Council has the information about those affected and will be able to proactively target wrap around support, including employment support, to help to those most affected by the changes.

The services will continue to work in foodbanks, job centres and other community venues to reach out to people who are in crisis and unsure of where to find help.

Other programmes focussed on tackling poverty such as Flying Start, Families First and Supporting People will also be aligned to the new service model.

In addition to the above, the need to engage with harder to reach individuals will inform the use of the Legacy fund.

**3. Members would like a progress report re mapping ESOL provision and accessing additional funding.**

Some initial work has taken place and a flow chart has been developed for clients and professionals to explain the process and contacts for accessing ESOL provision alongside a list of existing services available in the community. This work will continue through the development and implementation stage and an update on progress will be provided as part of the Cabinet Report in November.

**4. Members would like to receive the consultation schedule with our committee papers for pre-decision scrutiny of Employment Services.**

A consultation report will be developed and provided as part of the pre-decision scrutiny of Employment Services and Cabinet report due in November.

I hope the above is of assistance.

Yn gywir / Yours sincerely



**Y Cynghorydd / Councillor Councillor Lynda Thorne  
Aelod Cabinet dros Dai a Chymunedau  
Cabinet Member for Housing & Communities**

# Helping people Find Work and Building Community Resilience

## Consultation Findings

### October 2017



## **Helping People Find Work and Building**

### **Community Resilience**

#### **Background**

The Welsh Government's approach to tackling poverty is changing. As part of these changes the Communities First Programme will cease and the Council will have some funding focused on helping people into work. There will also be some funding to help local people get involved in their community.

In September 2017 Cardiff Council initiated public and stakeholder consultation to gather views on how Cardiff should respond to these changes and explore ideas for new approaches to the provision of services.

#### **Methodology**

1. An online survey was designed and widely distributed by:
  - Direct Mail to Council Wide address lists containing: Library card holders, Castle Key holders, Active Card holder, Members of the Cardiff Citizens' Panel. In total this list included 83,843 unique email addresses.
2. A total of 4,000 paper versions of the survey made available at libraries and Hubs across the city. Officers within hubs played a vital role in the promotion of the survey to those visiting Hubs and offered support where necessary. Communities' First staff also assisted with the promotion and support in other community buildings. Completed surveys could be deposited in secure 'drop boxes' provided in Hubs or returned directly to Cardiff Research Centre in a FREEPOST return envelope.
3. Stakeholder engagement via a series of focus groups:
  - Five focus groups were held, covering the four Communities First clusters in the city, with a total of 42 individuals taking part. Topics covered included projects respondents had been involved with, and how they helped; concerns regarding the closure of Communities First; future need for services; and, current and future community involvement – a separate report, produced by WCVA Communities First Support Service, details the findings of this engagement.

***This report focuses on the findings of the survey element of the consultation which received a total of 1,596 responses.***



## 1. Employment Support Services - Helping People finding Work

In Cardiff there are over 40 different schemes with different qualifying criteria that help people back into work. Sometimes having so many schemes can be confusing and make it harder for people to find the right service for them.

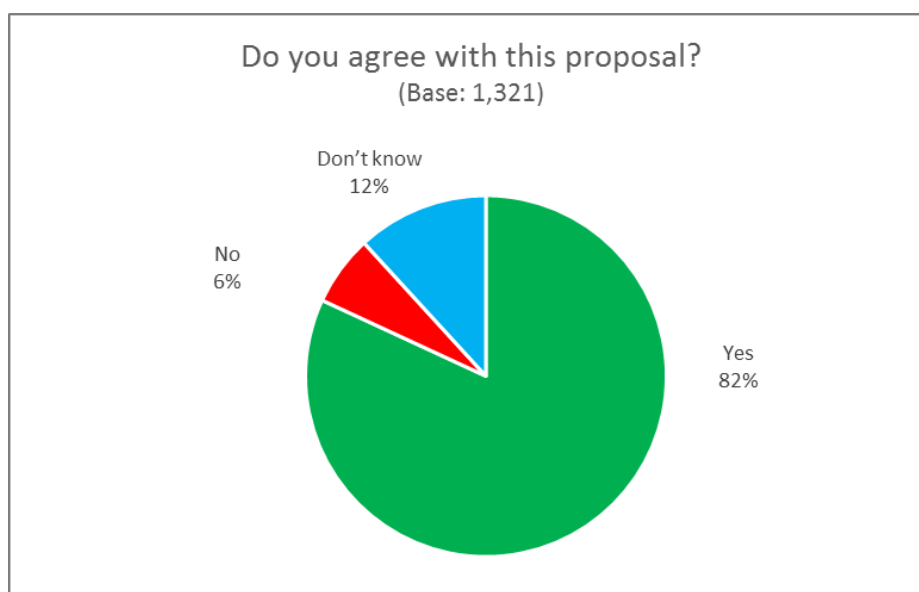
Currently some people cannot get the services they need for example because of where they live or just because of their age. There is a need for a more joined up approach to services, with help available across the city for all who need it.



With less funding available and the requirement for a more joined up approach, the Council is proposing to directly provide and coordinate employment services across the city. The service will be available to everyone who needs it. The new services would be delivered through our network of Community Hubs and from other community buildings.

### Do you agree with this proposal?

More than four in five respondents (82%) agreed with the Council's proposal to directly provide and coordinate employment services across the city. Only 6% disagreed.

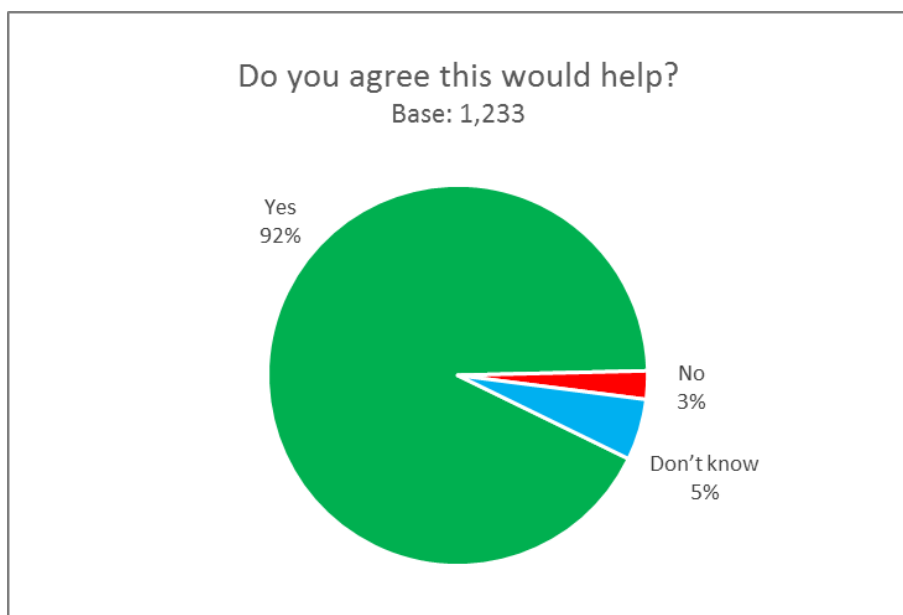


The minority of respondents that indicated that they did not agree with the proposal were invited to explain why. Sixty-two responses were received with the concerns focused on a small number of points:

- ❖ That the responsibility for finding employment opportunities for individuals should not rest with the Council.
- ❖ That service provision will under the proposal become generic rather than specialist.
- ❖ That community hubs are unsatisfactory locations. Reasons cited for this included; geographical distribution, travel costs, disability, Hubs considered chaotic and lack privacy and Council identify/trust.
- ❖ That services should be centralised in one locations e.g. Central Library rather than spread across the city.

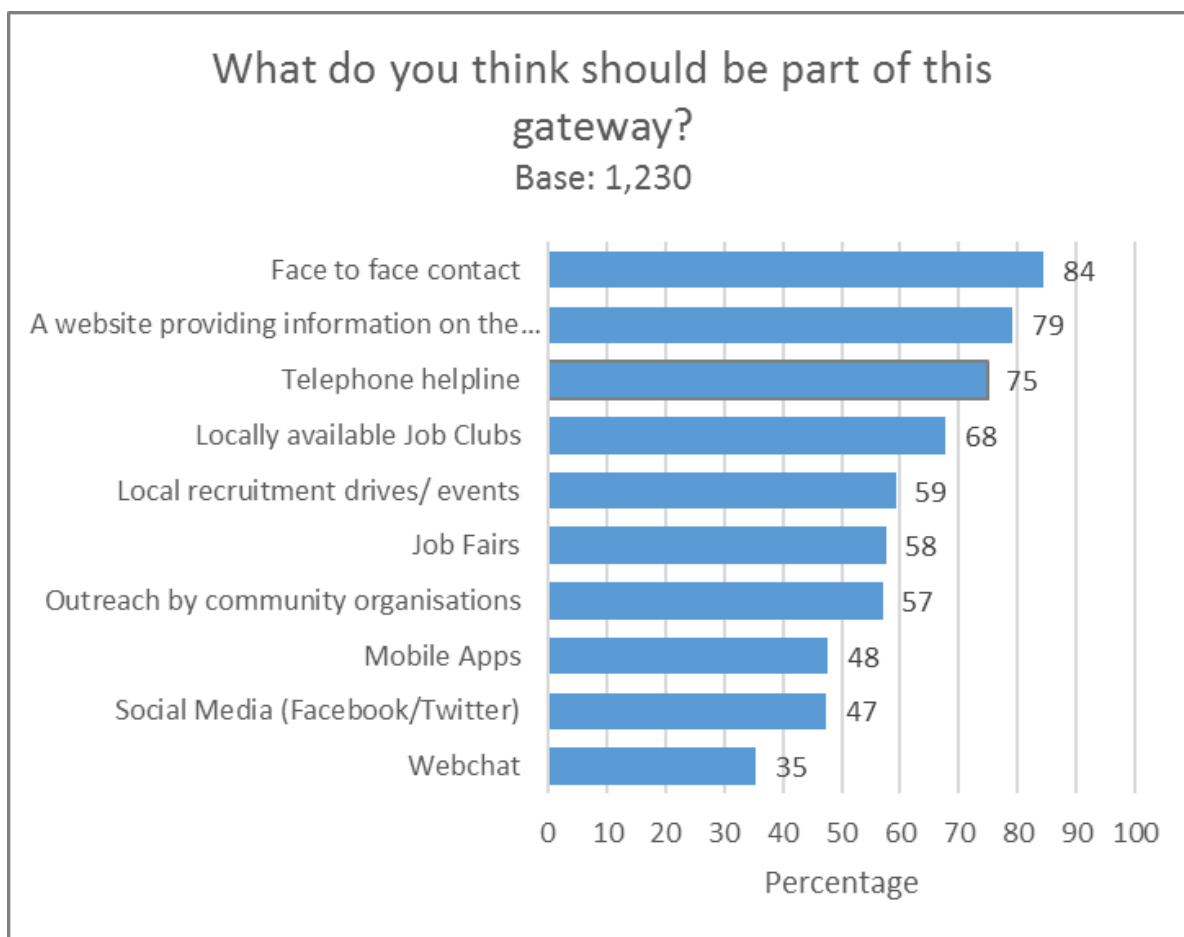
**We think that a simple gateway is required to direct people to the services they need to help them back to work. Do you agree this would help?**

More than nine in ten respondents (92%) of respondents agreed that a simple gateway is required to direct people to the services they need to help them back to work. Only 3% disagreed.



### What do you think should be part of this gateway?

Respondents were given a list of options, and asked to specify which they felt should be part of the gateway to direct people to relevant services. The most popular responses were 'Face to Face contact' (84%), 'A website providing information on the support available' (79%), a 'Telephone helpline' (75%) and 'Locally available job clubs' (68%)



A Single Point of Access



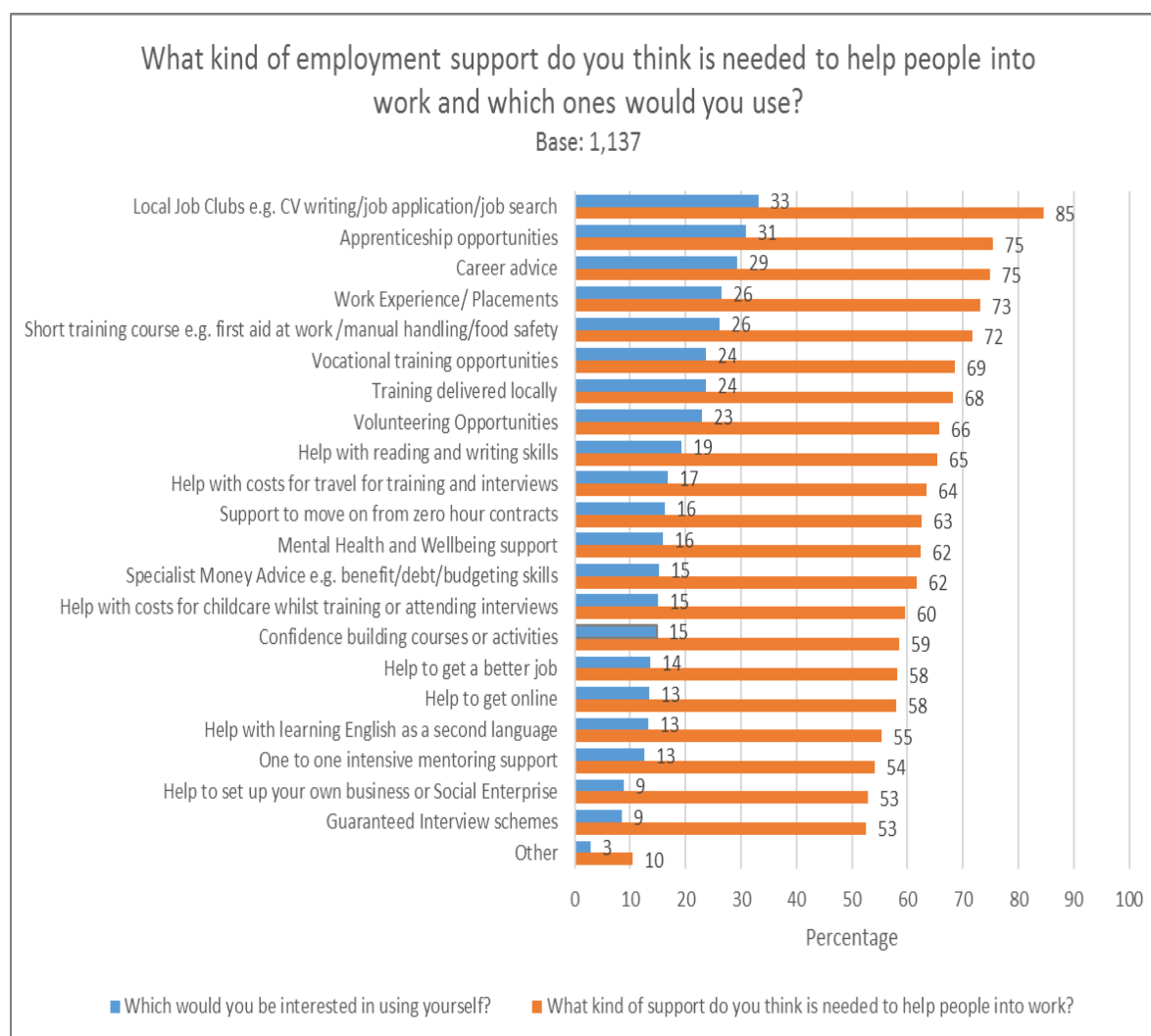
### What kind of employment support do you think is needed to help people into work and which ones would you use?

The types of support that respondents most felt were most needed to help people into work were:

- Local job clubs (85%)
- Apprenticeship opportunities (75%)
- Career advice (75%)
- Work experience/placements (73%)
- Short training courses (72%).

When asked which they would be most interested in using themselves, the most popular options were:

- Short training courses (33%)
- Career advice (31%)
- Local job clubs (29%)
- Training delivered locally (26%)
- Volunteering opportunities (26%).

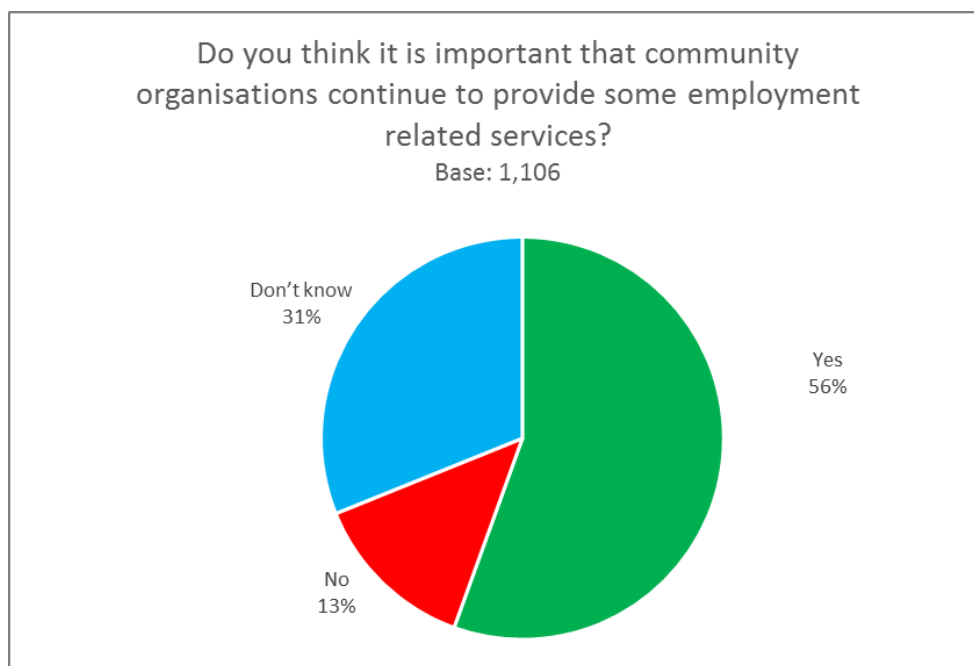


Those participating in the survey were also given the opportunity to share if there was anything additional that may be of benefit to those seeking work. A total of 49 responses were provided, these were varied with many picking up on aspects of the options previously provided. Additional suggestions included:

- Strengthening links to local businesses and colleges
- Guaranteed interview for local people for local jobs
- Help with interview skills
- Support for those with a disability
- Welsh language training

**Do you think it is important that community organisations continue to provide some employment related services?**

Just over half (56%) of respondents felt it is important for community organisations to provide employment-related service.



Those responding 'yes' were asked to specify which services they felt are best provided by a local community organisation.

Over 300 separate comments received with over 20 separate services referenced. Where possible broad groups were made with services relating to Mental Health Support, Volunteering and Work Placements featuring highly.

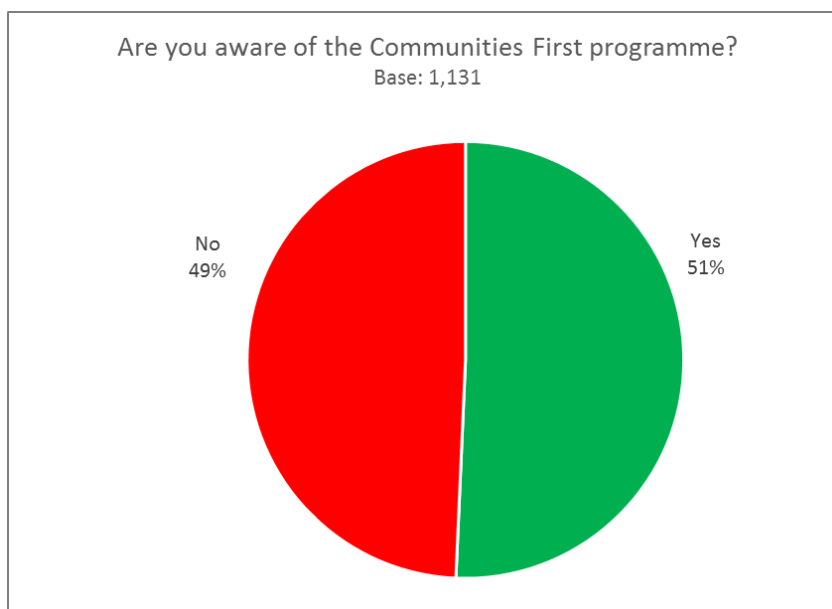
- Local job clubs (34%)
- Local training opportunities (22%)
- Employment support services (16%)
- ESOL/Basic skills (45%)
- Volunteering opportunities (13%)
- Mental Health support services (13%)

## 2. Building Community Resilience

The Welsh Government has announced that funding for Communities First will end by March 2018. As part of this survey, Cardiff Council wanted to hear from those who had been involved in the programme and how they felt the closure could impact both them and their local community.

### Are you aware of/have you used the Communities First programme?

Of the 1596 people taking part in this survey, a total of 1,131 gave an answer to this question. Of these, 573 (51%) respondents reported to have awareness of the Communities First programme.



A total of 235 respondents reported to have previously taken part in a Communities First Project of Activity. This number equates to just 15% of those taking time to complete the survey.

**Health Warning:** *Over the course of the consultation period, it became increasingly clear to officers that respondents were often unsure which elements of activity were funded or delivered directly by Communities First.*

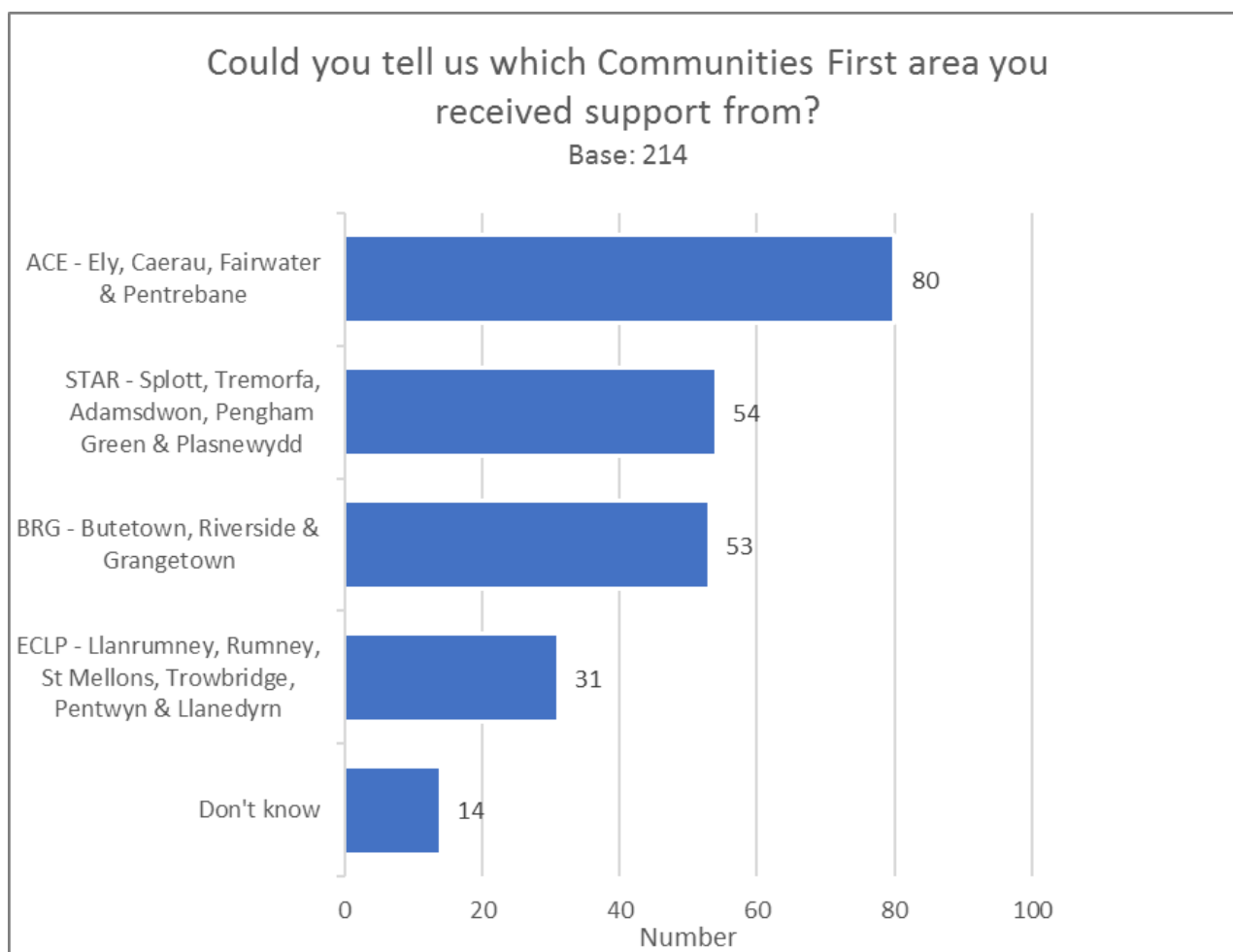
*This is also reflected in the small number of people that went on to say they were involved in a project or activity after indicating they were aware of Communities First.*

*The same issue was also highlighted in the Focus Group findings.*

### Which Communities First area you received support from?

Respondents who reported that they had taken part in a Communities First Programme or Activity were asked which area they received support from.

