



## Report of the Section 151 Officer

Council – 28 February 2019

### Revenue Budget 2019/20

<b>Purpose:</b>	This report proposes a Revenue Budget and Council Tax Levy for 2019/20.
<b>Policy framework:</b>	Sustainable Swansea – Fit for the Future
<b>Consultation:</b>	Cabinet Members, Legal, Access to Services & Corporate Management Team
<b>Recommendations:</b>	It is recommended that:  1) Council approves a Revenue Budget for 2019/20 as detailed in Appendix A.  2) Council approves a Budget Requirement and Council Tax Levy for 2019/20 as detailed in Section 9 of this report.
<b>Report Author:</b>	Ben Smith
<b>Finance Officer:</b>	Ben Smith
<b>Legal Officer:</b>	Debbie Smith
<b>Access to Services Officer:</b>	Rhian Millar

## 1. Introduction and background

1.1 This report details:

- Financial monitoring 2018/19
- The Local Government Finance Settlement 2019/20
- Budget Forecast 2019/20
- Specific Savings Proposals
- Outcome of Budget Consultation
- Staffing Implications
- Reserves and Contingency Fund requirements

- The Budget Requirement and Council Tax 2019/20
  - Summary of funding proposals
  - Risks and uncertainties
- 1.2 The financial assessment in relation to 2020/21 – 2022/23 is contained in the ***Medium Term Financial Plan 2020/21 – 2022/23*** elsewhere on this agenda.
- 1.3 This report builds upon and needs to be read in conjunction with -
- The budget strategy agreed by Council on 22<sup>nd</sup> October 2013 – ***‘Sustainable Swansea: Fit for the Future’*** focusing on the principles and strategies to be adopted as part of the current and future budget process.
  - The report to Cabinet on 29<sup>th</sup> July 2014 – ***‘Sustainable Swansea: Fit for the Future: Delivery Programme’*** which agreed the specific objectives of the programme and set out an outline programme for delivery.
  - The update report on Sustainable Swansea – Fit for the Future as approved by Cabinet on 16<sup>th</sup> July 2015.
  - The report to Cabinet on 14<sup>th</sup> December 2018 – ***Sustainable Swansea – Fit for the Future: Budget Proposals 2019/20 – 2022/23*** setting out the Council’s proposals for budget consultation.
- 1.4 The report sets out the outcome of the budget consultation. Cabinet has considered the comments received from residents, community groups, partners, employees