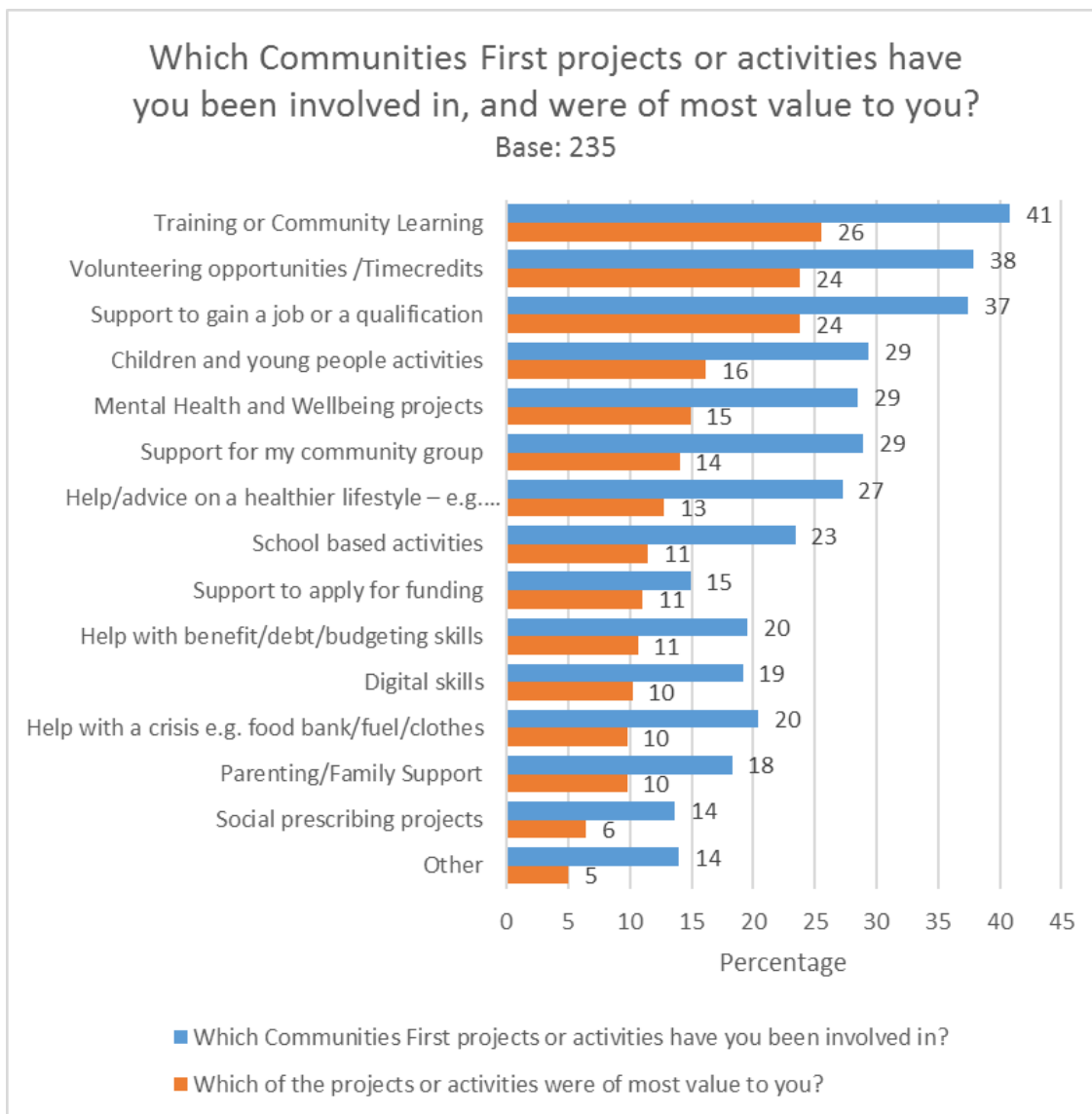
(Respondents could tick more than one area)



**Health Warning:** The issue of respondents being unsure which activities were delivered directly by Communities First continued in this question.

### Your involvement...

The Projects or Activities respondents were most likely to report to have been involved in were ‘Training or Community Learning’ (41%), ‘Volunteering Opportunities/Time credits’ (38%) and ‘Support to gain a job or qualification’ (37%). These same services were also reflected when respondents were asked which of the projects or activities had been of most value to them.



Respondents were asked to explain why this particular project or activity had been important to them. Volunteering, health and wellbeing, confidence building, improved skills, gain a qualification or job and access to social networks are mentioned consistently in the comments section.

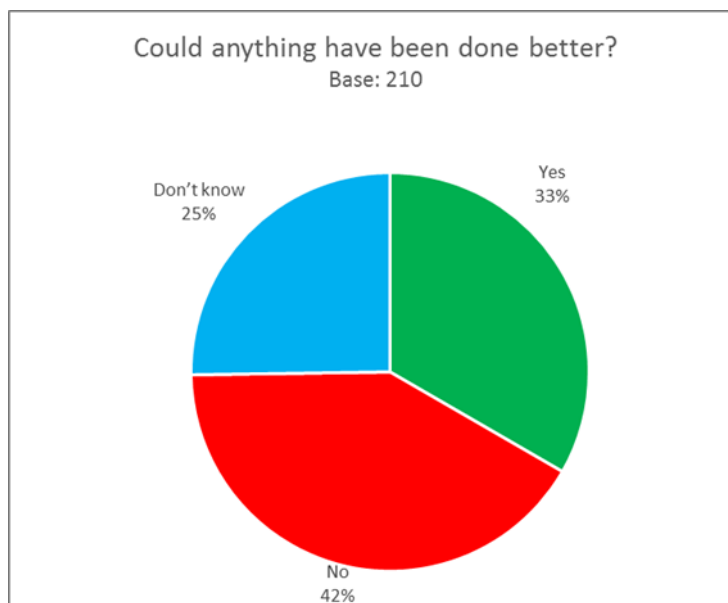


Respondents strongly emphasised how the programme had helped them as an individual make changes or access support in their community. Provided below are the activities and projects which people identified as being most important to them along with a selection of the comments made.

Project	No.	Comments
<b>Mental Health and Wellbeing projects</b>	46	<ul style="list-style-type: none"> <li>• They (STAR) offer a holistic approach to supporting individuals, reducing social isolation, confidence building, and skills improvement. They really get to know the person and what it is that they need and can achieve.</li> <li>• It help me to gain the skills and experience as well as the confidence to set up my own business and help in volunteering in the community.</li> <li>• To meet other community members and make friends to be less isolated and leave my house more. Lovely helpful staff who care and always try to help.</li> <li>• It gives less fortunate people and lonely people somewhere to go even if it's just for a chat</li> <li>• Helped with my confidence, social contact and improve my wellbeing</li> </ul>
<b>Support to gain a job or a qualification</b>	37	<ul style="list-style-type: none"> <li>• It completely transformed my life positively. I am now empowered and employed</li> <li>• Provided me with skills to secure a job and helped me gain confidence with working with people</li> </ul>
<b>Training or Community Learning</b>	32	<ul style="list-style-type: none"> <li>• Locally based, short/no waiting lists, flexible approach re appointments and funding for training</li> <li>• They were important because it help me to gain the skills and experience as well as the confidence to set up my own business and also help in volunteering in the community.</li> <li>• I am no longer homeless, I am getting help with food, children's child care benefits and volunteer work placement to help find a job</li> <li>• Following over 38 years of office environment the course helped me adjust to my new life style</li> </ul>
<b>Support for my community group</b>	23	<ul style="list-style-type: none"> <li>• Because I have not got many friends and this project gives me company and advice support</li> <li>• help me communicate and meet other people</li> </ul>
<b>Volunteering opportunities /Timecredits</b>	19	<ul style="list-style-type: none"> <li>• Because it got my whole family involved in helping to keep the area clean and litter free</li> <li>• It has helped build confidence gain understanding and learn new skills.</li> <li>• feels good to help others</li> <li>• it has helped me not only gain confidence in myself which I can apply to everyday life but has given me extra skills &amp; support</li> <li>• Empowering people in communities</li> </ul>
<b>Children and young people activities</b>	15	<ul style="list-style-type: none"> <li>• Breakfast club / children's activities</li> <li>• Got me through a difficult time and helped me look towards my future.</li> </ul>
<b>Help/advice on a healthier lifestyle</b>	4	<ul style="list-style-type: none"> <li>• It has helped build confidence gain understanding and learn new skills.</li> </ul>
<b>Other/Miscellaneous Comments</b>	42	<ul style="list-style-type: none"> <li>• C.F. helped me with every part of my life as much as they can by giving the opportunities that I could not afford.</li> <li>• Everything I have been involved with at communities first has allowed me to grow as a person and to meet others in my community and bond with people.</li> <li>• They understand the local people and local issues. Very supportive and understanding, great resources and will be hugely missed.</li> </ul>

### Could anything have been done better?

A third of respondents (33%) felt that things could have been better.



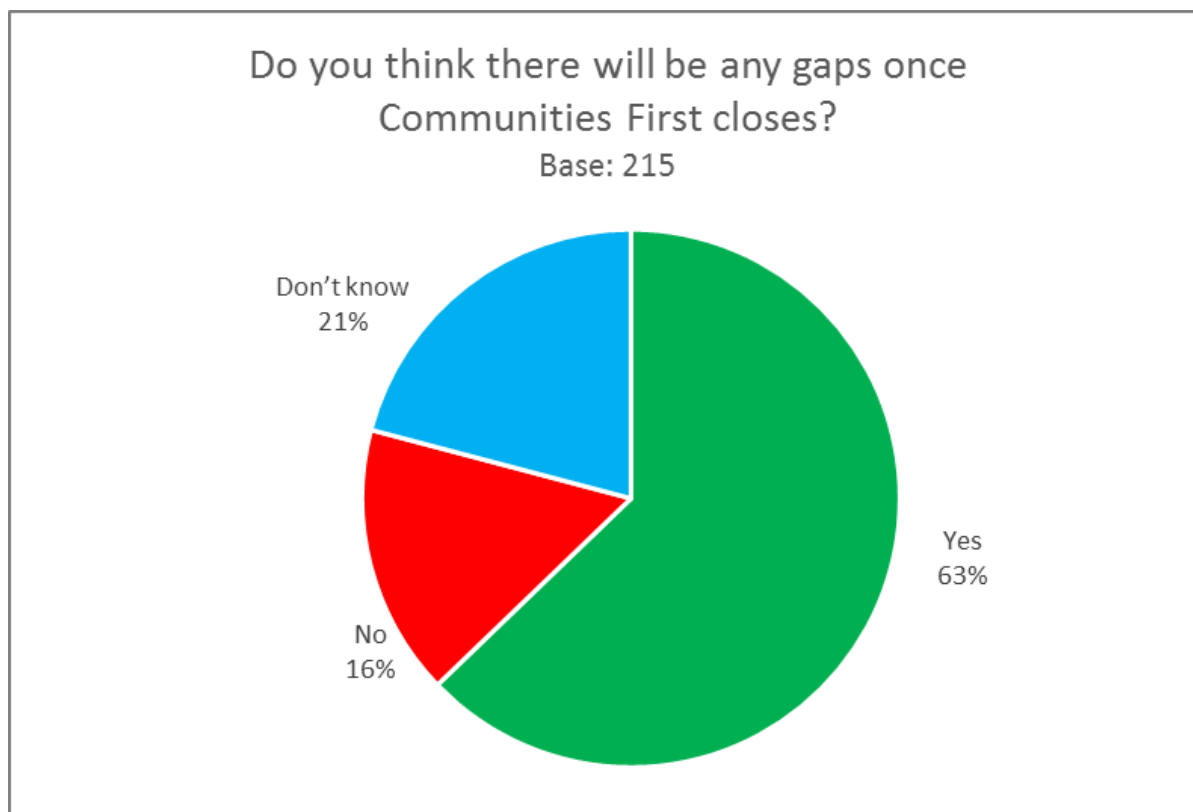
Fifty-six respondents also provided some explanation as to what it was that they felt could have been improved.

Responses to the questions were varied but could be broadly attributed to the three themes of Access, Organisation and Outcomes:

- a) **Access** - Comments were made that individuals found projects difficult to access because of their high concentration in particular geographic areas. Similarly it was felt that opportunities were targeted towards specific demographics e.g. older people rather than being open to those in the greatest need with comments including: *“Activities were not taken up by the right people – they were full of graduates and pensioners”*
- b) **Organisation** – Aspects of the existing services were considered by some to be poorly managed with lengthy waiting times, bureaucracy and a lack of communication all mentioned by those that have participated in projects with one respondent commenting that, *“nobody knew what was going on”*.
- c) **Outcomes** – The purpose of the individual projects was a source of confusion for some of those that had been involved. One participant recalled that there seems to be *‘no clear outcomes’* whilst others said that *“projects were focused on short term achievements”* and that *“money could be more wisely spent on early intervention programmes”*.

### Do you think there will be any gaps once Communities First closes?

One hundred and thirty five people or 63% of those respondents who had previously had involvement with a Communities First project or activity felt there would be gaps once the programme closes.



One hundred and four respondents went on to explain what they felt those gaps would be and shared any ideas they had on how those gaps could be filled.

It was possible to categorise the concerns raised into a handful of themes, most commonly mentioned were:

- a) Opportunities for Volunteering/Training and Employment.
- b) Loss of community involvement and engagement opportunities which benefit health and well-being, build confidence and decrease social isolation.
- c) Loss of local knowledge and networks.
- d) Activities/support for children, young people and parents

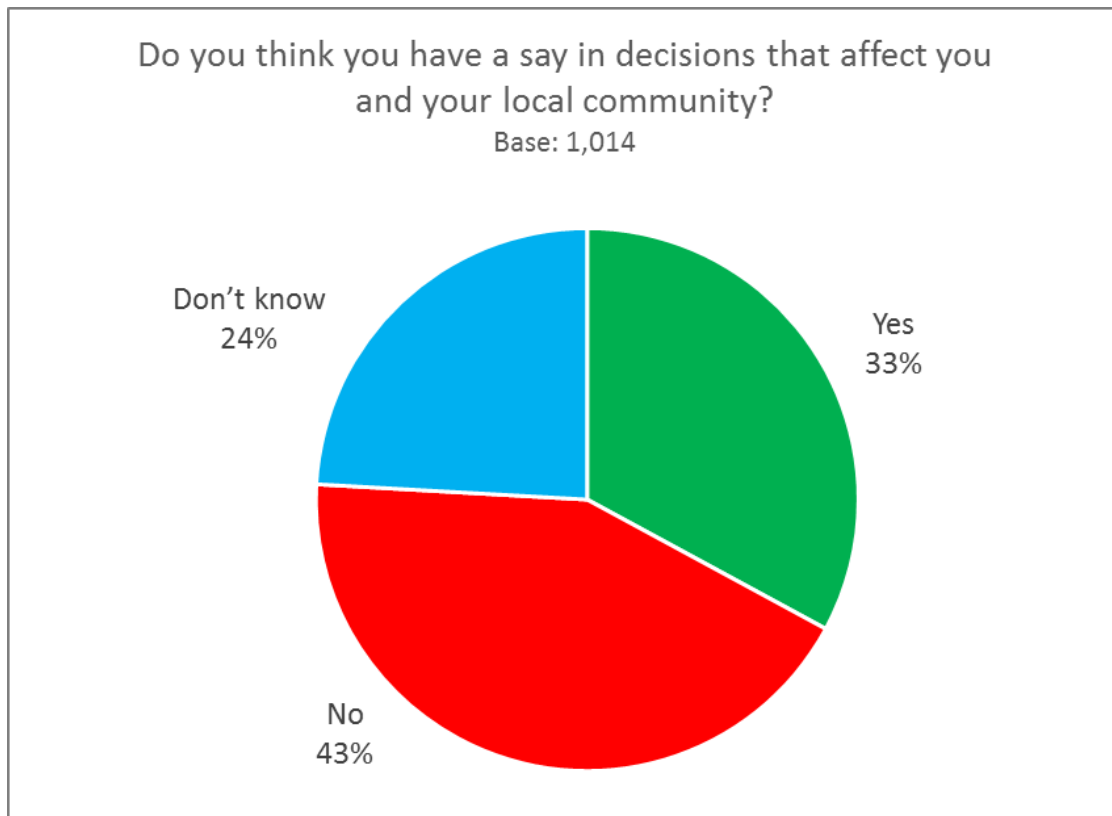
Further comments on the gaps and how they could be filled have been themed into the table overleaf:

Gaps	No.	Comments
<b>Opportunities/Pathways into Learning/Training and Employment</b>	39	<ul style="list-style-type: none"> <li>• <i>If there weren't training like this I wouldn't have had the opportunity to study a community course at Taff Housing which led to a university place and receive the study first award at Cardiff met which is only for people from communities first areas.</i></li> <li>• <i>Support with English as a second language</i></li> <li>• <i>There will always be a need for a basic level of training that the employers want but are not willing to pay the training costs for. If your organization can somehow get the employers to allow a training course to be run on their premises that are relevant to any vacancies they may have that would get your foot in the door and you would also get a better idea of the training needs of the business communities as a whole.</i></li> <li>• <i>Lack of support for after school education.</i></li> <li>• <i>Help with training and eventually helping the community improve.</i></li> <li>• <i>Parents and children will miss out on parents getting involved in their child's education.</i></li> </ul>
<b>Health &amp; Well-Being Includes: Mental Health Support, befriending, social interaction.</b>	35	<ul style="list-style-type: none"> <li>• <i>Communities first provided a lot of support to the most vulnerable of the community, without it they might lose the sense of belonging</i></li> <li>• <i>Communities first has helped me with my mental wellbeing, got me out of the house and into activities in the community.</i></li> <li>• <i>I will have nowhere close to go as I have learning difficulties and a disability I cannot walk far.</i></li> <li>• <i>Need to keep opportunities for community sociability.</i></li> <li>• <i>Employ people who are designated and monitored to look after older people's health and wellbeing.</i></li> </ul>
<b>Loss of Local knowledge/Loss of information source and support networks.</b>	29	<ul style="list-style-type: none"> <li>• <i>They were out in the communities and this may not be fulfilled with support just from hubs which can be a long way for people to travel. they listened to what the community wanted and adjusted their services to meet people's needs rather than being one size fits all.</i></li> <li>• <i>Danger that local first-hand knowledge and experience is lost/dissipated and clients reluctance to central based services</i></li> <li>• <i>Communities First has not only acted as a wide network of services for members of the community, being able to offer advice, support and directions to other useful organisations / services, but it has also been a network for organisations in their own right to access each other.</i></li> <li>• <i>The gaps are too many to mention, they include being a point of contact between people and services, support with marketing and advertising.</i></li> </ul>
<b>Community Engagement/Involvement/ Volunteering</b>	10	<ul style="list-style-type: none"> <li>• <i>Community development activities unrelated to work but important for health &amp; wellbeing. Opportunities for residents to meet, volunteer, develop and share skills.</i></li> <li>• <i>Depending on the transition, local knowledge and trusting relationships may be lost</i></li> <li>• <i>Less community involvement</i></li> <li>• <i>Community links. Community events improve the community</i></li> <li>• <i>Community groups set up to access funding. Groups with resources which smaller groups could access to borrow equipment</i></li> <li>• <i>We hope Timecredits will continue support for community groups volunteering.</i></li> </ul>
<b>Funding</b>	8	<ul style="list-style-type: none"> <li>• <i>There will be gaps because of the reduced funding but it is difficult to identify them at present. Biggest problem is likely to be getting people to attend activities or initiatives.</i></li> <li>• <i>Gap in funding.</i></li> </ul>
<b>Misc.</b>	18	<ul style="list-style-type: none"> <li>• <i>Access to a broad range of anti-poverty services will reduce as will the connections to mainstream provision that the project facilitates</i></li> <li>• <i>Communities first was unavailable in some areas and useless in others. There was not enough accountability for words. A one-directive project is the way forward.</i></li> <li>• <i>Local access to projects but I think that rationalisation will help cut cost while still providing access to help that is needed.</i></li> </ul>

**We are interested to hear how you would like to get involved in local activities and projects and how you could influence and shape the community you live in.**

**Do you think you have a say in decisions that affect you and your local community?**

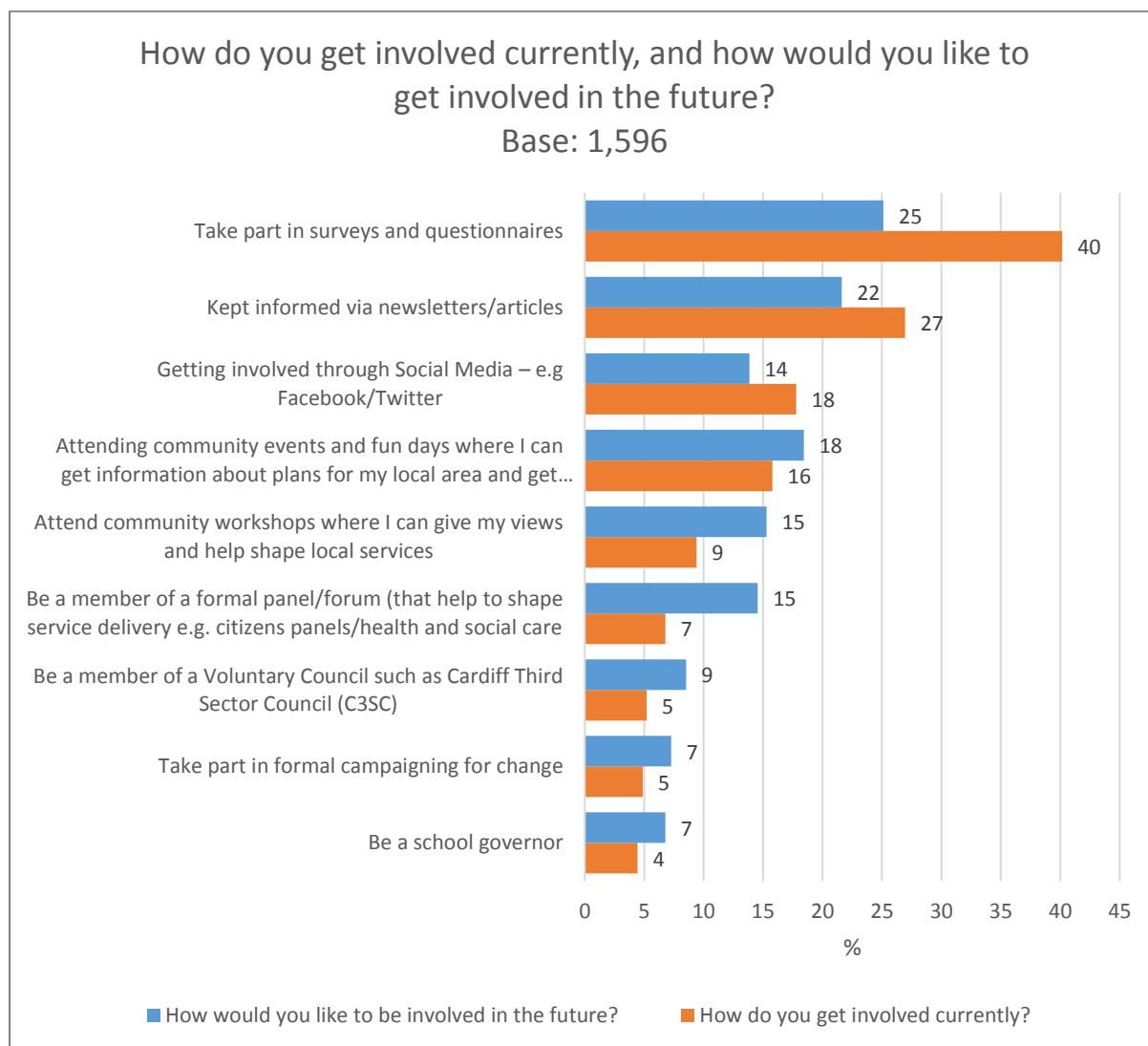
More than two in every five respondents (43%) did not feel that they have a say in decisions that affect them and their local community compared to (33%) of respondents who did and (24%) did not know.



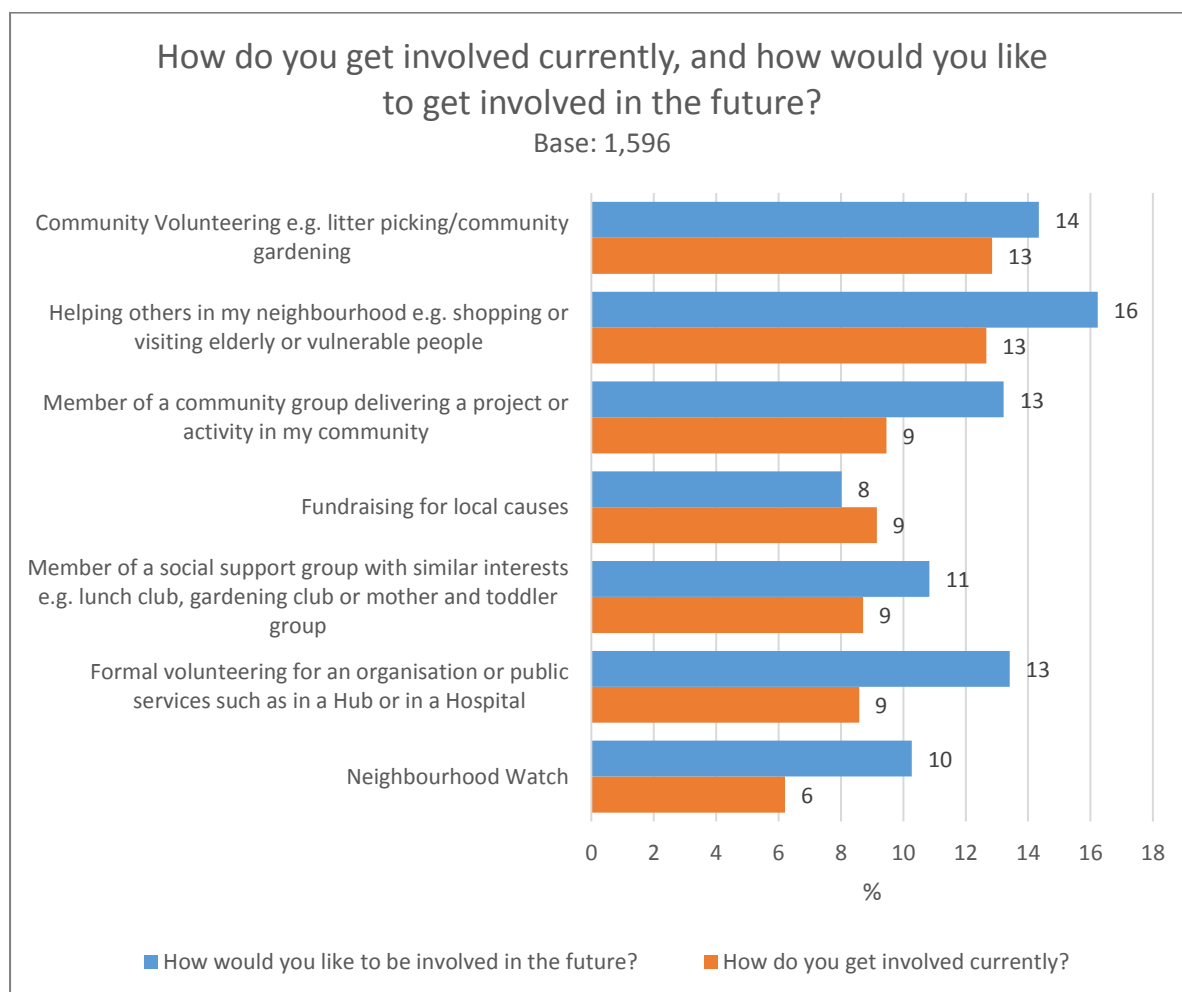
**Listed below are a number of ways that you could have a say in the decisions that affect your community.**

Two in five respondents reported that they currently have their say by taking part in surveys or questionnaires. 27% kept informed by reading newsletters/articles and 18% currently get involved through social media such as Twitter or Facebook.

Surveys, newsletters and articles were also the ways that people wanted to be involved and informed in the future however there was also a reported interest in more face to face engagement such as community events, workshops and involvement with a panel.



## How do you get involved in your community currently, and how would you like to be involved in the future?



### Please tell us if there is any other way that you would like to be involved?

A total of 39 respondents provided a variety of additional examples regarding how they would like to be involved, a selection of the comments made included:

*“Environmental projects such as river ‘daylighting’, nature flood alleviation schemes, pollinator projects, tree planting and nature corridors.”*

*“I will be retiring next year but am considering offering my services to the Heath Hospital as a volunteer visitor in the Chaplaincy Department.”*

*“Helping refugees and other people not from the UK to settle into life in a new country.”*

*“I am a teacher and would love to help with literacy/numeracy/ICT skills. I have tried to find opportunities to volunteer however all the opportunities for volunteering appear to be in the day when I am at work.”*

## Are there any further comments that you would like to make?

A total of 124 comments were left, with most respondents voicing support for the work done by Communities First and the help it provided to those individuals.

Gaps	No.	Comments
<b>Communities First (or similar) is needed</b>	26	<ul style="list-style-type: none"> <li>It is a terrible thing that Communities 1st is closing and I believe this decision will have an impact on these communities for a long time to come.</li> <li>It's a shame that in Cardiff only ACE is set up and will be able to carry on after Com1st is gone. You would have thought that after all these years there would be many groups set up ready to carry on after com 1st. Such a shame.</li> <li>Everything communities first was important and of course the employment related stuff is, but it's all the other community development stuff that they do which has had the biggest impact on the community as it has empowered people to believe in themselves and create groups to provide soft skills and places for people to go. Without this support these types of things wouldn't happen. You need a service which provides this type of support to the community otherwise groups aren't confident enough to take their ideas forward.</li> </ul>
<b>Value service from Hubs</b>	15	<ul style="list-style-type: none"> <li>The service provided by the hub is of great importance and helps me with questions and issues I have regarding employment and support.</li> <li>I think it is very important to have the hub because they are really helpful with what they do</li> <li>Hubs are an invaluable asset to the community.</li> </ul>
<b>Not able to volunteer</b>	14	<ul style="list-style-type: none"> <li>I am a teacher in Ely, I would love to volunteer and spend more time helping my community. However I currently work 60+ hours a week and barely have time for my family.</li> <li>In our 80's so more likely to be recipients of service</li> <li>I am fully occupied with church community and supporting my family practically, emotionally and financially. I have no spare time and energy for community too.</li> </ul>
<b>Help needed for specific groups</b>	12	<ul style="list-style-type: none"> <li>I do not see any mention of schools and targeting pupils approaching employment age - particularly those who are not going to University. What I call "the other 50%" The 50% that we all rely on!</li> <li>Over the last 10 year North Cardiff has be total neglected and has lost a lot of its community programme. I have been out of work for several years and find it hard access any help due to my postcode. There is no access to work courses in North Cardiff for the last year I had to travel to St Mellons to do a computer course which is two buses from Llanishen.</li> <li>Feel that carers in the area don't get considered</li> </ul>
<b>Communities First helped me</b>	9	<ul style="list-style-type: none"> <li>Job Clubs help me loads</li> <li>Without community first I would not be doing as well today. They helped me with mental health, money issues and are there as a friend when in need.</li> <li>The reason I am glad for communities first is I have looked into doing courses on my own and it is too expensive and I have no support, whereas with community first knowing that there is someone to help if needed has given me more confidence</li> </ul>
<b>Needs co-ordination</b>	8	<ul style="list-style-type: none"> <li>I think there has to be clarity you can't have people running their own groups without government being in charge</li> <li>I think one service would be better, get more customers to use our service. making services duplicated makes It confusing on occasions</li> <li>I think that it is critical to organise these activities as if running a business with clear command, communications and control.</li> </ul>
<b>Continue to provide volunteering opportunities</b>	7	<ul style="list-style-type: none"> <li>Please continue to grow and develop the Time Credits scheme!</li> <li>Concentration on members of the community with vulnerabilities is priority, however involving members of the community who may be working full time or a single parent family is crucial in building valuable relationships in communities</li> <li>I enjoyed my time as a volunteer for Cardiff council and people should be given opportunity to improve their skills</li> </ul>



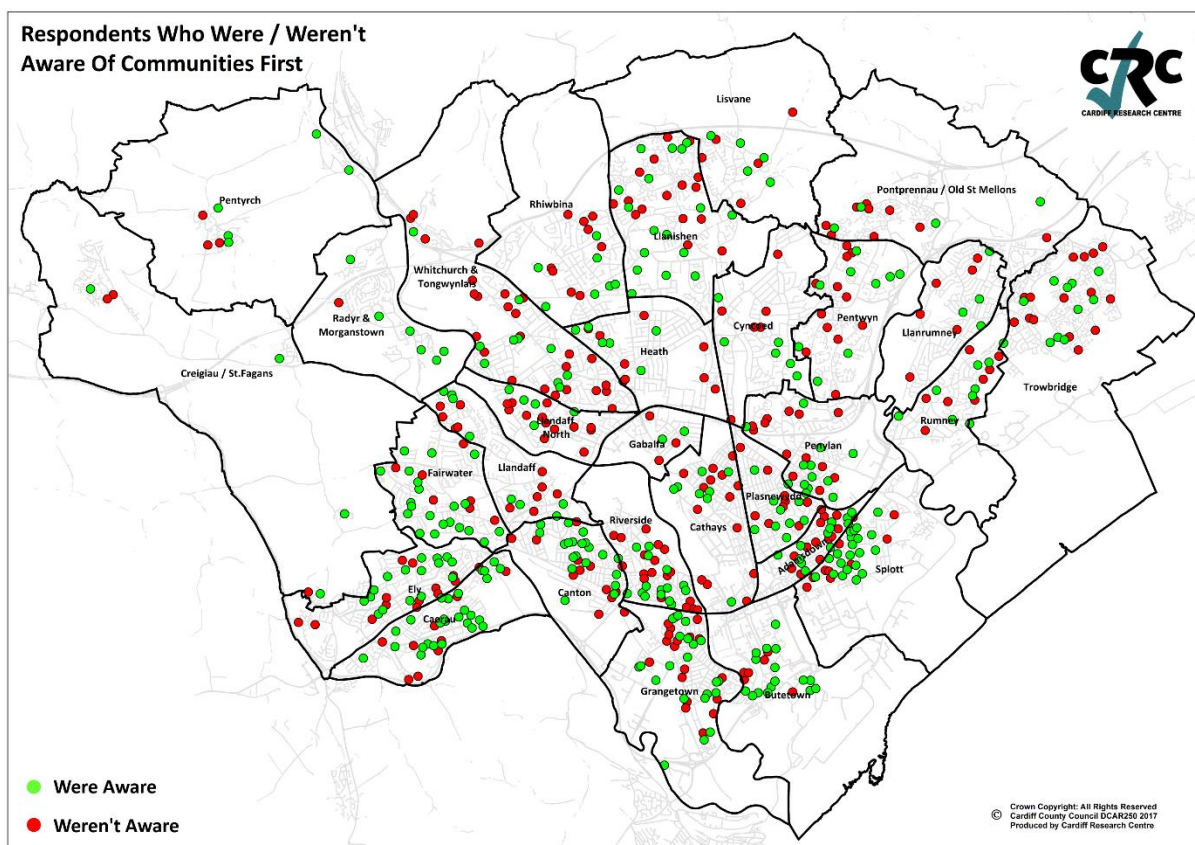
<b>Should not be left to volunteers</b>	7	<ul style="list-style-type: none"> <li>• I appreciate that the new funding has been reduced but I would hope that your proposals do not depend on the use of volunteers rather than professional people who have the correct training. If we are looking at ways to get people back into work, then there is a certain irony in expecting volunteers to take the place of paid professionals.</li> <li>• Litter picking and gardening are things I pay council tax for.</li> <li>• I hope that the current services are not to be handed to the voluntary sector for quality delivery. Volunteering should be just that, voluntary.... relying on volunteers to keep our communities functioning in the right directions is not right. Surely a proportion of our community charge is to cover this as a service available to all, and free at the point of use.</li> </ul>
<b>Provision of training/ education is important</b>	6	<ul style="list-style-type: none"> <li>• I saw barely a mention of education as being the bedrock of human betterment; including one's own career (and life...). We have some fantastic, world leading education establishments around Cardiff, most of whom are not in it for profit. Make more of them</li> <li>• Need to provide more courses each month</li> <li>• Wales needs good quality well paid jobs or its best young people will leave. It also needs to vastly improve educational attainment and training and to continue to participate in Pisa tests.</li> </ul>
<b>Want to improve my English</b>	5	<ul style="list-style-type: none"> <li>• Improve my English to go to the university</li> <li>• I want improve my English language for support my family</li> </ul>
<b>Prioritise spending of public money</b>	5	<ul style="list-style-type: none"> <li>• Tackle crime and its root causes such drug addiction and prostitution.</li> <li>• Funding should be made available for Part-time longer term studying, i.e., counselling studies. Support for people to move up in their careers. More affordable housing and less student accommodation across the city. Community Building activities</li> </ul>
<b>Build/strengthen communities</b>	4	<ul style="list-style-type: none"> <li>• The only best and only way of reducing poverty is to provide employment in those areas, ensure that employment pays better than benefits, and remove bad and negative influences from those communities (reduce crime, drug use and criminals from the streets). It is not easy, but everything else whilst well-meaning tends to be futile.</li> </ul>
<b>Empower / build confidence</b>	3	<ul style="list-style-type: none"> <li>• These courses are a fantastic way to help people like myself build on confidence and feel part of a community. I look forward to what my future holds.</li> </ul>
<b>Work with businesses/ organisations</b>	3	<ul style="list-style-type: none"> <li>• The council should collaborate and seek views direct from DWP job coaches (nb: not managers) as these employees have front line experience of what support and opportunities job seekers need to help them into work.</li> <li>• Opportunities to link business with prospective employees</li> </ul>
<b>Against Communities First</b>	2	<ul style="list-style-type: none"> <li>• Communities First has been a complete waste of money and projects should only be funded if they lead to employment, not just leisure courses for the better off. Full of Ladies of Llandaff who Lunch</li> </ul>
<b>Agree with proposal</b>	2	<ul style="list-style-type: none"> <li>• I agree with the proposal</li> <li>• Joining up back to work services with council funding and location in hubs and libraries (not just in former CF areas) would be very good to see. It needs a broad range of "volunteers" with range of skills and needs full time paid support/organisation such as community organisers</li> </ul>
<b>Miscellaneous</b>	23	<ul style="list-style-type: none"> <li>• The proposed scheme is in danger of providing yet another layer of bureaucracy and management and won't be self-sustainable</li> <li>• There is nowhere I can go at convenient time's day or evening that I can be part of, and contribute. Many community activities are held too early or too late for me. Also I don't drive and getting around in winter in the dark is difficult so I need a flexible service and solid base.</li> </ul>

Finally, respondents were asked to indicate areas that they would like to receive more information and to leave contact details. The highest level of interest was expressed towards shaping services and influencing decisions.

	Number reporting to want more information	Number supplying contact details
<b>I would like help getting back to work</b>	125	86
<b>I would be interested in shaping services and influencing decisions</b>	171	135
<b>I would be interested in Volunteering Opportunities in my local community</b>	155	128

## Location

A total of 868 respondents gave their postcode, which are shown on the map below. The map also highlights awareness of Communities First amongst respondents. Awareness of Communities First was evenly spread across the city despite activities being present in only particular areas.



## Respondent Demographics

### Gender

	No	%
<b>Female</b>	534	56.1
<b>Male</b>	406	42.6
<b>Other</b>	2	0.2
<b>Prefer not to say</b>	10	1.1
<b>Total</b>	952	100.0

### Age

	No	%
<b>Under 16</b>	3	0.3
<b>16-24</b>	54	5.6
<b>25-34</b>	207	21.5
<b>35-44</b>	192	19.9
<b>45-54</b>	203	21.1
<b>55-64</b>	193	20.0
<b>65-74</b>	90	9.3
<b>75+</b>	21	2.2
<b>Total</b>	963	100.0

Which of the following best describes what you are doing at present?

	No	%
<b>Working full time (30+ hours per week)</b>	372	38.4
<b>Working part time (less than 30 hours per week)</b>	149	15.4
<b>Wholly retired from work</b>	132	13.6
<b>Unemployed - Registered Job Seeker</b>	98	10.1
<b>Unemployed - Unregistered but seeking work</b>	54	5.6
<b>Caring for a child or adult</b>	35	3.6
<b>Permanently sick or disabled person</b>	27	2.8
<b>In full time education</b>	26	2.7
<b>Looking after home</b>	15	1.5
<b>On a zero hour contract</b>	12	1.2
<b>On a government training scheme</b>	5	0.5
<b>Other</b>	43	4.4
<b>Total</b>	968	100.0

Do you identify as a disabled person?

	No	%
Yes	109	11.4
No	805	83.9
Prefer not to say	45	4.7
<b>Total</b>	<b>959</b>	<b>100.0</b>

Please tick any of the following that apply to you:

	No	%
<b>Deaf/ Deafened/ Hard of hearing</b>	14	13.6
<b>Mental health difficulties</b>	37	35.9
<b>Learning impairment/ difficulties</b>	15	14.6
<b>Visual impairment</b>	7	6.8
<b>Wheelchair user</b>	3	2.9
<b>Mobility impairment</b>	30	29.1
<b>Long-standing illness or health condition (e.g. cancer, HIV, diabetes, or asthma)</b>	42	40.8
<b>Prefer not to say</b>	4	3.9
<b>Other</b>	13	12.6
<b>Total</b>	<b>103</b>	<b>100.0</b>

What is your ethnic group?

	No	%
<b>White - Welsh/English/Scottish/Northern Irish/British</b>	742	77.4
<b>White - Irish</b>	10	1.0
<b>White - Gypsy or Irish Traveller</b>	5	0.5
<b>White - Any other white background (please specify)</b>	44	4.6
<b>Mixed/Multiple Ethnic Groups - White and Black Caribbean</b>	18	1.9
<b>Mixed/Multiple Ethnic Groups - White and Black African</b>	7	0.7
<b>Mixed/Multiple Ethnic Groups - White &amp; Asian</b>	7	0.7
<b>Mixed/Multiple Ethnic Groups - Any other (please specify)</b>	2	0.2
<b>Asian/Asian British - Chinese</b>	7	0.7
<b>Asian/Asian British - Pakistani</b>	15	1.6
<b>Asian/Asian British - Bangladeshi</b>	6	0.6
<b>Asian/Asian British - Indian</b>	10	1.0
<b>Asian/Asian British - Any other (please specify)</b>	3	0.3
<b>Black/African/Caribbean/Black British - African</b>	29	3.0
<b>Black/African/Caribbean/Black British - Caribbean</b>	5	0.5
<b>Black/African/Caribbean/Black British - Any other (please specify)</b>	3	0.3
<b>Arab</b>	8	0.8
<b>Any other ethnic group (please specify)</b>	10	1.0
<b>Prefer not to say</b>	28	2.9
<b>Total</b>	<b>959</b>	<b>100.0</b>

# Helping people find work and Building Community Resilience

Cardiff Council





## Consultations on a new approach to:

1. Helping people find work and
2. Building Community Resilience

The Welsh Government's approach to tackling poverty is changing. As part of these changes the Communities First Programme will cease and the Council will have some funding focussed on helping people into work.

There will also be some funding to help local people get involved in their community.

As this funding will be significantly less than before we need to take a new approach to providing services.

We are keen to gather views on how Cardiff should respond to these changes.

# 1. Employment Support Services - Helping People finding Work

In Cardiff there are over 40 different schemes with different qualifying criteria that help people back to work. Sometimes having so many schemes can be confusing and make it harder for people to find the right service for them.



Currently some people can't get the services they need for example because of where they live or just because of their age. There is a need for a more joined up approach to services, with help available across the city for all who need it.

**Q1 With less funding available and the requirement for a more joined up approach, the Council is proposing to directly provide and coordinate employment services across the city.**

**The service will be available to everyone who needs it.  
The new services would be delivered through our network of Community Hubs and from other community buildings.**

**Do you agree with this proposal?**

Yes  No  Don't know

**Q1a If no please tell us why**

**Q2 We think that a simple gateway is required to direct people to the services they need to help them back to work. Do you agree this would help?**

Yes  No  Don't know

**Q2a What do you think should be part of this gateway?**

- Telephone helpline
- A website providing information on the support available
- Mobile Apps
- Social Media (Facebook/Twitter)
- Webchat
- Face to face contact
- Locally available Job Clubs
- Job Fairs
- Local recruitment drives/events
- Outreach by community organisations



**Q3 What kind of employment support do you think is needed to help people into work and which ones would you use? (tick all that apply)**

	What kind of support do you think is needed to help people into work?	Which would you be interested in using yourself
Local Job Clubs e.g. CV writing/job applications/job search	<input type="checkbox"/>	<input type="checkbox"/>
Career advice	<input type="checkbox"/>	<input type="checkbox"/>
Short training courses e.g. first aid at work /manual handling/food safety	<input type="checkbox"/>	<input type="checkbox"/>
Vocational training opportunities e.g. retail/teaching assistants/social or child care/construction/hospitality	<input type="checkbox"/>	<input type="checkbox"/>
Training delivered locally	<input type="checkbox"/>	<input type="checkbox"/>
Work Experience/Placements	<input type="checkbox"/>	<input type="checkbox"/>
Volunteering Opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Apprenticeship Opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Guaranteed Interview schemes	<input type="checkbox"/>	<input type="checkbox"/>
Help to get a better job	<input type="checkbox"/>	<input type="checkbox"/>
Support to move on from zero hour contracts	<input type="checkbox"/>	<input type="checkbox"/>
Help to set up your own business or Social Enterprise	<input type="checkbox"/>	<input type="checkbox"/>
Help with costs for travel for training and interviews	<input type="checkbox"/>	<input type="checkbox"/>
Help with costs for childcare whilst training or attending interviews	<input type="checkbox"/>	<input type="checkbox"/>
One to one intensive mentoring support	<input type="checkbox"/>	<input type="checkbox"/>
Help to get online	<input type="checkbox"/>	<input type="checkbox"/>
Specialist Money Advice e.g. benefit/debt/budgeting skills	<input type="checkbox"/>	<input type="checkbox"/>
Help with learning English as a second language	<input type="checkbox"/>	<input type="checkbox"/>
Help with reading and writing skills	<input type="checkbox"/>	<input type="checkbox"/>
Confidence building courses or activities	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health and Wellbeing support	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

Please tell us if there is anything else:

**Q4 Do you think it is important that community organisations continue to provide some employment related services?**

Yes  No  Don't know

If yes, which services are best provided by local community organisations?



## 2. Building Community Resilience

Responses from this survey will help us to create more opportunities for local people to be involved in their community and have a say in the things that matter most to them.

The Welsh Government has announced that funding for Communities First will end by March next year. If you have been involved in the programme we are interested in hearing your views about Communities First and how this closure will impact on you and your community.

### Q5 Are you aware of the Communities First Programme?

Yes  No (Go to Q12)

### Q6 Have you ever taken part in a Communities First Project or Activity?

Yes  No (Go to Q12)

### Q7 Could you tell us which Communities First area you received support from?

- ACE - Ely, Caerau, Fairwater & Pentreban
- BRG - Butetown, Riverside and Grangetown
- ECLP - Llanrumney, Rumney, St Mellons, Trowbridge, Pentwyn & Llanedeyrn
- STAR - Splott, Tremorfa, Adamsdown, Pengam Green, Plasnewydd
- Don't know

### Q8 Your involvement... (tick all that apply)

	Which Communities First projects or activities have you been involved in?	Which of the projects or activities were of most value to you?
Help/advice on a healthier lifestyle – e.g. cooking skills or physical activities	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health and Wellbeing projects	<input type="checkbox"/>	<input type="checkbox"/>
Social prescribing projects	<input type="checkbox"/>	<input type="checkbox"/>
Help with a crisis e.g. food bank/fuel/clothes	<input type="checkbox"/>	<input type="checkbox"/>
Help with benefit/debt/budgeting skills	<input type="checkbox"/>	<input type="checkbox"/>
Digital skills	<input type="checkbox"/>	<input type="checkbox"/>
Training or Community Learning	<input type="checkbox"/>	<input type="checkbox"/>
Parenting/Family Support	<input type="checkbox"/>	<input type="checkbox"/>
School based activities	<input type="checkbox"/>	<input type="checkbox"/>
Children and young people activities	<input type="checkbox"/>	<input type="checkbox"/>
Support to gain a job or a qualification	<input type="checkbox"/>	<input type="checkbox"/>
Volunteering opportunities /Timecredits	<input type="checkbox"/>	<input type="checkbox"/>
Support for my community group	<input type="checkbox"/>	<input type="checkbox"/>
Support to apply for funding	<input type="checkbox"/>	<input type="checkbox"/>
If other please specify	<input type="checkbox"/>	<input type="checkbox"/>

**Q9 Could you tell us why this project or activity has been important to you?**

**Q10 Could anything have been done better?**

Yes  No  Don't know

**Q10a If 'yes' please explain?**

**Q11 Do you think there will be any gaps once Communities First closes?**

Yes  No  Don't know

**Q11a If 'yes' please tell us what you think those gaps will be and any ideas on how those gaps could be filled.**

**We are interested to hear how you would like to get involved in local activities and projects and how you could influence and shape the community you live in.**

**Q12 Do you think that you have a say in decisions that affect you and your local community?**

Yes  No  Sometimes

**Q13 Listed below are a number of ways that you could have a say in the decisions that affect your community.**

	How do you get involved currently?	How would you like to be involved in the future?
Kept informed via emails newsletters/articles	<input type="checkbox"/>	<input type="checkbox"/>
Getting involved through Social Media – e.g Facebook/Twitter	<input type="checkbox"/>	<input type="checkbox"/>
Take part in surveys and questionnaires	<input type="checkbox"/>	<input type="checkbox"/>
Attending community events and fun days where I can get information about plans for my local area and get involved in community projects and activities.	<input type="checkbox"/>	<input type="checkbox"/>
Attend community workshops where I can give my views and help shape local services	<input type="checkbox"/>	<input type="checkbox"/>
Be a member of a formal panel/forum (that help to shape service delivery e.g. citizens panels/health and social care)	<input type="checkbox"/>	<input type="checkbox"/>
Be a school governor	<input type="checkbox"/>	<input type="checkbox"/>
Take part in formal campaigning for change	<input type="checkbox"/>	<input type="checkbox"/>
Be a member of a Voluntary Council such as Cardiff Third Sector Council (C3SC)	<input type="checkbox"/>	<input type="checkbox"/>

If other please specify:

**Q13a Listed below are a number of ways you could be involved in your local community. (tick all that apply)**

	How do you get involved currently?	How would you like to be involved in the future?
Community Volunteering e.g. litter picking/community gardening	<input type="checkbox"/>	<input type="checkbox"/>
Helping others in my neighbourhood e.g. shopping or visiting elderly or vulnerable people	<input type="checkbox"/>	<input type="checkbox"/>
Formal volunteering for an organisation or public services such as in a Hub or in a Hospital	<input type="checkbox"/>	<input type="checkbox"/>
Member of a community group delivering a project or activity in my community	<input type="checkbox"/>	<input type="checkbox"/>
Member of a social support group with similar interests e.g. lunch club, gardening club or mother and toddler group	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising for local causes	<input type="checkbox"/>	<input type="checkbox"/>
Neighbourhood Watch	<input type="checkbox"/>	<input type="checkbox"/>

Please tell us if there is any other way you would like to get involved

**Q14 Are there any further comments that you would like to make?**

**If you would like further information please provide your contact details**

I would like help with getting back to work

I would be interested in shaping services and influencing decisions

I would be interested in Volunteering Opportunities in my local community

**Name:**

**Email:**

**Address (if no email):**

## ABOUT YOU

Any data supplied by you on this form will be processed in accordance with Data Protection Act requirements and by supplying it you consent to the Cardiff Council processing the data for the purpose for which it is supplied. All personal information provided will be treated in the strictest confidence and will only be used by the Cardiff Council or disclosed to others for a purpose permitted by law.

**Q15** What is your postcode:

**Q16** Are you...

Female  Male  Other  Prefer not to say

If 'other please specify

**Q17** What was your age on your last birthday?

Under 16  25-34  45-54  65-74   
16-24  35-44  55-64  75+

**Q18** Which of the following best describes what you are doing at present? (Tick one box only)

Working full time (30+ hours per week)  Permanently sick or disabled person   
Working part time (less than 30 hours per week)  Wholly retired from work   
On a government training scheme  Looking after home   
In full time education  Caring for a child or adult   
Unemployed - Registered Job Seeker  Unemployed - Unregistered but seeking work   
On a zero hour contract  Other

If 'Other', please specify

**Q19** Do you identify as a disabled person?

Yes  No  Prefer not to say

**Q20** Please tick any of the following that apply to you:

Deaf/Deafened/ Hard of hearing  Mobility impairment   
Mental health difficulties  Long-standing illness or health condition   
Learning impairment/difficulties  (e.g. cancer, HIV, diabetes, or asthma)  
Visual impairment  Prefer not to say   
Wheelchair user  Other

If 'Other', please specify

**Q21 What is your Ethnic group?**

White - Welsh/English/Scottish/Northern Irish/British

White - Irish

White - Gypsy or Irish Traveller

White - Any other white background  (please specify)

Mixed/Multiple Ethnic Groups - White and Black Caribbean

Mixed/Multiple Ethnic Groups - White and Black African

Mixed/Multiple Ethnic Groups - White & Asian

Mixed/Multiple Ethnic Groups - Any other  (please specify)

Asian/Asian British - Chinese

Asian/Asian British - Pakistani

Asian/Asian British - Bangladeshi

Asian/Asian British - Indian

Asian/Asian British - Any other  (please specify)

Black/African/Caribbean/Black British - African

Black/African/Caribbean/Black British - Caribbean

Black/African/Caribbean/Black British - Any other  (please specify)

Arab

Any other ethnic group  (please specify)

Prefer not to say

Thank you for your time. Drop off at local hub or you can use the Freepost address below:

**FREEPOST CF3474**  
**Cardiff Research Centre**  
**Room 401**  
**County Hall**  
**CF10 4UW**



# **Helping People Find Work and Building Community Resilience**

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**Consultation  
Focus Groups Report  
25<sup>th</sup> September– 3<sup>rd</sup> October 2017**

**WCVA Communities First Support Service  
on behalf of  
Cardiff Council**

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## 1. Introduction

This report reflects on the key messages to arise in a series of focus groups held with service users, volunteers and community members in the current Cardiff Communities First clusters.

Cardiff Council is currently undertaking a wide-ranging consultation following the decision by Welsh Government to end the Communities First Programme. The rationale for the consultation is set out in Cardiff Council's briefing paper, "Helping People Find Work and Building Community Resilience".

This report is not a summary of discussions (full transcripts of each session are available) but a reflection of the fears and aspirations of communities, thus highlighting gaps as well as opportunities towards the building of resilient communities.

## 2. Communities First in Cardiff

Communities First was launched in 2001 as a long-term Welsh Government programme, aimed at the regeneration of some of the most deprived communities in Wales. It developed into the Welsh Government's flagship anti-poverty programme. In Cardiff, Communities First has been delivered through four third sector organisations known as clusters since 2012/13:

- **BRG** - Butetown, Riverside and Grangetown hosted by South Riverside Community Development Centre (SRCDC)
- **STAR** - Splott, Tremorfa, Adamsdown and Plasnewydd hosted by Cardiff Community Housing Association (CCHA)
- **ACE** - Ely and Caerau, with Fairwater hosted by Action for Ely and Caerau (ACE)
- **ECLP** - Llanedeyrn and Pentwyn - Rumney, Llanrumney, Llanedeyrn, Pentwyn, St Mellons and Trowbridge hosted by Cardiff Third Sector Council (C3SC)

In October 2016, Carl Sargeant, Cabinet Secretary of Communities and Children announced that he was "minded" to phase out the Communities First programme. This decision was confirmed in February 2017.

A new approach to the building of resilient communities was announced by Welsh Government alongside the decision to close Communities First. There will be no new programme but a new approach focused on employment, early years and empowerment will be developed.

With the closure of Communities First, Welsh Government is making the following funding available to Local Authorities from April 2018,

- Employability Grant focused on providing the infrastructure for the continuing Communities for Work programme.
- The Legacy Fund focussed on developing new or maintaining the most effective aspects of the Communities First Programme to support the development of resilient communities.
- Community Facilities Programme – Third sector organisations can submit bids to Welsh Government for capital grant funding for facilities that contribute to the community

### 3. The Focus Groups

Focus groups were held in all four Cardiff clusters at dates and venues set out in Table 1 below.

**Table 1: Dates Venues and Participant Numbers of Focus Groups**

Cluster	Date	Venue	Participant Numbers
BRG	25/09/2017	Grangetown Hub	10
STAR	28/09/2017	Splott Communities First Office	8
ECLP	29/09/2017	Rumney Hub	3
ACE	02/10/2017	Dusty Forge, Ely	16
ACE	03/10/2017	Dusty Forge, Ely	5

All focus groups followed a common format around the following questions:

**Question 1:** Which Communities First project(s) have you been involved with?

**Question 2:** In what ways did the project(s) help you?

**Question 3:** What concerns might you have regarding the closure of Communities First?

**Question 4:** Are there services you feel you may need to access in future?

**Question 5a:** How are you currently involved in your community?

**Question 5b:** Are there ways in which you would like to be involved?

Numbers at each session were variable but represented a cross section of ages as well as sections of the community, involved in a wide range of activities.

The number of participants in Rumney was low. This group were the only ones who voiced some issues with Communities First but it is difficult to gauge, because of low numbers, whether these were general concerns in this part of Cardiff.

## 4. Key roles of Communities First

This section outlines the key roles people felt Communities First had in their areas.

### 4.1 Access to training, volunteering and employment

A major theme to emerge from all the focus groups was the importance of the low level, community development type activities used by Communities First to encourage, motivate and support people. There were many testimonials evidencing how this approach had benefitted individuals and how people had been engaged through for example litter picks, community murals or social activities.

***“They suck you in”*** said one volunteer describing how popping in to a Communities First office had led to her accessing training.

- ***“I have been here for 12 years and over those years it has been wonderful watching people grow, seeing their confidence and self-esteem increase. People who could not read or write have now got government jobs and gone to college. It is a wonderful achievement! This is what spurs me on.”*** Ely participant.

Another Ely participant said, ***“You start off being involved in one thing but that leads on to being involved in others.”***

One participant in Grangetown described people as ***“blooming”*** through Communities First. This echoed similar comments throughout and a belief that the ‘growing people approach’ was important for accessing hard to reach groups.

- ***“They are steps towards accessing English classes, applying for jobs, being able to support your children with their learning.”*** Grangetown participant.

Being local was important to people.

- ***“One vital thing about Communities First is that it is local. If you move the courses away, immediately cost is involved, when it is local you don’t have to have bus fare or childcare expenses.”*** Ely participant.

There was concern about how people would access services without the Communities First presence.

- ***“How do we access it once you remove Communities First? Who goes and sits in that community for five or seven days a week and gets the customers?”*** Grangetown participant.

Even when people sought out support from other organisations, inconvenient opening times or limited appointment slots could be a barrier.

## 4.2 A joined up approach

Some people accessed Communities First via their use of other Projects, Services or Activity promoted but not led by Communities First Individuals spoke of their use of foodbanks, second hand clothing resources, cooking on a budget courses to name just a few examples. This was all part of the supportive flexible approach most people experienced.

It was not always clear from the discussions which elements of activity were funded or delivered directly by Communities First. There was however a sense that Communities First provided the underpinning by facilitating activity (even if funded from elsewhere) e.g. Providing accommodation for courses or activities and encouraging participation through promotion and signposting.

- **“I can’t say it was them that did it, it was probably the things they promoted helped me I suppose” Rumney participant.**

People seemed to be unclear on the suggested way forward in the absence of the Communities First programme.

- ***“They’re saying it’s going to be early years, empowerment and employment. So you can have as much help as you want until you turn eight and then from when you’re eight until you’re 16 you’re not important enough. But then when you’re 16 and unemployable there will be stuff for you.”*** Splott participant.

In Rumney one person felt that Communities First could work with other organisations, (Red Cross was mentioned) to maximise resources.

Time credits were an important bridging mechanism mentioned in four of the five sessions. These could then be used to enhance people’s lives. The benefits included enjoyment e.g. the ability to go on trips, visit the theatre as well as practical benefits e.g. getting a haircut.

## 4.3 Attitude and ethos

People felt that Communities First worked because it had a friendly, approachable, non-judgemental attitude.

- ***“The staff are like human hubs. The best thing Communities First did for me was gave me my identity back.”*** Splott participant.

Some people compared this to accessing other services in other spaces within their communities.

- ***“There not people in suits. They’re relaxed and nice and friendly.”*** Splott participant.

Simple things like the offer of a cup of tea when walking through the door, the time to listen to people and patience provided for many. The encouragement they needed to

volunteer or attend a course. As discussed above, this led to attending courses and training.

- ***“One gentleman came into the centre, lay down on the floor and said he wanted to commit suicide. A couple of months ago, about six months afterwards, he applied for a course. That’s massive. That’s an extreme example but would he have got that elsewhere?”*** Grangetown participant.

Rumney was the only focus group where the attitude and ethos was not a major factor. Here one participant felt that if Communities First were not there, another organisation would deliver the service.

#### **4.4 Community cohesion**

Communities First provides a space that is open to **all** in the community. Its services are not aimed at particular ages, backgrounds, employment status etc. Indeed, some of the most successful projects included a cross section of people e.g. the young man who attends the ***“knit and natter”*** session.

- ***“We worked on a local art project, but soon became involved with other projects and people came from other groups to join ours, lots of kids and young people.”*** Ely participant.

Communities First has given many a feeling of being part of a community.

- ***“Through volunteering we get taught community cohesion.”*** Splott participant.

People in Splott feared that the fragmentation of services in a local area, if aimed at specific groups, would undermine community cohesion.

People stressed the need for a base from which to get things going and small amounts of money for room booking etc.

Supporting local communication was an important role in building community cohesion. In Splott there was a concern about the loss of the Spotlight newsletter as an important way of accessing information. In Ely, the Grassroots publication was mentioned but this is not produced by Communities First. Several people said they had found Communities First by social media but word of mouth within a community was also important.

#### **4.5 Supporting health and well-being (especially mental health)**

People described how, before engaging with Communities First, they lacked confidence, motivation and experienced mental health issues.

- ***“I feel so much better about myself”*** Ely participant.
- ***“It’s given me a sense of worth, even though I’m not working”*** Splott participant.

Community based engagement activities helped to address lack of self-esteem and gives purpose to lives. How this led on to volunteering, training and employment and opportunities for people have already been commented on above.

The ability of Communities First to support wellbeing clubs and similar activity addressing stress, anxiety and confidence was a common theme in the groups. Losing the health aspect of any future approach was perceived as a major threat.

## **5. Priorities for local communities**

In summary the priorities for people, to emerge from the focus groups included the need for:

- An approachable, friendly, non-judgemental interface with the community.
- An accessible service which is partly about where something is located, partly about the ethos discussed above but fundamentally about flexibility to see the potential of individuals and help them with their barriers.
- Recognition of the value of confidence building, addressing mental health and wellbeing needs in a supportive environment.
- A long-term commitment to a community in a way that is joined up, not just a series of project based interventions.
- A whole community approach.

Most focus groups spoke about the need for services aimed at all sections of a community. In Rumney, some specific groups such as young people and single mothers were perceived to be the most detrimentally impacted by the ending of Communities First.

In the short-term people have very practical questions about what to do following Communities First closure along the lines of, “where do we go for...?“, “who do we talk to?”

## **6. Community participation and engagement**

Cardiff Council has said in its own research that it needs to reach out to people and engage them in services.

The focus groups shone some light on how people feel they can participate in their communities and engage in decision making.

People who attended focus groups were, in the main, already heavily involved in their communities ranging from running breakfast clubs, community history projects, school projects and many more. Their priority, following the closure of Communities

First, is to secure future funding, premises and volunteers to enable their initiatives to continue.

Some people had ideas for new initiatives, including new community activities to foster community cohesion, social events for the elderly and a new Parent Teacher Association (PTA). In order to pursue these ideas, people will need support with funding, regulation as well as skills to get organised and publicise new activities. Practical help such as support with a venue may also be needed.

Where organisations like ACE continue to exist, people will continue to seek help from these sources. Where offices are closing people are unsure where they can go and who they can talk to. In Rumney, there was an assumption that another organisation would fill the space left by Communities First. In the other groups, there was a feeling that opportunities for involvement will be reduced if the staff employed by the programme are lost.

The best method for engaging with communities it was felt was to support community events and simply come out and talk to people.

## **7. What this means for building community resilience**

Cardiff Council has highlighted a need for a more coherent service across the City, while adjusting to the reduced funding that will be available. This report ends with some reflections on what conclusions can be drawn from the focus groups about the shape of such a service across the City.

- Firstly, the importance of people and local groups in communities with the right skills e.g. flexible, responsive and engage people through positive attitudes and a friendly face. Trust is an important factor in the successful engagement of the hardest to reach people.

This means supporting a culture and community networks to support people and act as a focus for the sort of cohesive communities on which resilient communities are built.

- Secondly to understand the value of social activity and small-scale action in the community e.g. litter picks. These have impacts of their own but have much wider significance in getting people into volunteering, training and employment.
- Thirdly and finally the need to keep talking to people through as many avenues as possible.

These three things underpin all the feedback from the focus groups.

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**Appendix 4 - CARDIFF COUNCIL**



**Equality Impact Assessment  
Corporate Assessment Template**

<b>Policy/Strategy/Project/Procedure/Service/Function Title:</b> Phase out Of Communities First Programme
<b>New/Existing/Updating/Amending:</b> Existing

<b>Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?</b>	
<b>Name:</b> Louise Bassett	<b>Job Title:</b> Partnership Team Leader
<b>Service Team:</b> Neighbourhood partnership & Communities First	<b>Service Area:</b> Housing, Communities and Customer Services
<b>Assessment Date:</b> Oct 2017	

<b>1. What are the objectives of the Policy/Strategy/Project/Procedure/Service/Function?</b>
<p><b>Closure Communities First</b></p> <p>Welsh Government confirmed on 14 Feb 2017 that the Communities First (CF) Programme will be phased out this year. All activities and spend on the Programme must cease by 31st March 2018.</p> <p>Welsh Government has changed its approach to tackling poverty across Wales; the new all-Wales approach will be focused on the three E's Employment, Early Years and Empowerment. The current spend on Communities First nationally is £31.7 million per annum, of which Cardiff received £2,088,866 for 2017/18 after a 30% reduction to the budget was applied.</p> <p>CF is 17 years old and has had many successes but, since it was launched and then re-focused in 2012, there have been significant changes in the economic and political landscape, a new legislative context, including the Well-being of Future Generations (Wales) Act 2015 (WFG Act) and the introduction of Public Services Boards ("PSBs") Taking Wales Forward is the Welsh Government's new Programme for Government, it sets out the government's programme to drive improvement in the Welsh economy and public services, delivering a Wales which is prosperous and secure, healthy and active, ambitious and learning, united and connected.</p> <p>It has become clear that jobs growth and full-time employment opportunities for low income households are essential, particularly to reduce the number of people as living in workless households and also tackle rising levels of in-work poverty. We know that 70% of those who move out of poverty do so because they have found employment. Over the period 2007 to 2012, of people aged 18 to 59 who were not working and living in a household in poverty, 70% of those who entered employment left poverty Source: <a href="http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/povertyandemploymenttransitionsintheukandeu/2015-03-10">http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/articles/povertyandemploymenttransitionsintheukandeu/2015-03-10</a></p>

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### Equality Impact Assessment Corporate Assessment Template

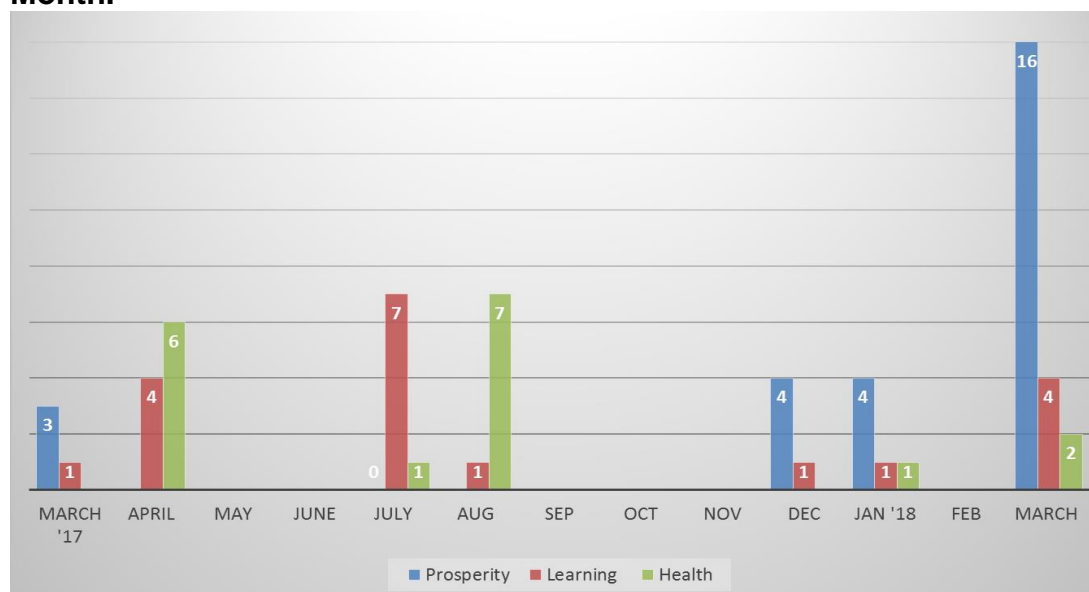
There are currently four Communities First areas in Cardiff. Each Cluster is managed by a third sector organisation. There is also an additional programme called Lift operating in one CF area and covers only East Cardiff, (Llanederyn and Pentwyn) The Lift programme will also be phased out alongside CF this year.

Each cluster area is managed by a third sector organisation. The service level agreements (SLA's) in place with the third sector partners will end on 31st March 2018.

The cluster delivery teams each developed individual delivery plans, which included a range of projects and activities under three main themes being Healthier, Learning and Prosperity. Community involvement is a key feature of the Communities First programme and each cluster developed its own Community Involvement plan.

The Council has been working with the Cluster Delivery Teams to review current projects and staffing arrangements since the initial announcement in October 2016. Details on the projects that will be phased out this year are included in the graph below:

**Graph 1 – Communities First project phase out periods (2017-18) by Month.**



The focus for all the areas will be on Employment, Training, and the associated pathways around Health and Wellbeing.

Due to the reduced funding this year some projects will be funded until the end of March while others will need to cease at an earlier date. Considerable action is being taken to mitigate any negative impact from the phasing out of Communities First where possible with local teams developing exit plans for each project or activity locally.

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### Equality Impact Assessment Corporate Assessment Template

Removal of some services, buildings and support staff for CF residents may have some negative impacts if projects are closed and buildings closed where maintained significantly through CF income. A phasing out over 12 months will help mitigate these negative impacts, as it will leave time to find alternative funding sources where possible for both services and buildings. In addition, £4m has been made available by Welsh Government in the Community Facilities Programme for third sector organisations to apply for to help secure buildings future sustainability plans.

There will also be a Legacy fund available to help build Resilient Communities From April 2018 The fund can be flexible, and should be used primarily to help build “Resilient Communities.” This could include maintaining existing effective initiatives or developing new ones that have been identified locally to meet a priority need.

The Legacy fund should align with the Wellbeing and Future Generation Act (WFGA), and should link directly to the Public Service Board’s Wellbeing objectives and the development of local plans. As part of the new approach to resilient communities, this should have a positive impact on people with protected characteristics across Cardiff.

The funding available through the Employment Grant and Communities for Work provides the opportunity to focus on employment within a wider setting, which evidence shows, is the most effective way out of poverty. Again, this new funding can be utilised based on individual needs, not just postcodes.

#### **New Approach**

Due to the phase out of Communities First, as stated previously some funding will be made available to Local Authorities to help people back to work through employment services and to assist with building strong and resilient communities across the city from April 2018.

It should be noted that this will be significantly less than in the previous arrangements for Communities First.

A review of employment support services provided across the City has taken place to look at a new approach to helping people into work. This is an opportunity for a more consistent and coherent approach to delivery to be applied across the City and proposals for a more joined up and cohesive Employability Support Service to be developed.

Moving forward it will be important to ensure that there is no duplication of the work carried out under the other tackling poverty work streams and there is a single approach to tackling poverty in the city.

We need to take into account better integration of activity and funding opportunities into a “Whole System” approach to tackling poverty.

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The various funding streams available for the employability services need to be completely aligned to avoid duplication, and crucially to ensure that individuals are effectively supported through appropriate interventions that are accessible across the city.

Whilst learning from the success of existing projects, the focus should be on achieving efficient joined up services which focus on participants with the greatest level of need, regardless of postcode.

The objectives are to therefore exit the Communities First Programme by March 2018 and develop more coherent services for Employment Provision across the City, while adjusting to the reduced funding that will be available.

As well as the review public consultation has also taken place to help identify any gaps from the closure of Communities First and to help inform the use of the Legacy Funding and develop an approach to Building Resilient Communities.

#### **2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

##### **Deprivation in Cardiff - An Overview**

###### Welsh Multiple Areas of Deprivation

Cardiff as a whole consists of 214 LSOA's. Of the 214 LSOA's Cardiff has 16 which are classified as the most 10% deprived, 5 areas in the 10/20% deprived and 4 in the 20/30% deprived (WIMD 2014). The areas of deprivation are made up of Income, Education, Health, Employment, Environment, Housing, Community Safety and Access to Services.

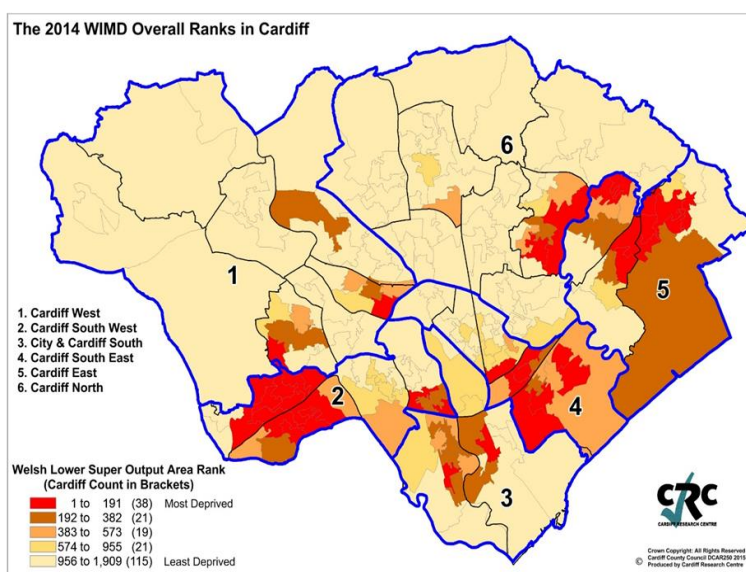
- Income: 41 areas are 10% Most deprived, 25 are 10/20% deprived and 14 are 20/30% deprived.
- Employment: 28 areas are 10% Most deprived, 17 are 10/20% deprived and 19 are 20/30% deprived.
- Health: 31 areas are 10% Most deprived, 16 are 10/20% deprived and 17 are 20/30% deprived.
- Education: 37 areas are 10% Most deprived, 30 are 10/20% deprived and 18 are 20/30% deprived.
- Housing: 79 areas are 10% Most deprived, 23 are 10/20% deprived and 21 are 20/30% deprived.

When looking at a Neighbourhood Partnership level we consistently see greater deprivation in Cardiff East, Cardiff South East and City & South. However the map demonstrates a more complicated picture with significant variation at a local level. The map shows that poverty can be found in parts of the city that are generally considered to be more affluent.

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**Map 1 – The 2014 WIMD Overall Ranks Cardiff**



### Overview

Cardiff is just below the all Wales average in terms of number of workless households. However:

- Nearly a third (31%) of households in Cardiff – that is over 45,000 homes - are estimated to be living in poverty.
- Approximately 16% of dependent children aged 15 and under are living in households that rely on benefits.
- In-work poverty is also a growing issue, with over a quarter children and young people under the age of 20 in the city living in low-income families, ranging from 4% in Rhiwbina to 47% in Ely.
- Over 60,000 people in Cardiff live in the 10% most deprived areas in Wales

In Cardiff some of Wales' most and least deprived communities can be found within miles of each other. Almost one fifth (19.2%) of the areas in Cardiff are within the 10% most deprived areas in Wales.

### Number of young people not in Education Employment or Training (NEET)

Cardiff has the second highest percentage of Year 11 school leavers not in education, employment or training of any local authority in Wales. The cost of not addressing this issue is not just economic, but there are also effects on levels of unemployment, crime, health and well-being. In particular, our most vulnerable young people such as children leaving care and young adult carers face significant challenges and barriers to progression and are more likely to leave school with no qualifications.

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#### Welfare Reform

One of the greatest challenges in tackling poverty will be the rollout of Welfare Reform. Currently there are 798 of households affected by the Benefit Cap, many of which are larger families. These families will need considerable support to help them back to work and out of poverty. Universal Credit will be rolled out to more people in Cardiff from February 2018, greater emphasis will be placed on actively seeking work and support will be needed to help people meet this requirement and prevent them from being sanctioned.

#### **Communities First Overview**

Communities First is a community-focussed programme that supported the Welsh Government's Tackling Poverty agenda. The Communities First Programme in Cardiff covered approximately a third of the city.

There are 4 Communities First Clusters across Cardiff, which between them include all of the Lower Super Output Areas (LSOAs) which are eligible for inclusion in the programme. These Clusters are made up of Lower Super Output Areas (LSOAs) which are the most deprived 20% in Wales according to the Welsh Index of Multiple Deprivation (WIMD) 2011.

Most Clusters across Wales cover areas with populations of 10,000 to 15,000 people though some are slightly smaller and a few are larger. The Cluster populations for Cardiff are much larger in size ranging from 20,300 in the Butetown, Riverside and Grangetown (BRG) to 30,700 in Cardiff East, Llanederyn and Pentwyn (ECLP) Cluster, which is the largest Communities First Cluster in Wales.

#### **Table 1 - Cardiff Clusters population estimates.**

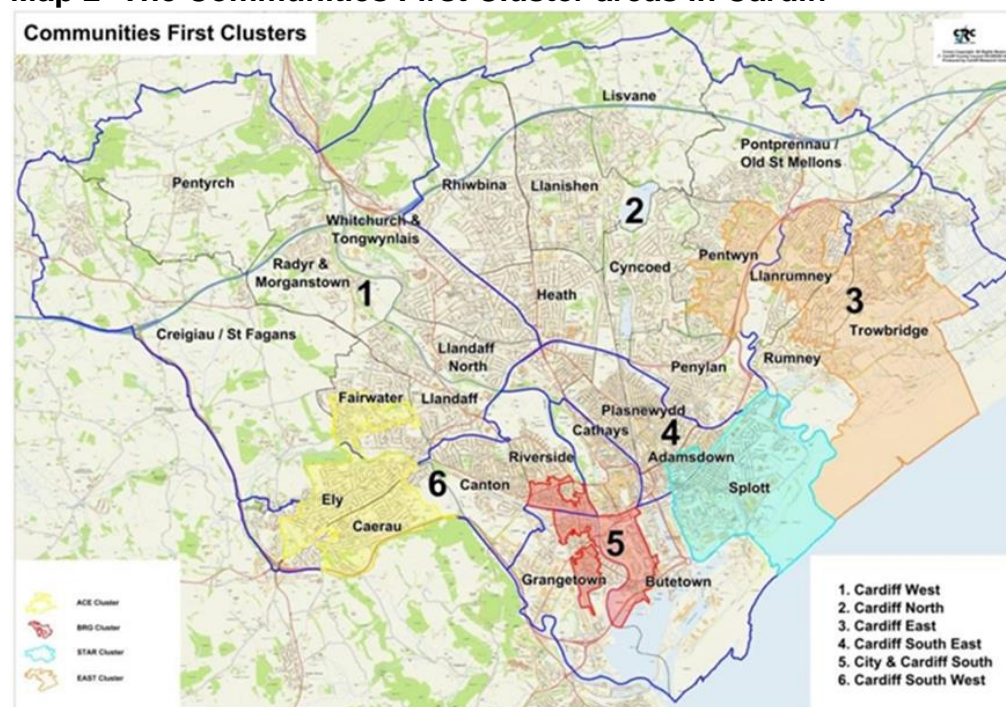
\*Source: LSOA Mid-Year Population Estimates 2011, ONS Figure 2 - Communities First Clusters in Cardiff

Cluster Name	Population	No. of LSOAs
<b>Cardiff West</b> – delivered by Action for Caerau and Ely (Caerau, Ely and Fairwater)	25,300	16
<b>BRG</b> – delivered by South Riverside Community Development Centre (Butetown, Riverside, Grangetown)	20,300	12
<b>Cardiff East (ECLP)</b> – delivered by C3SC (Llanrumney, Pentwyn, Rumney and Trowbridge)	30,700	19
<b>STAR</b> – delivered by Cardiff Community Housing Association (Adamsdown, Plasnewydd and Splott)	25,300	14
<b>Total</b>	<b>101,500</b>	<b>61</b>

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**Map 2- The Communities First Cluster areas in Cardiff**



#### Delivery in relation to the population

Cardiff has a population of 354,300 people. Between 2002 and 2013, Cardiff's population grew by 13%. This is a bigger percentage increase in population than experienced by London or any of the English core cities (Cardiff Liveable City Report 2015).

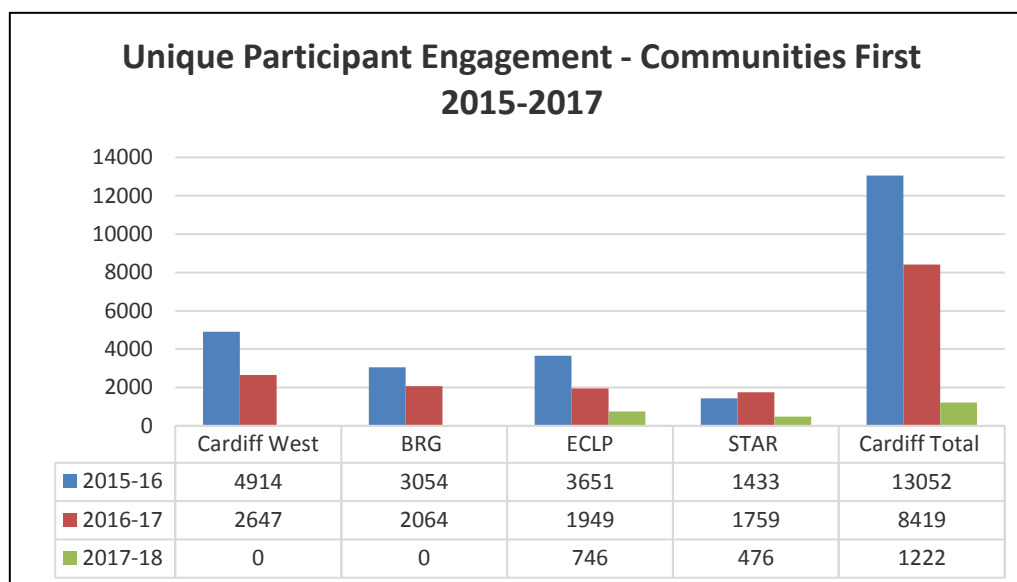
At the peak of Communities First delivery in 2015-2016, the programme was engaging with an average of 13% of the population within the cluster population areas. The 2016-2017 delivery saw a decrease averaging 8%. Unfortunately as we are only two quarters into 2017-2018 of the phase out year we have not been able to cleanse data from two clusters to identify unique participant figures to provide an accurate figure. The unique number of individuals engaged in the clusters has decreased significantly across the three-year period.

Based on the data provided, there are relatively few projects focused specifically on particular groups with protected characteristics (e.g. Age/Gender/Disability). Clearly, those with protected characteristics also access generalist provision but the Communities First Cluster providers do not routinely collect data on participants' protected characteristics which have led to a limited understanding of the mitigation required moving forward.

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**Graph 2- Unique Participant engagement in the Communities First programme in Cardiff 2015-17.**



*\*Note: - Cardiff West and BRG data for 2017-2018 is not available at this point as they no longer utilise the Cemp database system and therefore no data will be available until the end of the year period.*

Project participant's data submitted via result-based accountability scorecards by each cluster register the number of people who have engaged in particular projects. However, this data is provided to the Local Authority anonymised and includes duplication as participants can be engaged in several different projects. Therefore, unique participant numbers are likely to be lower as individuals may be part of multiple projects and counted more than once.

At qtr.1 & 2 2017/18 data shows that ACE has 1291 participants in total BRG have 1009; ECLP have 521 in total and STAR has reported 659 through there quarterly reporting score cards.

**Table 2- The percentage of the cluster population who have been engaged in Communities First.**

Cluster Name	Population	Unique participants work with (no') 2015-16	% of the population	Unique participants work with (no') 2016-17	% of the population	Unique participants work with (no') 2017	% of the population
Cardiff West	25,300	4,914	19%	2,647	10%	0	0%
BRG	20,300	3,054	15%	2,064	10%	0	0%
Cardiff East (ECLP)	30,700	3,651	12%	1,949	6%	746	2%
STAR	25,300	1,433	6%	1,759	7%	476	2%



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<b>Total</b>	<b>101,500</b>	<b>13,052</b>	<b>13%</b>	<b>8,419</b>	<b>8%</b>	<b>1,222</b>	<b>1%</b>
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*\*Population data was sourced from WIMD 2011 – Communities First Base line data.*

The population data above is sourced from the WIMD 2011 – Communities First baseline data. The population figures shown next to each cluster area are for the Communities First cluster area LSOA and do not equate to the entire Cardiff population.

#### **Mitigating Risk**

As the approach to tackling poverty will now be refocused, for Cardiff this is an opportunity to be clear about the specialisms of each of the tackling poverty programmes and develop better pathways between them. Recognising, no single programme can tackle poverty by itself, going forward the focus will be on how we better align funding streams to help people into work, and ensure people are involved and can have a say in the local services that matter to them.

Considerable action is being taken to mitigate any negative impact from the closure of Communities First. Recognising that there are both challenges and opportunities to consider Cardiff has also provided additional support to the four third sector organisations affected by Welsh Government decision to close the programme. Phasing out of the programme over 12 months will allow time for the current providers to secure other sources of funding for the staff, projects and activities they would like to continue to deliver as part of their organisations sustainability plans. It has also allowed time for exit plans to be developed that should have the least impact on participants involved in the programme this year.

Welsh Government has acknowledged the potential impact to third sector organisations affected by the closure of Communities First, particularly that they could be faced with large redundancy costs. Therefore, staff employed through the third sector will be eligible for statutory redundancy costs from the Communities First funding allocation for 2017-18. Each third sector organisation has factored the costs into this year's budget. However, these costs will be subject to change throughout the year as staff may take up other employment opportunities or alternative funding sourced.

The Council will work with the providers and partners to ensure any participant involved in a Communities First project or activity still requiring support is found an alternative service to help them. This will ensure no person who need ongoing support is left without a service post April 2018.

#### **Review and Consultation**

Whilst there has been a great deal of feedback from CF delivery teams and service users on the value of individual projects, evidence has not been found that the overall CF approach is effective in tackling poverty or promoting prosperity at a population level Wales-wide. Whilst the programme assists people on an individual basis, statistics on those living in poverty in Wales

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suggest that CF has made no impact on poverty levels in the general population. This is particularly relevant for certain groups with protected characteristics as they are more likely to be living in poverty, e.g. disabled people, and some Black and Minority Ethnic (BME) groups. Independent evaluations of CF's effectiveness carried out by Welsh Government to date have not provided strong evidence.

An online survey was designed and widely distributed through out September 2017. Direct Mail to Council Wide address lists containing: Library cardholders, Castle Key holders, Active Card holder, Members of the Cardiff Citizens' Panel. In total, this list included 83,843 unique email addresses.

A total of 4,000 paper versions of the survey were made available at libraries and Hubs across the city and in various Communities First buildings. Officers within these buildings played a vital role in the promotion of the survey and offered support where necessary. Completed surveys could be deposited in secure 'drop boxes' provided in Hubs or returned directly to Cardiff Research Centre in a FREEPOST return envelope. The consultation received a total of 1,596 responses.



Consultation  
Report

Five focus groups were held, covering the four Communities First clusters in the city, with a total of 42 individuals taking part. Topics covered included projects respondents had been involved with, and how they helped; concerns regarding the closure of Communities First; future need for services; and, current and future community involvement – a separate report, produced by WCVA Communities First Support Service, details the findings of this engagement.

Evidence used: Analysis from the engagement responses plus review of Communities First performance, employment services and stakeholder engagement.

#### **The New Approach**

The new approach and the reduced funding made available by Welsh Government from April 2018 in place of Communities First will be prioritised on building strong community involvement and participation mechanisms across the City and helping people into work. The new funding available needs to consider the Public Service Board (PSB) priorities identified through the Well-Being Needs Assessment, and to support the effective delivery of the Employability Grant outcomes. Going forward with a greatly reduced budget a more consistent and coherent approach needs to be applied to all the provision that is available

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Working with the mix of different organisations and funding streams has meant service delivery for Employment Services in particular has been complex. Another concern is around the data collection, with different providers using separate databases, identification and tracking of individuals across services or geographical areas has also been issue, this is especially problematic when identifying those with protected characteristic that will be affected.

There has been gaps in some areas and duplication in others. Just by mapping, Employment and Training Services over 40 different services were available across the city.

Investment in the Flying Start and Families First programmes will continue, both provide practical support to thousands of families and their children across the City. In Cardiff, Families First receives around £5.5 million and Flying Start £10.2 million a year from Welsh Government to deliver the programmes.

The Families First programme key elements will remain the same but the strategic projects commissioned through the programme will be refocused to concentrate on the delivery of parenting support and support for young people. This refocus alongside continuation of Flying Start will help mitigate the closure of Communities First.

Flying Start will continue to address the needs of those families eligible for the service, which is currently defined by their postcode. Cardiff has already identified the importance of aligning the main anti-poverty programmes. As part of these arrangements, programme managers from Supporting People, Communities First, Families First and Flying Start, and also representation from Public and Primary Health, Police, Fire and Third Sector have come together to discuss common strategic themes, align work programmes and delivery plans to avoid duplication and to identify any potential gaps or duplication.

There have also been a number of working groups looking at particular issues such as alignment of employment programmes, mitigating the impact of welfare reform, parenting provision and workforce development. The other important factor is the Councils commitment to locality working. This approach seeks to align delivery within local communities through local partnership working. These networks will be utilised in the approach to developing further alignment between programmes. Demonstrating a whole system approach ensures the best use of all resources in a local area through joint approaches between communities, public, voluntary and private sectors. Another key approach to focus on with our partners is Adverse Childhood Experiences (ACE's) which are a major barrier to well-being and economic prosperity, recognising that early intervention is key to long term health and well-being. Cardiff want to ensure that plans recognise this approach and

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### Equality Impact Assessment Corporate Assessment Template

help tackle the underlying problems which lead to adverse childhood experiences, which we know can have a lasting effect on those affected.

The new approach to resilient communities and the phasing out of CF is set firmly within the context of the Wellbeing and Future Generation Act (WFGA) The future approach will be developed using the WFG Act's 5 ways of working, involving communities and partners from across the third, public and private sectors.

We want to ensure the new approaches developed are integrated and working with other grant funded programme and across public services. In addition, the WBFG Act has established mechanisms to improve the economic, social, environmental and cultural well-being of the local area and the communities. More broadly the WFG Act established a new approach focused on integration and partnership working at a local level, with much greater involvement of local communities. This new approach calls into question the appropriateness of a 'top-down' Welsh Government grant programme like Communities First targeted at very geographically limited areas.

There is a strong emphasis on gaining decent employment which will be supported by Communities for Work, and the Employability Grant. The recent extension of PaCE will also benefit both men and women who are parents seeking/in work and need affordable and accessible childcare

#### **Employability Provision**

As part of the new approach, it is proposed that the Council should directly provide core employment services across Cardiff. The new approach would bring together the various funding streams, including Communities for Work, the Employability Grant and the Council's own into work resources to create one service. The new service would include the following:

#### Gateway into Service

A simple gateway to services via range methods including phone, internet, and face to face. Face to face, access would be available through community hubs, libraries and other community buildings. The job clubs would continue to offer assistance with CVs and job search but this will be extended across the city.

#### In-depth Mentoring and Support

For those people who need additional support, a specialist mentoring service will be available. For the first time this will be available based on need regardless of postcode or benefit entitlement. One to one support will be provided to help people address any barriers they have to returning to work. The mentors will also help people with more complex needs address a range of issues by referral into specialist programmes.

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#### Effective Employer Engagement

The Employer Engagement service will focus on understanding the needs of employers and preparing people for real job opportunities. The service will link with both national and local employers to identify future skills requirements and inform the development of training provision.

#### Self-Employment and developing Social Enterprise

The new service would offer advice and assistance to help people to set up their own business or social enterprise, to help develop the entrepreneurial culture in individuals and communities.

#### In Work Poverty

The new approach would include support for those in low paid employment and on zero hour contracts, helping people to achieve higher level skills or more sustainable employment opportunities.

We know from the data collected and from the low number of participants in the CF Programme not all individuals will seek help and a proactive approach is needed to engage with these hard to reach individuals. This will be a key part of the design of the new arrangements. Close links will be developed with those who provide services to vulnerable and hard to reach individuals such as social landlords, health and hostel services to identify clients who are in need of the service.

The Council has access to information that would allow for the effective targeting of support to those most in need, such as those affected by Universal Credit and other welfare reforms.

The services will continue to work in foodbanks, job centres and other community venues to reach out to people who are in crisis and unsure of where to find help.

#### **Building Resilient Communities**

Three key themes have been consistently identified through the review and consultation as potential gaps in services moving forward.

Health and Well Being activities, especially Mental Health and low level confidence building activities. There will also be consideration given to developing provision that helps build pathways to learning – this would promote access to community based ESOL and Basic Skills provision. This would include working with parents, children and young people to encourage engagement and participation in other community based learning provision and community based homework clubs.

In addition, it is proposed that a new city wide approach to Community Involvement and Engagement is put in place to help mitigate the issues identified.

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Volunteering programmes that provide both formal and informal opportunities for people to volunteer at a level that is right for them should underpin all the new activity moving forward.

At this point in time it has been identified that further work is required to develop a response to resilient communities that takes into account people views more widely. The changing economic and political landscape and a new legislative context are also relevant to future developments of any new approach put in place.

### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a differential impact [positive/negative/] on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

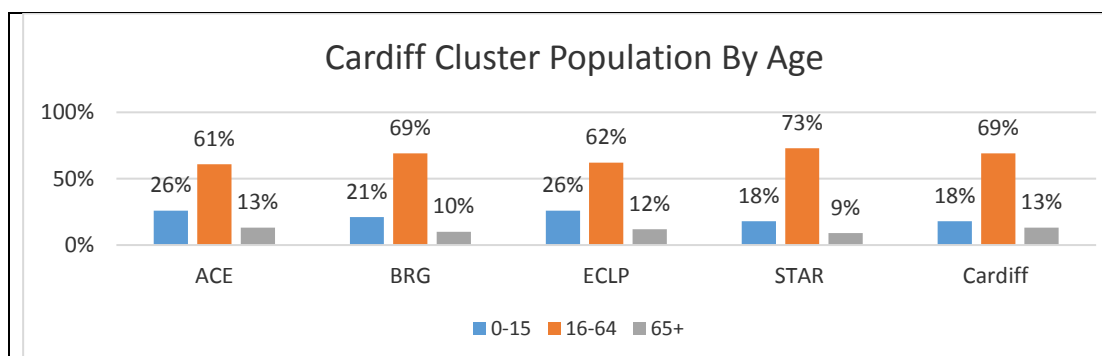
**Consequences and differential Impact on residence aged;**

The Communities First Programme is targeted at deprived communities. Particular projects target different age demographics within those communities based upon needs of the community. The areas of deprivation that are targeted are done so through **WIMD data (2011)**. The WIMD statistical data shows a break down averaging 23% of the population, which are ranging from 0-15 years old, 66%, 16-64 year olds and 11% 65+ years in each cluster area as shown in Graph 3.

**Graph 3 – Cardiff’s CF population by age can be seen broken into three sub categories. Source: WIMD 2011**

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The table below (Table 3) is produced based on two data sources;

- 1) The engagement statistics are collated from the Cemp database performance management system, which clusters use to input demographic and personalised data for all participants they engage with.
- 2) The population statistics are sources from **WIMD (2011)**. The population figure are captured on a cluster level against the population estimate of clusters LSOA (Table2). Whilst a Cardiff wide overview is also captured above to show a citywide overview.

**Table 3- No' of individuals being worked with against the cluster population (by age) '2015-2016 delivery' No detailed data for 16/17 or 17/18 is available at present**

Age	Cardiff West		BRG		ECLP		STAR		Cardiff Wide	
	No'	(%) cluster population	No'	(%) cluster population	No'	(%) cluster population	No'	(%) cluster population	Head count	As a proportion of the total cluster population (%)
0-24 years	1008	3.98	865	3.71	437	1.41	486	2.03	2796	2.67
25-44 years	303	1.19	608	2.6	212	0.685	540	2.25	1663	1.58
45-64 years	863	3.41	103	0.44	110	0.036	237	0.99	1313	1.25
65+	151	0.59	29	0.12	33	0.1074	76	0.300	289	0.27

Engagement statistics show that a citywide engagement figure cannot be used to show a breakdown as the engagement with different age ranges differs greatly from one cluster area to another. Cardiff West have double the engagement figure for the 0-24yrs & 45-64yrs of the other Clusters which

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from a city wide perspective give an inaccurate reflection of engagement across Cardiff.

**Differential Impacts for 65+ Yrs.**

From the data we have available, a small number of CF projects deliver specifically to this age group Communities First provide a range of activities, which support people of all ages. There is recognition those preventative services which enable older people to remain healthy and in their communities is a benefit to everyone and if needed some projects may be continued under the proposed legacy grant funding and other programmes. This will be via a more integrated delivery approach with other programmes. The Social Services and Well-being Act 2014 and the commitment to improve quality of care are all ongoing pieces of work that will develop a joined up response to working with older people.

**Differential Impacts 0-15 Year Olds –** Communities' First has phased out work with young people in and out of the school based environment this year e.g. Homework provision and school based activities have been phased out and risks have been mitigated where possible. As stated in the background information *'In Cardiff, Families First receives around £5.5 million and Flying Start £10.2 million a year from Welsh Government to deliver programmes aimed at this age range.'* The separate arrangements have led to duplication in some cases. As part of the exit plans developed to phase out the Cardiff Communities First Programme, 0-15year old school based provision has transitioned into other services possible. The mitigation took place before the end of the school year to enable cluster staff to remain present for a short period to support the groups, share information and successfully hand over to key partners effectively.

**Differential Impacts 16-64 Yrs. –** Communities First work directly with 16-64 year olds who are furthest from the job market in order to engage them through a range of provision, which is designed to remove barriers to employment or community engagement.

Due to the changes, a full review of Employability Support across the City was carried out. The review identified over 40 different schemes offering employment support in Cardiff each with their own eligibility criteria. While the Council's Into Work Service offers open access services, the provision of more in-depth support and mentoring depends on postcode and various eligibility requirements such as age, benefit entitlement and ethnicity. This has meant no underpinning systems in place for access and delivery. Each Cluster area has delivered some good programmes but all in a different way causing some confusion on what is delivered when and where.

Current employment support in the city is complex and it can be difficult for people to find the right service for them. There is no clear pathway into



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services and no needs assessment to ensure that the most vulnerable individuals receive the appropriate assistance.

It is clear that there are pockets of poverty throughout the City, not just in Communities First areas, and this need is not currently being met. Cardiff is also seeing higher levels of in-work poverty than in previous years and support for those already in employment is currently very limited. The review made clear that there is a need to change services in Cardiff to improve accessibility, link together the many existing services and ensure that help is available to everyone who needs it, across the city.

#### **Mitigation**

As a result a proposed new approach to employment services has been developed that will offer services across the city based on need post 2018.

#### **What action(s) can you take to address the differential impact?**

There is a potential negative impact for those of all ages who live within CF areas and access the programme if particular projects cease. However, services will be mainstreamed where possible and therefore may continue as part of the new approach, although delivery may be through a different mechanism. Some projects may be continued under the legacy grant funding and aligned with other programmes, a more integrated delivery may deliver more effectively for more communities

For those aged 16-64 the new approach to helping people find work and building resilient communities may benefit a far greater number of people across Cardiff irrespective of where they live, with a particular focus on early intervention and empowerment.

CF currently only covers a third of the city, and a far smaller number than that actually access the services provided in the Cluster areas. The new approach will work with people based on need not just the individual's age or postcode.

Although potentially negative for those children and young people resident in CF cluster areas who access the programme. Flying Start and Families First future approach in Cardiff may have a far wider reach and potential positive impact, and on consideration of more robust data, services can be better planned and responsive to the needs of people across the City.

As another example, Cardiff has developed the Cardiff Commitment. The ultimate goal of the Cardiff Commitment is to ensure that all young people in the city secure a job, post education and training, that allows them to be the best that they can be; a job that unleashes and grows their own talents and skills and enables them to contribute fully to the prosperity of the city. At the same time, the Cardiff Commitment seeks to drive up skills development and educational attainment in the city, by connecting young people, schools and wider educational institutions with business and employers.

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Respondents to the consultation overwhelmingly supported the new approach to employability services and building resilient communities.

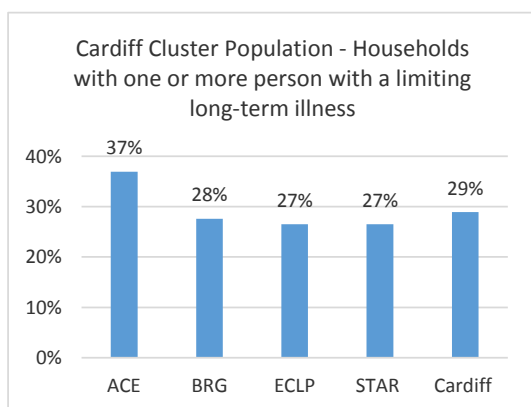
#### 3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a differential impact [positive/negative] on disabled people?

	Yes	No	N/A
Hearing Impairment		X	
Physical Impairment		X	
Visual Impairment		X	
Learning Disability		X	
Long-Standing Illness or Health Condition	X		
Mental Health	X		
Substance Misuse	X		
Other		X	

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

**Graph 4- Cardiff Cluster Population – households with one or more person with a limiting long-term illness. (Source: WIMDS 2011)**



Each of the cluster areas in Cardiff have an average 29% population of households with one or more persons with a limiting or long-term illness.

The data in this area is inconclusive as Cardiff wide 3242 individual from 3 cluster areas selected prefer not to say. Therefore, the only information, which is available, is a part response from a much smaller

percentage of the population.

Source WIMD (2011)

The table below (Table 4) is produced based on two data sources;

- 3) The engagement statistics are collated from the Cemp database performance management system, which clusters use to input demographic and personalised data for all participants they engage with.

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### Equality Impact Assessment Corporate Assessment Template

4) The population statistics are sources from **WIMD (2011)**. The population figure are captured on a cluster level against the population estimate of clusters LSOA (Table2). Whilst a Cardiff wide overview is also captured above to show a citywide overview.

**Table 4- No' of individuals being worked with against the cluster population (by disability) '2015-2016 delivery'**

Disabled*	Cardiff West		BRG		ECLP		STAR		Cardiff Wide	
	No'	(%) cluster population	No'	(%) cluster population	No'	(%) cluster population	No'	(%) cluster population	Head count	As a proportion of the total cluster population (%)
Yes	87	0.34	33	0.1%	23	0.007	103	0.43	246	0.23
No	378	1.49	135	0.6%	118	0.038	497	2.07	1128	1.07
Prefer not to say	1094	4.324	1437	6%	-	-	711	2.96	3242	3.09

***\*People who identify that their day-to-day activities are limited because of a health problem or disability, which has lasted, or is, expected to last, at least 12 months.***

Evidence suggests that disabled people are particularly at risk of living in poverty and therefore may be disproportionately represented in the cluster areas on which CF is focused. It has not been possible to find evidence to confirm one way or the other, or to identify how many disabled people access CF projects due to the inconsistent data collection by the providers.

Whilst, from the data we have, there are few, if any, projects that are focused specifically on disabled people other than those with mental health conditions.

Individuals with a disability can access all of the CF projects. However there are several projects that target people with long term health issues including mental health, though not all projects provided for low level mental health interventions are available in each CF area.

In addition, Disability Wales has been awarded grant funding by the Welsh Government for the three years 2017-2022: to achieve the following strategic outcomes:

- Gain a greater understanding of the experiences and needs of disabled
- people to help inform policy development;

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- Promote and raise wider awareness of the rights of disabled people and
- the issues that affect them, and empower disabled people to make informed choices;
- Help to deliver a more diverse pool of decision makers in public life and
- public appointments by identifying and addressing barriers to engagement and participation for disabled people

Further work will be carried out in the remaining months to understand;

- Service user and stakeholder priorities in relation to Mental Health and Wellbeing provision.
- A gap analysis will be carried out to identify where mitigation is required and if service can transfer to alternative partners or community groups.
- A range of partners including Health will be involved in exploring alternative provision or where possible signposting groups to alternative support.
- Any gaps identified will form part of the new approach developed.

The exit plans for each cluster identified potential community groups that would be affected by the closure of Communities First. The Cluster teams are working with the local groups such as the people in pain groups and the befriending projects to look at sustainability or alternative support mechanisms post April 2018.

#### **What action(s) can you take to address the differential impact?**

Whilst there is a potentially negative impact for the relatively small number of disabled people who live within CF areas and access the programme. There are no specific projects focused on disabled people, but disabled people access projects open to all, as do others with protected characteristics. However, going forward services may continue in a different way, particularly those that focus on Mental Health and limiting long-term illnesses could be mainstreamed or jointly run with other programmes such as Health programmes.

In addition, the new approach to employability support services and resilient communities may benefit a far greater number of people that identify themselves as disabled across the City irrespective of where they live. Monitoring the phase out of Communities First and through follow up at each quarter during performance meetings to ensure that all services are handed over to alternative provision effectively and any potential gaps in services are identified and factored into a new approach.

Continue to work with partners and communities to mitigate the closure of Communities First. The focus moving forward will need to consider how Cardiff better uses its own infrastructure to provide meaningful community

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involvement and participation alongside the employability services developed.

key themes have been consistently identified through stakeholder engagement and consultation as potential gaps in services, these have been summarised below:

- Low level Mental Health Support
- Health and Wellbeing Support
- Befriending/Self Help/Peer Support Groups
- Low level Therapeutic Training (art projects/sewing groups/knit and natter)
- Social Prescribing linked to GP's
- Engaging with Older People and avoiding social isolation
- Low level community based volunteering
- Formal volunteering
- Community Engagement and Involvement
- Pathways to Learning
- Timecredits
- Local knowledge and Networks

These key themes will be explored further during the closure of Communities First. Some projects may be continued under the proposed legacy grant funding and through other programme alignment; a more integrated delivery mechanism may deliver more effectively for more communities.

Respondents to the consultation overwhelming supported the new approach to employability services and building resilient communities.

### 3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is not an expected differential impact on transgender people.

Currently services are delivered to a very small number of individuals identifying as transgender.

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<b>What action(s) can you take to address the differential impact?</b>
None foreseen, however consideration of support will be taken with each of the characteristics to ensure that no group are unduly impacted by the phase-out of Communities First.

#### 3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage	<input type="checkbox"/>	X	<input type="checkbox"/>
Civil Partnership	<input type="checkbox"/>	X	<input type="checkbox"/>

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
Communities First engage with everyone within their cluster areas and do not discriminate on the bases of Marital status. Communities' First delivery activity is not directed at or towards any individual on the marital status. Therefore, there is no evidence to suggest there would be an impact upon individual based upon marital status.
<b>What action(s) can you take to address the differential impact?</b>
None foreseen, however consideration of support will be taken with each of the characteristics to ensure that no group are unduly impacted by the phase-out of Communities First, single approach to poverty alignment and gateway approach to employment.

#### 3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	<input type="checkbox"/>	X	<input type="checkbox"/>
Maternity	<input type="checkbox"/>	X	<input type="checkbox"/>

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
Only one of the four clusters delivers a project, which targets pregnant women, which is in the Cardiff West cluster.
Currently services are delivered to a very small number of mums and expectant mothers.
The Cardiff West cluster have been in dialog with the Flying Start programme to ensure that the 10-15 individual pregnant women and fathers they engage

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with each year are supported through the transition and exit of Communities First.

**What action(s) can you take to address the differential impact?**

Any additional unforeseen consequences, however consideration of support will be taken with each of the characteristics to ensure that no group are unduly impacted by the phase-out of Communities First.

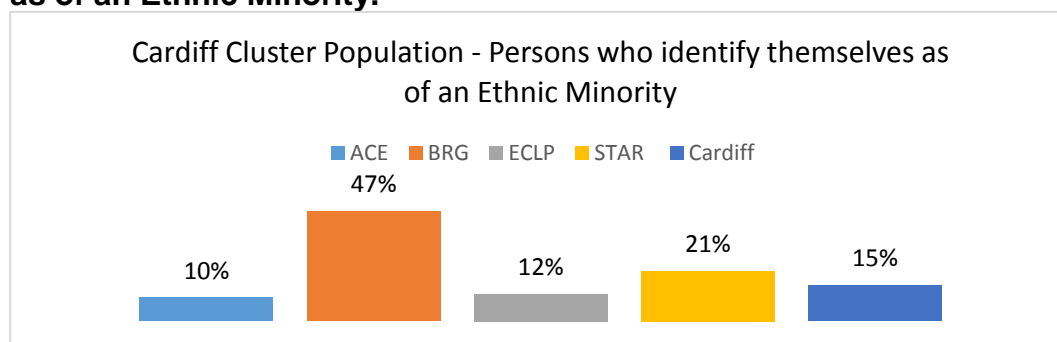
### 3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		X	
Mixed / Multiple Ethnic Groups	X		
Asian / Asian British		X	
Black / African / Caribbean / Black British		X	
Other Ethnic Groups	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**Graph 5- Cardiff Cluster Population – Persons who identify themselves as of an Ethnic Minority.**



Source WIMD (2011)

15.3% of the population in Cardiff as a whole identifies themselves as of an Ethnic Minority. Graph 3 sourced from WIMD data 2011, Communities' First baseline data shows that two cluster areas have higher numbers than the Cardiff average of resident who identify themselves as of an ethnic minority.

The table below (Table 5) is produced based on two data sources;

- The engagement statistics are collated from the Cemp database performance management system, which clusters use to input demographic and personalised data for all participants they engage with.

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6) The population statistics are sources from **WIMD (2011)**. The population figure are captured on a cluster level against the population estimate of clusters LSOA (Table2). Whilst a Cardiff wide overview is also captured above to show a citywide overview.

**Table 5- No' of individuals being worked with against the cluster population (by Ethnicity) '2015-2016 delivery'**

Ethnicity (Race)	Cardiff West		BRG		ECLP		STAR		Cardiff Wide	
	No'	(%) cluster population	No'	(%) cluster population	No'	(%) cluster population	No'	(%) cluster population	Head count	As a proportion of the total cluster population (%)
White	422	1.66	195	0.8%	140	0.045	371	1.55	1128	1.07
Mixed / multiple ethnic groups	18	0.071	0	0%	6	0.002	78	0.33	102	0.09
Asian / Asian British	16	0.06	229	1%	7	0.002	74	0.30	326	0.31
Black / African / Caribbean / Black British	5	0.01	185	0.8%	9	0.002	133	0.55	322	0.30
Other ethnic group	17	0.06	95	0.4%	7	0.002	60	0.25	179	0.17
Not Stated	1091	4.31	901	4%	1026	3.342	631	2.63	3649	3.48

The above graph shows that the highest areas of diversity from the **WIMD (2011)** population date. The engagement data captured supports the population statistics in the both STAR and BRG engage with the highest number of BME individuals in Cardiff.

**What action(s) can you take to address the differential impact?**

All ESOL providers are aware of the closure and work is ongoing to make sure that any gaps are addressed moving forward. Despite the large investment in Communities First access to ESOL remains a significant issue across the City. It is recognised the BRG & STAR work with the most diverse communities in terms of both established BME communities and new arrivals to the Country.



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There are several other organisations and community groups currently providing specialist support and services to this particular community. These include Oasis, Cardiff, Trinity Centre, BAWSO, Race Equality First, Women Connect, Welsh Refugee Council, Shah Jalal Mosque, Cardiff Chinese Elderly Association, WSSAG – Women Seeking Sanctuary Advocacy Group, New link Wales, ACES – African Caribbean Elders Society and Diverse Cymru. Cardiff and Vale Health Board also provide a range of services targeted at Support for ethnic minorities including Marie Curie Cancer Care – Improving palliative care services for Minority Ethnic families.

ESOL provision will continue within the cluster areas regardless of Communities First funding post March 2018. ESOL is delivered through three organisations within the Cardiff & Vale Community Learning Partnership (CVCLP) that are funded and quality assured by Welsh Government to deliver Essential Skills courses in the City.

Additional funding has been allocated by Welsh Government to this partnership for next year to assist with the current waiting lists and to develop the new Reach Hub which will have a team of assessment coordinators to undertake:

- Mapping ESOL provision across the city in order to identify gaps in provision and avoid duplication
- Work to establish demand for ESOL provision across the city by liaising with providers and key partners
- Establish a central ESOL referral point for organisations and learners across Cardiff and the Vale
- Develop publicity/information including a REACH website for ESOL provision

The CVCLP partnership will continue to work with the organisations involved in CF delivery to offer community based ESOL provision. The Employability Provision and Communities for Work (CFW) will be focused on intensively helping those furthest from employment into jobs, and this will include people from a BME background. There are also specific projects funded through European Funding that will specialise in supporting people into training and employment such as Gofal and Oxfam.

In addition, the new approach to employability support services and resilient communities may benefit a far greater number of people across the City irrespective of where they live.

Respondents to the consultation overwhelming supported the new approach to employability services and building resilient communities.

### 3.7 Religion, Belief or Non-Belief

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Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is no anticipated differential impact on individuals based on religion, belief or non-belief.

**What action(s) can you take to address the differential impact?**

No expected differential impact based on religious belief, or non –belief. Any additional unforeseen consequences, however consideration of support will be taken with each of the characteristics to ensure that no group are unduly impacted by the phase-out of Communities First, single approach to poverty alignment and gateway approach to employment.

In addition, the new approach to employability support services and resilient communities may benefit a far greater number of people the City irrespective of where they live.

### 3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Evidence suggests that lone parents (who are predominantly women) are

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Particularly at risk of living in poverty and therefore may be disproportionately represented in the cluster areas on which CF is focused. It is often reported that men have been a harder group to reach in Communities First. Historically, participation was higher by women than men.

There is some evidence more recently that there are more men utilising the programme to gain new skills in order to gain employment.

#### **What action(s) can you take to address the differential impact?**

Potentially negative for those people resident in CF cluster areas and accessing CF services. However, this will depend on the future approach, which may have a far wider reach and potential positive impact, and on consideration of more robust data, services will be provided more consistently and can adjust accordingly to meet gender related needs.

There are numerous programmes and grants which promote gender equality, including around violence against women, pregnant women or mothers of small children. Therefore, no additional unforeseen consequences, however consideration of support will be taken with each of the characteristics to ensure that no group are unduly impacted by the phase-out of Communities First.

The new approach to employability support services and Communities for Work (CFW) will be focused on intensively helping those furthest from employment into jobs regardless of gender. The recent extension of PaCE will also benefit both men and women who are parents seeking/in work and need affordable and accessible childcare.

In addition, the new approach to employability support services and resilient communities may benefit a far greater number of people across the City irrespective of where they live.

Respondents to the consultation overwhelming supported the new approach to employability services and building resilient communities.

### 3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	

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Heterosexual/Straight		X	
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**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The clusters do not deliver or engage with individuals on the bases of sexual orientation, nor is any evidence or information captured regarding this area.

**What action(s) can you take to address the differential impact?**

No expected differential impact based on Sexual Orientation or additional unforeseen consequences; however, consideration of support will be taken with each of the characteristics to ensure that no group are unduly impacted by the phase-out of Communities First, single approach to poverty alignment and gateway approach to employment.

In addition, the new approach to employability support services and resilient communities may benefit a far greater number of people across the City irrespective of where they live.

### 3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

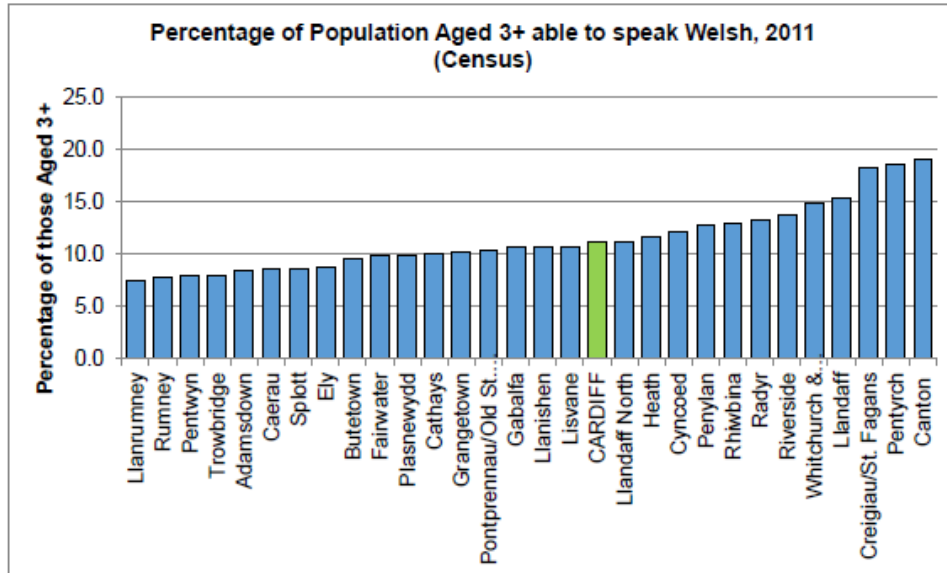
The **Census (2011)** shows that the percentage of Welsh speakers in the Cardiff as a whole is 11% in comparison to Gwynedd at 65%, Isle of Anglesey and Ceredigion at 47%.

There are 86 different languages spoken in Cardiff alone, particularly in the south areas of Cardiff residents that engage traditionally present with higher number of other language needs as well the welsh language **Census (2011)**.

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**Graph 6- Percentage of Population Aged 3+ able to speak Welsh, 2011 (Census).**

Figure 1 illustrates that % of individuals in Cardiff who are able to speak



Welsh is far lower in the Communities First areas of Cardiff e.g. Llanrumney, Rumney, Pentwyn, Adamsdown, Caerau and Grangetown.

Figure -1 Percentage of population Aged 3+ able to speak Welsh, 2011 Census. Cardiff Lower Super output areas.

*Figure 1- The 2011 Census represents the most recent data on numbers of Welsh speakers in the city.*

**Impact** - With significantly less provision overall in the area, there will be fewer activities to be publicised and therefore fewer bi-lingual posters in the area, potentially decreasing the general awareness of Welsh Language.

No specific projects targeted at the Welsh speaking community have been identified by any of the providers or as part of the review.

**What action(s) can you take to address the differential impact?**

Going forward if delivery/ part delivery of the new employment programme or the legacy fund is internal or contracted externally providers will continue to be obliged through their service level agreements to abide by the Welsh language Act. This will be monitored in two key ways.

Internally a service area action plan ensures that teams within Cardiff council are aware of their obligation; recognise where they are meeting them; and key actions required to meet the standards. Externally quarterly contract monitoring is performed to ensure the provider is abiding by the Welsh Language standards.

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Any additional unforeseen consequences, however consideration of support will be taken with each of the characteristics to ensure that no group are unduly impacted by the phase-out of Communities First, single approach to poverty alignment and gateway approach to employment. The Employability Provision and Communities for Work (CFW) will be focused on intensively helping those furthest from employment into jobs, and this will include meeting requirements under the Welsh Language Standards.

In addition, the new approach to employability support services and resilient communities may benefit a far greater number of people across the City irrespective of where they live.

#### 4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Stakeholder consultation has been ongoing since the initial announcement regarding the closure of Communities First. In order to consider the best way forward following the closure of Communities First a public consultation exercise was also carried out during September this year.

1,596 responses were received to the survey which was available on line and in hard copy in hubs and other community buildings. Focus groups were held in the Communities First areas.

Two briefing sessions were also held with elected members. The cluster and hub staff ensured that service users were aware and supported to complete the survey if required.

The survey was widely promoted to ensure everyone has an opportunity to complete it electronically or written, with a freepost envelope or drop off points at all hubs in Cardiff.

The Focus groups brought together Local Community members and service users from Communities First areas to explore their views in more detail. The Focus groups were facilitated by the Welsh Council for Voluntary Action (WCVA).

Both the survey and the focus group consultation followed a consistent methodology. Both reports will inform new service specifications.

The surveys were provided in both electronic and hard copy to each cluster where specific outreach sessions were held for the characteristics stated above that would be affected by the phase out e.g. youth service provision, ESOL Classes.

#### 5. Summary of Actions [Listed in the Sections above]

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Groups	Actions
Age	Monitoring the phase out of Communities First and follow up each quarter during performance meetings to ensure that all services are handed over to alternative provision effectively and any potential gaps in services are identified and factored into a new approach.
Disability	Monitoring the phase out of Communities First and follow up each quarter during performance meetings to ensure that all services are handed over to alternative provision effectively and any potential gaps in services are identified and factored into a new approach.
Gender Reassignment	<b>N/A</b>
Marriage & Civil Partnership	<b>N/A</b>
Pregnancy & Maternity	<b>N/A</b>
Race	Monitoring the phase out of Communities First and follow up each quarter during performance meetings to ensure that all services are handed over to alternative provision effectively and any potential gaps in services are identified and factored into a new approach.
Religion/Belief	<b>N/A</b>
Sex	<b>N/A</b>
Sexual Orientation	<b>N/A</b>
Welsh Language	<b>N/A</b>
Generic Over-Archiving [applicable to all the above groups]	<p>Continue to work with partners and communities to mitigate the closure of Communities First.</p> <p>The focus moving forward will need to consider how Cardiff better uses its own infrastructure in place to provide the services and remove duplication.</p> <p>In addition, the new approach to employability support services and resilient communities may</p>

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### Equality Impact Assessment Corporate Assessment Template

	benefit a far greater number of people across the City irrespective of where they live.
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#### 6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

All actions stated above are currently being actioned and monitored in quarterly performance meetings to ensure a smooth transition of services.

#### 7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Rosanna Taylor	Date:
Designation: Outcome Delivery Officer	25/10/2017
Approved By: Louise Bassett	26/10/2017
Designation: Partnership Delivery Team Leader	
Service Area: Housing, Communities and Customer Services	

7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)

#### References

Census (2011), Office for National Statistics, 2011 Census: Digitised Boundary Data (England and Wales) [computer file]. UK Data Service Census Support. Downloaded from: <https://borders.ukdataservice.ac.uk/>

WIMD (2011), Stats Wales: WIMD 2011, [Internet] <https://statswales.gov.wales/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/Archive/WIMD-2011> [Accessed on 17/10/ 2017]



**CYNGOR CAERDYDD  
CARDIFF COUNCIL**

**ECONOMY & CULTURE SCRUTINY COMMITTEE**

**9 NOVEMBER 2017**

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**COMMITTEE BUSINESS REPORT**

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**Background**

1. This report provides Members with a correspondence update report, seeks agreement to the proposed terms of reference for the 'Funding of Parks in Cardiff' Inquiry, and provides Members with a copy of the Council's budget consultation savings proposals that fall within the remit of this Committee.

**Correspondence update**

2. Following most Committee meetings, the Chair writes a letter to the relevant Cabinet Member or officer, summing up the Committee's comments and recommendations regarding the issues considered during that meeting. At the Committee meeting on 5 October 2017, Members received a report detailing the Committee-related correspondence sent and received by the Committee relating to committee meetings held this municipal year to date.
3. Attached as **Appendix A** is a correspondence schedule which provides an update since then, containing the following information:
  - i. Date the letters were sent;
  - ii. To whom the letter was addressed;
  - iii. The key recommendations set out in the Chair's letters;
  - iv. Date the response was received; and
  - v. The response of the Cabinet Member(s) to those recommendations.
4. The schedule attached at **Appendix A** shows:
  - i. *Response Received*– from Councillor Thorne to the Chair's letter following scrutiny of Employment Services at Committee on 14 September 2017.

- ii. *No Response Required* – from Councillor Merry to the Chair’s letter following scrutiny of Adult Community Learning at Committee on 5 October 2017
  - iii. *No Response Required* - from Councillor Goodway to the Chair’s letter following scrutiny of a Multi- Purpose Indoor Arena, considered at Committee on 5 October 2017.
5. Copies of the Chair’s letters and any responses received can be found on the Council’s website page for the relevant Committee meeting, with a hyperlink provided at the top of the page, entitled ‘*correspondence following the committee meeting*’.

### **Funding of Parks in Cardiff Inquiry**

6. At the Committee Meeting on 18 July 2017, Members considered items for inclusion in their work programme, including a number of suggested areas for scrutiny regarding Parks. Members tasked scrutiny officers to undertake initial paving work on the suggestions and report to Committee on 14 September 2017.
7. The paving work identified that the Community & Adult Services Scrutiny Committee, in its role as the Council’s crime and disorder scrutiny committee, was best placed to scrutinise issues relating to safety in Parks. At Committee on 14 September 2017, Members decided to refer this suggestion to the Community & Adult Services Scrutiny Committee for consideration.
8. The paving work on the suggestion regarding exploring how best to increase the sustainability of funding for Parks demonstrated that there was scope for scrutiny to play a constructive role in identifying possible solutions. At Committee on 14 September 2017, Members therefore decided that further scoping work be undertaken and agreed the membership of the task group, consisting of Councillor Howells, Councillor Gordon and Councillor Gavin Hill-John.

9. Further scoping work has been completed and a proposed terms of reference and scoping document is attached at **Appendix B**, for Committee Members consideration and amendment.

### **Consultation re Budget Savings Proposals**

10. On 2 November 2017, Cabinet approved Budget Savings Proposals for 2018/19 for public consultation, running from 2 November – 14 December 2017. The full proposals are available to the public either online (at <https://www.cardiff.gov.uk/budget> ) or via hard copies (at libraries, leisure centres and hubs, by email or phone).

11. The budget consultation papers state that demand pressures allied to rising cost pressures mean that the Council is facing a budget gap of £23m for 2018/19 and £73m for the next 3 years.

12. In order to close the budget gap the report sets out a number of proposals, which are subject to change based on the consultation, the final settlement, and a full assessment of financial pressures. These proposals include:

- A 3.7% Council Tax increase
- 30% cap on schools' financial pressures (except for pupil number growth)
- £2.35m use of reserves
- Making £14m of savings

13. The budget savings proposals include efficiency savings from collaboration, improving business processes, prevention and early intervention, review of external spend and income generation.

14. The Budget Savings Proposals are attached at **Appendix C**, with those that fall within the remit of this Committee highlighted in yellow for Members information and for noting. These proposals fall within the City Operations, Communities, Housing and Customer Service, Corporate Management and Economic Development Directorates, as follows:

### City Operations

- 1 – Improved Charging and Income Generation Projects - £212,000
- 3 – Leisure Services – Cardiff International White Water - £9,000
- 7 – Parks - £141,000
- 15 – Review Delivery of Maintenance Works - £40,000

### Communities, Housing and Customer Services

- 26 – Phased Removal of Council Subsidy re Adult Community Learning - £17,000
- 30 – New Approach to Employability Services - £50,000
- 35 – Reduction in Libraries Book Fund - £50,000

### Corporate Management

- 39 – Reduction in the amount available to support events and market the City - £210,000

### Economic Development

- 42 – Planned removal of International Pool Subsidy - £973,000
- 43 – Increase in income – Strategic Estates - £253,000
- 44 – St David’s Hall - £150,000
- 45 – New Theatre - £150,000
- 46 – Cardiff Castle - £ 238,000
- 53 – Reduced Service in Tourism - £47,000

## **Way Forward**

15. During their meeting, Members may wish to:

- i. reflect on the response received to the Chair’s letter
- ii. discuss and agree any amendments required to the scope for the Inquiry
- iii. note the contents of the consultation budget proposals.

## **Legal Implications**

16. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct legal implications. However, legal implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any legal implications arising from those recommendations. All decisions taken by or on behalf of the Council must (a) be within the legal powers of the Council; (b) comply with any procedural requirement imposed by law; (c) be

within the powers of the body or person exercising powers on behalf of the Council; (d) be undertaken in accordance with the procedural requirements imposed by the Council e.g. Scrutiny Procedure Rules; (e) be fully and properly informed; (f) be properly motivated; (g) be taken having regard to the Council's fiduciary duty to its taxpayers; and (h) be reasonable and proper in all the circumstances.

### **Financial Implications**

17. The Scrutiny Committee is empowered to enquire, consider, review and recommend but not to make policy decisions. As the recommendations in this report are to consider and review matters, there are no direct financial implications at this stage in relation to any of the work programme. However, financial implications may arise if and when the matters under review are implemented with or without any modifications. Any report with recommendations for decision that goes to Cabinet/Council will set out any financial implications arising from those recommendations.

### **RECOMMENDATIONS**

The Committee is recommended to:

- I. note the content of the letters contained in **Appendix A**;
- II. discuss and agree any amendments to the proposed scope for the 'Funding of Parks in Cardiff' Inquiry, attached at **Appendix B** ;
- III. note the contents of the Consultation Budget Savings Proposals that fall within this Committee's terms of reference, attached at **Appendix C**.

**Davina Fiore**

**Director - Governance and Legal Services**

**3 November 2017**

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**APPENDIX A – Economy & Culture Scrutiny Committee Correspondence Schedule, as at 3 November 2017**

Date Sent	Sent to	Topic	Comments and Recommendations Made	Date reply received	Response Received
15 September 2017	Cllr Thorne	<b>Employment Services</b>	<p><i>'Members recognise that some services currently offered by Communities First will not continue.'</i></p> <p><i>'Members welcome the intention that the new services are accessible to all citizens, regardless of where they live.'</i></p> <p><i>'Members urge officers to ensure that the marketing of the new gateway approach provides reassurance to potential service users re its independence and helpfulness. Members are also interested to hear more about how officers will identify potential service users who face difficulties accessing these services.'</i></p> <p><i>'Members raised their concerns about future ESOL provision and were interested to hear that officers are mapping provision with a view to identifying possible additional funding provision.'</i></p>		<p><b><i>Response Received</i></b></p> <p><b><i>Please see Appendix 1 of Appendix A, Agenda Item 6</i></b></p>

Date Sent	Sent to	Topic	Comments and Recommendations Made	Date reply received	Response Received
			<p><i>Members would like to be kept informed on progress with this.'</i></p> <p><i>'Members note that officers are hoping that consultation responses will identify additional specialist services, to enhance the current list of specialist services.'</i></p> <p><i>'Members also note that Cardiff Council intends to use the responses received to the 'Helping people find work and Building Community Resilience' consultation to shape the proposed use of the fund in Cardiff.'</i></p>		
6/10/17	Cllr Merry	<b>Adult Community Learning</b>	<i>'Members recognise that ACL in Cardiff provides much needed support for residents seeking work and for employers seeking suitable staff, as well as helping to tackle isolation and loneliness</i>		<b>No Response Required</b>



Date Sent	Sent to	Topic	Comments and Recommendations Made	Date reply received	Response Received
			<p><i>across all ages but particularly amongst older people.'</i></p> <p><i>'Members share your concerns about the potential repercussions, for residents and employers, of a reduction in funding for ACL.'</i></p> <p><i>'Members believe it is important to capture demand trends for ACL, to inform future service design and to make the case for what constitutes satisfactory ACL funding for Cardiff.'</i></p> <p><i>'Members recognise the importance of contributing to the Welsh Government's proposed consultation on funding options and we will make time on our work programme for further consideration of this topic'.</i></p>		

Date Sent	Sent to	Topic	Comments and Recommendations Made	Date reply received	Response Received
6/10/17	Cllr Goodway	<b>Multi-Purpose Indoor Arena</b>	<p><i>'Members are supportive of the proposal for a multi-purpose indoor arena'</i></p> <p><i>'Members believe it would be sensible for officers to explore the range of funding options in case funding from the City Deal is not forthcoming.'</i></p> <p><i>'Members believe it is important that the business case for the multi-purpose indoor arena clearly detail the likely impact the arena will have on other venues in the city region.'</i></p> <p><i>'Members are keen to be involved in further scrutiny of progress in delivering the arena, at appropriate stages.'</i></p> <p><i>'Members would welcome having sight of a copy of the [Professor Philip Cooke's] report, if possible.'</i></p>		<b>No Response Required</b>

**ECONOMY & CULTURE SCRUTINY COMMITTEE - SCRUTINY INVESTIGATION SCOPING EXERCISE**  
**SUMMARY SHEET**

<b>PROPOSED TOPIC: Funding of Parks in Cardiff</b>	
<b>PROPOSED TYPE OF SCRUTINY INVESTIGATION: Inquiry</b>	
<b>Proposed Terms of Reference</b>	<ol style="list-style-type: none"> <li>1. <b>To investigate how best to increase the sustainability of funding for Parks in Cardiff by:</b> <ol style="list-style-type: none"> <li>a. Exploring how best to increase income generation by Parks, including considering commercialisation, events, sponsorship and alternative funding models</li> <li>b. Exploring how best to reduce costs of managing and developing Parks by improving operational efficiencies, utilising work undertaken by the service area, informed by action planning, and service reviews undertaken as part of the Infrastructure Alternative Delivery Models work stream, i.e. consideration of statutory and non-statutory service provision, scale, volume and quality of service provision and partnership working</li> <li>c. Utilising the lessons learnt regarding funding of parks in comparable cities across the UK</li> <li>d. Examining Parks funding models successfully used elsewhere across the World to test whether these are transferable to Cardiff.</li> </ol> </li> <li>2. <b>To gather stakeholders views with regard to the above, including customers, partners, third sector organisations and relevant Cabinet Members and Cardiff Council officers.</b></li> <li>3. <b>To make evidence based recommendations to improve the future security of funding for Parks in Cardiff in a time of austerity.</b></li> </ol>
<b>Number of meetings required</b>	
<b>Meeting 1</b>	<p><b>Setting the context</b></p> <p><i>(Briefing report giving an overview of the service – budgets, income generation, staffing, premises, PI results, user profiles, legislation guiding the service, summary of Infrastructure ADM work-stream findings, links to plans/strategies and initiatives relevant to the service etc.)</i></p> <p><b>Planning</b> – to deliberate what has been considered to date and the next steps in the investigation</p>
<b>Meeting 2</b>	<p><b>External Evidence</b></p> <p>Evidence from comparable UK cities/ recent publications re Parks funding e.g. Core Cities/ NESTA report/ US cities Parks funding models.</p> <p><i>Lessons learnt, which models are capable of being used in Cardiff and why? i.e. legal constraints, deliverability and potential risks, negative consequences. What changes would this require/ result in? I.e. affect service delivery/ staffing / investment etc.</i></p> <p align="right"><i>(PTO)</i></p>

	<p>Evidence re Commercialisation</p> <ul style="list-style-type: none"> <li>- <i>Capita report 'Creating Council Commercialism'</i></li> <li>- <i>Examples of relevant local authority income generation approaches</i></li> </ul>
<b>Meeting 3, 4, 5 and 6</b>	<p><b>Evidence from stakeholders</b> including:</p> <ul style="list-style-type: none"> <li>- Friends of Parks Forum</li> <li>- Keep Wales Tidy</li> <li>- Volunteer organisations</li> <li>- Local Sports Leagues and Governing Bodies</li> <li>- RSPB</li> </ul> <p><b>Evidence from good practice/ critical friends</b></p> <ul style="list-style-type: none"> <li>- Core Cities – Eddie Curry - Nottingham</li> <li>- Fields in Trust</li> <li>- Green Space Wales – Trustee - John Ridgewell</li> </ul> <p><b>Presentation from relevant Cabinet Members/ Officers</b></p> <p>Cllr Bradbury (Cabinet Member- Culture and Leisure), Andrew Gregory, Neil Hanratty, Jon Maidment, Rosie James:</p> <p><i>Reducing costs - overview of budgets, work to date to manage and reduce costs, service area action planning findings and subsequent costs reduced, and discussion re areas identified via service review for the Infrastructure Alternative Delivery Models work stream and work re Neighbourhood Services Modified In House</i></p> <p><b>Presentation from relevant Cabinet Members / Officers</b></p> <p>Cllr Bradbury, Neil Hanratty, Jon Maidment, Rosie James, Kath Richards, Helen Jones, Steve Morris:</p> <p><i>Income generation - commercialisation, events, sponsorship and alternative funding models</i></p>
<b>Meeting 7</b>	<b>Undertake Visits (To be agreed)</b>
<b>Meeting 8</b>	<b>Sum Up Meeting</b> – consideration of all information received during the Inquiry and agree way forward for draft report/recommendations
<b>Meeting 9</b>	<b>Consideration of draft report/recommendations</b>

**Proposed Reporting Arrangements**

- Investigation to be undertaken between September 2017 and December 2017
- Report to be considered by the Scrutiny Committee – 11 January 2018
- Report from Scrutiny to Cabinet - January 2018

**Potential Outputs/Outcomes from this investigation**

- **Recommendations to the Cabinet to improve the sustainability of funding for Parks in Cardiff**

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## Budget Savings Proposal Summary 2018/19 for Consultation

No	Category	Proposal	X Ref	Budget £000	Saving					Risk Analysis			Cabinet Portfolio	Consultation
					Employee Costs £000	Other Spend £000	Income £000	TBC £000	2018/19 £000	Residual	Achievability	EIA		
CONSULT 1	City Operations	<b>Improved Charging and Income Generation Projects</b> Generate additional income through an increase in fees and charges across City Operations in addition to maximising opportunities for recharging for services, particularly through digitalisation.	A-AK	(28,901)	0	37	175	0	212	Green	Green	Green	Strategic Planning & Transport	General
CONSULT 2	City Operations	<b>Transportation Policy - Improved Recharging</b> Maximising opportunities for recharging for services.	S-U	(769)	0	0	30	0	30	Green	Green	Green	Strategic Planning & Transport	General
CONSULT 3	City Operations	<b>Leisure Services - Cardiff International White Water</b> Generate additional income through an increase in prices.	K-O	(2,386)	0	0	9	0	9	Green	Green	Amber- Green	Culture & Leisure	City Wide
CONSULT 4	City Operations	<b>Bereavement Services</b> Generate additional income through a combination of volume and price increases.	Q	(3,378)	0	0	50	0	50	Green	Green	Amber- Green	Clean Streets, Recycling and Environment	City Wide
CONSULT 5	City Operations	<b>Planning Fee Income</b> Maximising additional planning fee income from an anticipated increase in the volume of Planning Applications.	AH-AK	(2,864)	0	0	55	0	55	Amber- Green	Amber- Green	Green	Strategic Planning & Transport	General
CONSULT 6	City Operations	<b>Cardiff Dogs Home</b> Generate additional income through a combination of volume and price increases.	R	(49)	0	0	15	0	15	Green	Green	Green	Clean Streets, Recycling and Environment	City Wide
CONSULT 7	City Operations	<b>Parks</b> A package of proposals that will see reduced management costs across the Parks & Sport service, generation of additional income and a reduction in the costs of external contracts by bringing this work back in-house.	F-J	4,520	44	23	74	0	141	Amber- Green	Green	Green	Culture & Leisure	General
CONSULT 8	City Operations	<b>Street Lighting Recharging</b> Maximising opportunities for recharging both design and inspection to Capital and Section 278 budgets, and increasing charges for these services to external companies.	AD	(242)	0	0	30	0	30	Green	Amber- Green	Green	Strategic Planning & Transport	City Wide
CONSULT 9	City Operations	<b>Renewable Energy Generation</b> Income will be derived from a number of renewable energy schemes through incentives related to energy generation (Feed In Tariffs, etc.), the sale of energy to the grid and/or other rental income.	D	(1,098)	0	0	20	0	20	Green	Amber- Green	Green	Clean Streets, Recycling and Environment	City Wide
CONSULT 10	City Operations	<b>School Transport - Phased Increase in cost of Bus Passes</b> Continuation of the phased increase in cost of bus passes to ensure actual costs match the provision.	AG	(87)	0	0	5	0	5	Green	Green	Amber- Green	Education, Employment & Skills	Service Specific
CONSULT 11	City Operations	<b>Regulatory Collaboration</b> Reflects a further year's saving for Cardiff from the creation of a single shared service for Environmental Health, Trading Standards and Licensing functions of Cardiff, Bridgend and the Vale of Glamorgan Councils under a single management structure.	E	5,323	0	93	0	0	93	Green	Green	Green	Clean Streets, Recycling and Environment	General
CONSULT 12	City Operations	<b>Collaborative working in Passenger Transport</b> Potential for merging passenger transport team with neighbouring authority. Associated efficiencies may allow reductions in staffing and spend against contracts.	W	158	20	17	0	0	37	Red- Amber	Red-Amber	Green	Strategic Planning & Transport	City Wide
CONSULT 13	City Operations	<b>Business Processes including Digitalisation</b> <b>Play Services</b> Implementation of the agreed model for Children's Play.	P	1,596	37	78	0	0	115	Green	Green	Amber- Green	Culture & Leisure	Prior Year
CONSULT 14	City Operations	<b>Contract Rationalisation &amp; Improved Business Process Efficiencies (Electrical and Structure &amp; Tunnels)</b> Reflects a further year's saving following implementation of new contracts and efficiencies.	V-AE	(4,689)	0	50	0	0	50	Amber- Green	Amber- Green	Green	Strategic Planning & Transport	General
CONSULT 15	City Operations	<b>Review the Delivery of Maintenance Work Currently Undertaken by External Companies in Areas including Housing &amp; Parks</b> Continuation of work to improve performance in order to enable additional work to be undertaken internally, bringing external contracts back in-house for Infrastructure & Maintenance.	AE	705	0	20	20	0	40	Green	Amber- Green	Green	Strategic Planning & Transport	General
CONSULT 16	City Operations	<b>Street Lighting Conversion to LED</b> Full year effect of the savings generated through replacement of main route lighting with LED to reduce long term energy expenditure.	AD	456	0	30	0	0	30	Green	Green	Green	Strategic Planning & Transport	General

## Budget Savings Proposal Summary 2018/19 for Consultation

No	Category	Proposal	X Ref	Budget £000	Saving				2018/19 £000	Risk Analysis			Cabinet Portfolio	Consultation	
					Employee Costs £000	Other Spend £000	Income £000	TBC £000		Residual	Achievability	EIA			
CONSULT 17	City Operations	Review of External Spend	<b>Energy - Change in Energy Procurement Strategy</b> Currently energy is procured through Welsh Purchasing Consortium arrangement with 16 other Welsh Authorities. A change to this arrangement would allow a flexible approach that is tailored to the City of Cardiff's requirements, including the ability to purchase energy directly from the renewable generation capacity that the Council and others are installing in Cardiff, in turn generating savings.	A-AK	14,781	0	130	0	0	130	Amber-Green	Red-Amber	Green	Clean Streets, Recycling and Environment	General
CONSULT 18	City Operations		<b>Energy Efficiencies Within Council Buildings</b> Continue to identify projects through use of the RE:Fit framework for complete building energy retrofit, as well as alternative external funding for individual projects.	A-AK	14,781	0	30	0	0	30	Amber-Green	Amber-Green	Green	Clean Streets, Recycling and Environment	General
CONSULT 19	City Operations		<b>Energy - Reduction in bills across the estate through improved management and behaviour change (Carbon Reduction Strategy)</b> The approved Carbon Reduction Strategy sets out a series of actions that will manage and reduce the Council's energy consumption. Part of this strategy relates to better management of energy consumption and behaviour change amongst building managers and other staff.	D	753	0	50	0	0	50	Amber-Green	Amber-Green	Green	Clean Streets, Recycling and Environment	General
CONSULT 20	City Operations		<b>School Transport - Additional Learning Needs (ALN) - Review of Transport for Pupils Within 2/3 Miles (Primary/Secondary)</b> Review and challenge transport for statemented pupils who live within 2 miles from primary school and 3 miles from secondary. This will be done on an individual case basis, to take into account of the individual child's needs based on ALN transport policy.	AG	5,787	0	27	0	0	27	Red-Amber	Red-Amber	Amber-Green	Education, Employment & Skills	Service Specific
CONSULT 21	City Operations		<b>School Transport - Additional Learning Needs (ALN) - Route Optimisation and Retendering of Routes/Mergers</b> Reviewing on a case by case basis, working closely with Education and individual schools. Review and challenge current transport provision to ensure it fits the needs of pupils.	AG	5,787	0	50	0	0	50	Amber-Green	Amber-Green	Amber-Green	Education, Employment & Skills	Service Specific
CONSULT 22	City Operations		<b>School Transport - Travel Support Allowance</b> Replace taxi/bus provision with an advance payment to parents on a termly basis. Parents would then be responsible for pupils' transport to school.	AG	5,787	0	42	0	0	42	Amber-Green	Amber-Green	Green	Education, Employment & Skills	Service Specific
CONSULT 23	City Operations		<b>School Transport - Llanishen High School buses</b> A continuation of the planned, phased reduction in provision of buses to Llanishen High School pupils who were previously in catchment for Llanedeyrn High School (closed). Eligible pupil numbers will continue to decrease with an associated reduction in transport costs, with the phased reduction concluding in 2020/21.	AG	5,787	0	33	0	0	33	Amber-Green	Amber-Green	Green	Education, Employment & Skills	Service Specific
<b>City Operations Total</b>					<b>101</b>	<b>710</b>	<b>483</b>	<b>0</b>	<b>1,294</b>						
CONSULT 24	Communities, Housing & Customer Services	Income Generation	<b>Disabilities Facilities Grant (DFG) Fee Income &amp; Additional Selling of Services</b> Fee income based on the assumption that capital will remain unchanged for 2018/19. It is proposed to charge for low level equipment provided through the Joint Equipment Service. In addition, charge for council agency services for clients who do not qualify for a DFG. This service has not been provided previously.	L	(1,812)	0	0	105	0	105	Green	Amber-Green	Green	Social Care, Health & Well-being	Service Specific
CONSULT 25	Communities, Housing & Customer Services		<b>Expansion of Meals on Wheels</b> A plan is already being progressed to increase service users up to full capacity, making best use of existing resources (staff and vehicles). This would allow the service to fully fund itself and remove the existing £100k subsidy.	N	(2,261)	0	0	100	0	100	Green	Amber-Green	Green	Social Care, Health & Well-being	City Wide
CONSULT 26	Communities, Housing & Customer Services		<b>Phased removal of Council Subsidy to deliver Adult Community Learning</b> Third and final year of the phased reduction of Council funding to support the Adult Community Learning Leisure programme - the service will then become fully self-funding.	V	(1,370)	0	0	17	0	17	Green	Amber-Green	Green	Education, Employment & Skills	Service Specific
CONSULT 27	Communities, Housing & Customer Services	Collaboration	<b>Supporting People Grant Realignment</b> Better alignment of Supporting People Grant funding to offset the work undertaken by the Housing Officer at Adams Court.	C	(2,117)	0	0	14	0	14	Green	Green	Green	Housing & Communities	General
CONSULT 28	Communities, Housing & Customer Services		<b>Assessment and Support Realignment</b> Realignment of budget within Assessment and Support to reflect the additional Housing Revenue Account (HRA) work now carried out by the Systems and Support Team.	C	(2,117)	0	0	26	0	26	Green	Green	Green	Housing & Communities	General



## Budget Savings Proposal Summary 2018/19 for Consultation

No	Category	Proposal	X Ref	Budget £000	Saving				Risk Analysis			Cabinet Portfolio	Consultation		
					Employee Costs £000	Other Spend £000	Income £000	TBC £000	2018/19 £000	Residual	Achievability			EIA	
CONSULT 29	Communities, Housing & Customer Services	Collaboration	<b>Appeals and Complaints Team Service Integration</b> The Appeals & Complaints section now covers the whole of Housing & Communities. As such it is proposed to recharge services provided to the HRA.	J	(981)	0	0	103	0	103	Green	Green	Green	Housing & Communities	General
CONSULT 30	Communities, Housing & Customer Services		<b>New approach to Employability Services</b> Cabinet report in November 2017 to agree a new approach to Employability Services, including better alignment of existing grant funding and increased income from sale of training which would offset existing management costs, thereby releasing savings.	H	(461)	0	0	50	0	50	Green	Amber-Green	Green	Housing & Communities	Service Specific
CONSULT 31	Communities, Housing & Customer Services	Business Processes including Digitalisation	<b>Deletion of two vacant Benefit Officer Posts</b> Reflects the increased productivity with the Housing Benefit Team.	C	3,792	60	0	0	0	60	Green	Green	Green	Housing & Communities	General
CONSULT 32	Communities, Housing & Customer Services		<b>Prevention Services - Deletion of Community Care Aid Worker</b> Following a change in objectives in this team, it has been possible to delete a vacant post.	L	1,701	23	0	0	0	23	Green	Green	Green	Social Care, Health & Well-being	General
CONSULT 33	Communities, Housing & Customer Services		<b>Neighbourhood Regeneration - Service Integration</b> Realignment of budgets to reflect an increase in work undertaken within the HRA.	S	(444)	0	0	11	0	11	Green	Green	Green	Housing & Communities	General
CONSULT 34	Communities, Housing & Customer Services		<b>New approach to building resilient communities</b> Better align legacy grant funding to Neighbourhood Partnerships Locality Planning and Community Engagement budgets in order to release savings.	X	0	0	0	80	0	80	Amber-Green	Amber-Green	Amber-Green	Housing & Communities	General
CONSULT 35	Communities, Housing & Customer Services		<b>Reduction in Libraries Book Fund</b> Reduction in book fund budget in line with the current and previous years' spend. Spend will continue to be focused on key demographic groups such as Children, Welsh, Community Languages and Basic Skills.	T	74	0	50	0	0	50	Green	Green	Green	Housing & Communities	General
CONSULT 36	Communities, Housing & Customer Services	Review of External Spend	<b>Citizen Advice Bureau (CAB) Contract - Agreed reduction</b> This saving reflects the second year of a three year phased reduction in the cost of the Advice Services Contract.	J	1,027	0	30	0	0	30	Green	Green	Green	Housing & Communities	General
CONSULT 37	Communities, Housing & Customer Services		<b>Removal of the Neighbourhood Partnership Fund</b> Saving will be achieved through the removal of the Neighbourhood Partnership City Wide fund.	X	72	0	40	0	0	40	Green	Green	Amber-Green	Housing & Communities	General
<b>Communities, Housing &amp; Customer Services Total</b>						<b>83</b>	<b>120</b>	<b>506</b>	<b>0</b>	<b>709</b>					
CONSULT 38	Corporate Management	Business Processes including Digitalisation	<b>Council Wide Efficiencies</b> In line with the Council's digital strategy, this saving will be achieved through delivering business efficiencies through third party spend, changing processes, technology and staff resources. This will put the use of digital forms of communication and service delivery at the heart of how the Council operates and interacts with the people it serves.			0	0	0	1,206	1,206	Red-Amber	Red-Amber	Red-Amber	Council Wide	City Wide
CONSULT 39	Corporate Management	Review of External Spend	<b>Reduction in the amount available to support events and market the City</b> Reducing the amount available to support events, market the City and take advantage of opportunities presenting themselves during 2018/19.	M	484	0	210	0	0	210	Green	Green	Amber-Green	Leader's Portfolio	City Wide
CONSULT 40	Corporate Management		<b>Reduction in spend on the Audit of the Council as well as a reduction in contributions to pension funds in relation to ex-employees</b>	M	484	21	10	0	0	31	Green	Green	Green	Leader's Portfolio	General
CONSULT 41	Corporate Management		<b>Efficiency Savings in Corporate Management</b> Review of spend on supplies and services	A	480	0	10	0	0	10	Amber-Green	Amber-Green	Green	Leader's Portfolio	General
<b>Corporate Management Total</b>						<b>21</b>	<b>230</b>	<b>0</b>	<b>1,206</b>	<b>1,457</b>					
CONSULT 42	Economic Development	Review of External Spend	<b>Planned removal of International Pool subsidy</b> Expectation that the international pool will operate without Council subsidy under new arrangements from 2018/19	D	1,023	0	973	0	0	973	Green	Amber-Green	Green	Investment & Development	General

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CONSULT 43	Economic Development	<b>Increase in Income - Strategic Estates</b> Increase income from the investment portfolio and operational estate.	N	(5,503)	0	0	253	0	253	Red-Amber	Amber-Green	Green	Investment & Development	General
CONSULT 44	Economic Development	<b>St. David's Hall</b> Review of Costs, Income and Service Delivery	T	(4,850)	50	40	60	0	150	Amber-Green	Amber-Green	Green	Culture & Leisure	General
CONSULT 45	Economic Development	<b>New Theatre</b> Review of Costs, Income and Service Delivery	U	(3,480)	50	40	60	0	150	Amber-Green	Amber-Green	Green	Culture & Leisure	General
CONSULT 46	Economic Development	<b>Cardiff Castle</b> Review of Costs, Income and Service Delivery	X	(3,942)	100	0	138	0	238	Amber-Green	Amber-Green	Green	Culture & Leisure	General
CONSULT 47	Economic Development	<b>Trade Waste - Expanding Markets</b> Continuing to grow the Council's market share in Cardiff and exploring opportunities of working in partnership. This will generate additional income of £200k with an associated cost of £40k.	AE	(3,835)	0	(40)	200	0	160	Red-Amber	Amber-Green	Green	Clean Streets, Recycling and Environment	City Wide
CONSULT 48	Economic Development	<b>Twin stream waste/recycling collections and obtaining higher quality end products</b> Additional income and reduced processing costs brought about by a change in the Council's approach to recycling collections.	AH	(2,957)	0	0	38	0	38	Red	Red	Green	Clean Streets, Recycling and Environment	City Wide
CONSULT 49	Economic Development	<b>Central Transport Services income generation</b> Utilising capacity in the fleet maintenance facility to bring external contracts back in-house and increase external income, supported by new fleet management system.	AN	(465)	0	0	60	0	60	Green	Red-Amber	Green	Clean Streets, Recycling and Environment	General
CONSULT 50	Economic Development	<b>Pest Control - Expanding Market Share</b> Exploring opportunities for expanding the Council's market share through exploring opportunities for working with the private sector and other public bodies.	AT	(230)	0	0	40	0	40	Green	Amber-Green	Green	Investment & Development	City Wide
CONSULT 51	Economic Development	<b>Improved Charging and Income Generation for Security Services</b> Will be delivered through improved security services and income via internal and external bodies.	AQ	(54)	0	0	50	0	50	Green	Red-Amber	Green	Investment & Development	General
CONSULT 52	Economic Development	<b>Income generation from Building Cleaning services</b> To be delivered through a new marketing and service delivery plan.	AR	(155)	0	0	65	0	65	Green	Red-Amber	Green	Investment & Development	General
CONSULT 53	Economic Development	<b>Reduced Service in Tourism</b> Deletion of two vacant posts in Tourism	Y	380	47	0	0	0	47	Green	Green	Green	Investment & Development	General
CONSULT 54	Economic Development	<b>Waste Services - Local Authority Collaborative Working</b> Seeking new opportunities for income through partnership and cross boundary working - focussing on back office support provision and direct services.	AC	3,885	0	0	50	0	50	Red	Red-Amber	Green	Clean Streets, Recycling and Environment	General
CONSULT 55	Economic Development	<b>Building Services - Efficiency Improvements</b> To be delivered through new operational plan to reduce overtime, improved scheduling and efficiencies in the supply chain	AW	24	0	175	0	0	175	Green	Red-Amber	Green	Investment & Development	General
CONSULT 56	Economic Development	<b>Domestic - Round Performance management</b> Use of new technologies to improve collection efficiency and reduce vehicle costs and agency usage.	AC	5,945	203	68	0	0	271	Red-Amber	Amber-Green	Green	Clean Streets, Recycling and Environment	General
CONSULT 57	Economic Development	<b>Treatment &amp; Disposal - Increase in productivity</b> Improving maintenance regimes and work schedules to remove down time and loss of productive time.	AH	1,657	20	0	0	0	20	Amber-Green	Amber-Green	Green	Clean Streets, Recycling and Environment	General
CONSULT 58	Economic Development	<b>Domestic Waste Collection - Improve Attendance at Work</b> Reduce dependency on agency across the recycling and waste service team.	AC	5,945	50	0	0	0	50	Red-Amber	Amber-Green	Green	Clean Streets, Recycling and Environment	General
CONSULT 59	Economic Development	<b>Reducing Vehicle Costs in the Corporate Fleet</b> Reducing damage and insurance claims through better reporting, monitoring and training, supported by new fleet management system and supported driver training.	AN	5,728	0	60	0	0	60	Red-Amber	Red-Amber	Green	Clean Streets, Recycling and Environment	General
<b>Economic Development Total</b>						<b>520</b>	<b>1,316</b>	<b>1,014</b>	<b>0</b>	<b>2,850</b>				
CONSULT 60	Education	<b>Increased income within Education Traded Services</b> Generate additional income in traded services within Education following a review of pricing across School Meals, Music Services, Storey Arms, ALN and Education Psychology Services, together with further marketing of services to other Local Authorities.	X	(6,903)	0	0	110	0	110	Green	Amber-Green	Green	Education, Employment & Skills	City Wide

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					Employee Costs £000	Other Spend £000	Income £000	TBC £000	2018/19 £000	Residual	Achievability			EIA
CONSULT 61	Education	<b>Delegation of Pupil Referral Unit provision</b> Full year effect of decision made in 2017/18 to delegate the funding for the Pupil Referral Unit provision to a Secondary School.	J	743	255	110	0	0	365	Green	Green	Green	Education, Employment & Skills	General
CONSULT 62	Education	<b>Education Directorate - Central staffing and management costs (Year 2)</b> This is the full financial year effect of the 2017/18 saving which was to be achieved through a reduction of staffing following a reorganisation/rationalisation of the staffing structures within the Education Directorate - taking into account all opportunities to offset costs through additional income or use of grants. Staffing reductions will be effective from March 2018, with the full year financial impact effective from April 2018. The full year effect of the savings will be £375,000, therefore realising an additional £200,000 of savings in the 2018/19 financial year. This equates approximately to the equivalent of 7 FTE.	N	1,349	200	0	0	0	200	Amber-Green	Amber-Green	Amber-Green	Education, Employment & Skills	General
CONSULT 63	Education	<b>Delegation of responsibility for licences associated with school provision</b> This saving would be achieved by delegating the responsibility for paying for licences, including performance and copyright licences, to individual schools.	A	978	0	250	0	0	250	Green	Green	Green	Education, Employment & Skills	General
CONSULT 64	Education	<b>Reduction in Central Commitment for Commissioned Early Years Places</b> Reduction in spend on nursery places in external private nurseries made possible by increased numbers of available places in maintained nursery classes in Primary schools.	K	336	0	200	0	0	200	Green	Red-Amber	Green	Education, Employment & Skills	General
CONSULT 65	Education	<b>Reduction in annual contribution to Central South Education Consortium</b> A 5% reduction to the annual contribution made towards the budget of the Central South Education Consortium.	O	1,455	0	73	0	0	73	Red-Amber	Red-Amber	Green	Education, Employment & Skills	General
<b>Education Total</b>					<b>455</b>	<b>633</b>	<b>110</b>	<b>0</b>	<b>1,198</b>					
CONSULT 66	Governance & Legal Services	<b>Legal Services Income - Schools SLA</b> Legal Services are provided to schools under a service level agreement, under which income is received for work carried out. This income target reflects the level of work carried out.	B	(899)	0	0	40	0	40	Green	Green	Green	Leader's Portfolio	General
CONSULT 67	Governance & Legal Services	<b>Legal Services Income - City Deal</b> Cardiff Council is the accountable body for the Cardiff Capital Region City Deal Regional Cabinet under which ten local authorities are working together on economic regeneration in the region. Legal services are provided to the regional cabinet on an hourly rate basis and this income target reflects the agreed income.	B	(899)	0	0	55	0	55	Green	Green	Green	Leader's Portfolio	General
CONSULT 68	Governance & Legal Services	<b>Legal Services Income - Capital Receipts</b> Reflects eligible costs in accordance with regulations that can be recovered from the disposal proceeds of assets.	B	(899)	0	0	35	0	35	Green	Green	Green	Leader's Portfolio	General
CONSULT 69	Governance & Legal Services	<b>Bilingual Cardiff Additional Income - Vale of Glamorgan Contract</b> This represents anticipated additional income from providing translation services to the Vale of Glamorgan Council.	J	(60)	0	0	90	0	90	Green	Green	Green	Leader's Portfolio	Service Specific
CONSULT 70	Governance & Legal Services	<b>Increase in Fees and Charges for Legal Services</b> This represents small increases in legal fees where it is possible to charge.	B	(899)	0	0	6	0	6	Green	Green	Green	Leader's Portfolio	General
CONSULT 71	Governance & Legal Services	<b>Reduction of Scrutiny Function</b> This proposal would delete a vacant post and a post filled on a temporary basis. It will reduce the scrutiny support function and result in fewer task and finish groups.	D	500	53	0	0	0	53	Green	Red-Amber	Green	Leader's Portfolio	General
CONSULT 72	Governance & Legal Services	<b>Reduction in Democratic support budget</b> A reduction in the staffing budget for committee services which reflects the current monitoring position in relation to clerking for internal meetings.	E	373	20	0	0	0	20	Green	Green	Green	Leader's Portfolio	General
CONSULT 73	Governance & Legal Services	<b>Efficiencies in Democratic and Member Services</b> This saving reflects a reduction in a number of smaller budgets within the directorate in line with the current monitoring position.	E&G	133	0	20	0	0	20	Green	Green	Green	Leader's Portfolio	General
CONSULT 74	Governance & Legal Services	<b>Reduction in External Legal Fees</b> Planned reduction in external legal fees due to increased capacity requiring less outsourcing of work.	B	(2)	0	83	0	0	83	Red-Amber	Red-Amber	Green	Leader's Portfolio	General
<b>Governance &amp; Legal Services Total</b>					<b>73</b>	<b>103</b>	<b>226</b>	<b>0</b>	<b>402</b>					

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					Employee Costs £000	Other Spend £000	Income £000	TBC £000	2018/19 £000	Residual	Achievability	EIA		
CONSULT 75	Resources	<b>Income from Hosting of South East Wales Schools Capital and Public Buildings (SEWSCAP) and South East Wales Highways Frameworks</b> The SEWSCAP and South East Wales (SEW) Highways Frameworks are collaborative construction frameworks established by Rhondda Cynon Taff (RCT). Due to changes in resources available within RCT, Cardiff were asked to take on the hosting and management of these arrangements on the understanding that staff time would be offset against the income generated by the levy applied to the framework. A Cabinet report requesting permission to take over the hosting and management was approved in July 2017.	G	(557)	0	0	40	0	40	Green	Green	Green	Finance, Modernisation and Performance	Service Specific
CONSULT 76	Resources	<b>Atebion Solutions Additional Income</b> Atebion Solutions is a trading company wholly owned by the Council which trades commercial and procurement services to other public sector organisations. The model that has been developed is based on reducing the fixed costs of the Strategic Procurement Team through the charging of full costed staff time to the company. Due to the success of the company to date, the annual income target for the Council will be stretched by £20k.	G	(557)	0	0	20	0	20	Amber-Green	Green	Green	Finance, Modernisation and Performance	General
CONSULT 77	Resources	<b>Cardiff Academy - Income Generation</b> Ongoing plan to develop and provide cost effective training both within the council and to external public sector bodies including Health & Safety training.	K	(73)	0	0	53	0	53	Red-Amber	Red-Amber	Green	Finance, Modernisation and Performance	Service Specific
CONSULT 78	Resources	<b>Recovery of staff costs &amp; income generation</b> Maximising opportunities for recharging for Organisational Development (OD) Team staff costs from supported projects and exploring new income opportunities with external partners/organisations.	Z	(11)	0	0	75	0	75	Green	Green	Green	Finance, Modernisation and Performance	General
CONSULT 79	Resources	<b>Recovery of staff costs &amp; income generation</b> Maximising opportunities for recharging for Enterprise Architecture (EA) Team staff costs from supported projects and exploring new income opportunities with external partners/organisations.	I	(16)	0	0	34	0	34	Green	Green	Green	Finance, Modernisation and Performance	General
CONSULT 80	Resources	<b>Exchequer and Development Service efficiencies / remodelling</b> Building on efficiencies already delivered, further work processes will be reviewed thus allowing the cost of the team to be reduced through improved processes and optimising the use of existing resources to ensure there is no spare capacity.	A	899	95	20	25	0	140	Amber-Green	Amber-Green	Green	Finance, Modernisation and Performance	General
CONSULT 81	Resources	<b>Accountancy – Review of staff resource</b> Savings will be achieved through a review of the staffing structure and an increase in the vacancy provision to reflect on-going levels of staff turnover and management of vacancies.	C	3,056	100	0	0	0	100	Amber-Green	Amber-Green	Green	Finance, Modernisation and Performance	General
CONSULT 82	Resources	<b>Revenues Section - Savings derived from improved processes</b> Work will be undertaken to further improve processes without impacting the collection rate of Council Tax	E	475	50	0	20	0	70	Amber-Green	Red-Amber	Amber-Green	Finance, Modernisation and Performance	General
CONSULT 83	Resources	<b>Internal Audit - Review of Staff Resource</b> Further refocusing of priorities within the Internal Audit team allowing a reduction of one post.	D	580	36	0	0	0	36	Amber-Green	Amber-Green	Green	Finance, Modernisation and Performance	General
CONSULT 84	Resources	<b>Information Governance Business Efficiencies</b> Based on current workload, it is possible to reduce the team by 0.6 FTE without adverse impact on service delivery.	B	468	19	0	0	0	19	Amber-Green	Amber-Green	Green	Finance, Modernisation and Performance	General
CONSULT 85	Resources	<b>Human Resources Business Efficiencies</b> Savings relate to the permanent deletion of two posts that undertake transactional duties. The posts are currently vacant and residual resources have been realigned to avoid adverse impact on service delivery.	N	3,862	52	0	0	0	52	Red-Amber	Red-Amber	Green	Finance, Modernisation and Performance	General
CONSULT 86	Resources	<b>Move the Council's HR IT system on to the Council's private cloud platform</b>	P	411	0	11	0	0	11	Amber-Green	Amber-Green	Green	Finance, Modernisation and Performance	General

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CONSULT 87	Resources	Business Processes including Digitalisation	<b>Savings from reduction in Support Cost for HRPS system</b> Savings arising from planned reduction in support cost for HRPS IT systems. The costs associated with this were previously funded by post reductions in Human Resources as required in the original business case model.	P	411	0	178	0	0	178	Green	Green	Green	Finance, Modernisation and Performance	General
CONSULT 88	Resources		<b>ICT Staffing Budget</b> Reduction of posts in ICT. Residual resources will be realigned to avoid adverse impact on service delivery.	Q	4,300	152	0	0	0	152	Amber-Green	Amber-Green	Amber-Green	Finance, Modernisation and Performance	General
CONSULT 89	Resources		<b>Cessation of In Cardiff</b> The Council's communications strategy clearly puts the use of digital forms of communication - especially social media - at the heart of how the Council interacts with the people it serves. Within this context, the saving will be delivered by discontinuing the design and publication of In Cardiff.	U	37	0	37	0	0	37	Green	Amber-Green	Green	Leader's Portfolio	City Wide
CONSULT 90	Resources		<b>Consolidation of Corporate Policy Capacity</b> The combination of two related functions within the Council's corporate centre will enable the deletion of a post that is currently vacant.	T	529	35	0	0	0	35	Amber-Green	Amber-Green	Green	Leader's Portfolio	General
CONSULT 91	Resources		<b>Policy &amp; Partnerships - Reduction in Operational Costs</b> Reduction in operational costs in line with historic reduction of service size.	V	4,526	0	25	0	0	25	Green	Green	Green	Housing & Communities	General
CONSULT 92	Resources		<b>Corporate Performance Team Staffing</b> The deletion of a vacant senior post within the Council's Corporate Performance Team (£55k) plus other staffing efficiencies.	W	307	63	0	0	0	63	Green	Amber-Green	Green	Finance, Modernisation and Performance	General
CONSULT 93	Resources	Review of External Spend	<b>External ICT Spend</b> Reduction in ICT spend through a further review of ICT funded licences and support contracts.	R	2,159	0	206	0	0	206	Amber-Green	Amber-Green	Green	Finance, Modernisation and Performance	General
<b>Resources Total</b>						<b>602</b>	<b>477</b>	<b>267</b>	<b>0</b>	<b>1,346</b>					
CONSULT 94	Social Services	Income Generation	<b>Increase service user charges in line with Welsh Government policy.</b> In January 2017 Welsh Government expressed an intention to gradually increase the maximum weekly charge a Council could levy for non-residential care, from £60 per week in 2017 to £100 per week in 2021. As this policy is designed to ensure consistency across Welsh Local Authorities, it is proposed that the Council increases its maximum weekly charge to mirror this policy. This will increase the level of income the Council receives in service user contributions.	O	(7,404)	0	0	350	0	350	Amber-Green	Amber-Green	Red-Amber	Social Care, Health & Well-being	Service Specific
CONSULT 95	Social Services	Prevention and Early Intervention	<b>Maximise the impact of Community Resource Team (CRT) to support more people to become more independent.</b> Undertake a review of the joint service (Health and Council Social Care) and deliver improvements that: 1. Makes best use of Council and health resources to provide the right level of support to the right people 2. Helps these people become more independent and less reliant on health and social care services The cost savings will result from the Council purchasing less domiciliary care provision in the future than at present, as a result of these improvements to CRT.	O	36,173	0	1,200	0	0	1,200	Red	Red-Amber	Amber-Green	Social Care, Health & Well-being	City Wide
CONSULT 96	Social Services		<b>Maximise the impact of social care provision to support more people to become more independent.</b> Two types of improvement will be delivered: 1. Introduce a 'reablement approach' to the way some domiciliary care services are delivered. This will involve this care being provided to people in a way that best supports them to maintain or improve their level of independence. 2. Review how and when social care reviews take place. This will seek to ensure people receive the type and level of care most appropriate to their needs, at that time.	O	36,173	0	1,200	0	0	1,200	Red	Red-Amber	Red-Amber	Social Care, Health & Well-being	City Wide

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CONSULT 97	Social Services	<b>Better use of funding for new care home placements.</b> The Council is changing the way it funds new care home placements to ensure the right type and level of care home services are available for people that need them, now and in the future. These changes seek to ensure that the Council funds care home places in a way that; reflects the type and quality of service, is equitable across all homes and service users and supports the quality and sustainability of these services. This seeks to end the current situation where the rates charged by some care homes are significantly higher than those charged by others that provide the same service to the same standard. These changes are not expected to reduce the quality of care home services or the amount the Council spends on care home services, but to make better use of the current level of funding.	O-V	75,393	0	450	0	0	450	Red-Amber	Red-Amber	Amber-Green	Social Care, Health & Well-being	Service Specific
CONSULT 98	Social Services	<b>Reduce the number of new care home placements.</b> The Council will increase the type and level of services available to help people fulfil their wish to remain living in their own home, as opposed to moving into a care home. The aim is to reduce the number of people living in a care home.	O-V	75,393	0	300	0	0	300	Red-Amber	Red-Amber	Amber-Green	Social Care, Health & Well-being	City Wide
CONSULT 99	Social Services	<b>Review Continuing Health Care funding towards the cost of care packages.</b> Review, with health partners, relative contributions towards the cost of care packages to continue to ensure compliance with CHC guidance on how an individual's (children and adult) needs are most appropriately met and funded.	A-AB	125,417	0	820	0	0	820	Red-Amber	Red-Amber	Amber-Green	Children & Families	Prior Year
CONSULT 100	Social Services	<b>Reduce the number of children placed in care settings outside of Cardiff.</b> Continue the efforts to ensure appropriate support is available to minimise the number of children that move, or continue to live, in fostering or residential placements outside of Cardiff. This is combined with other preventative initiatives aimed at reducing the number of looked after children in external placements.	H	18,050	0	680	0	0	680	Red-Amber	Red-Amber	Red-Amber	Children & Families	Prior Year
CONSULT 101	Social Services	<b>Mainstream awareness raising budgets.</b> There are two separate Children's services budgets aimed at making individuals aware of their rights and the services they can access. One of these budgets covers all groups and the Council has worked with different organisations to combine resources to raise awareness in the most effective and efficient way. This means that the second budget has not been used in recent years and is no longer required.	C	541	0	40	0	0	40	Green	Green	Red-Amber	Children & Families	General
<b>Social Services Total</b>					0	4,690	350	0	5,040					
<b>Council Total</b>						1,855	8,279	2,956	1,206	14,296				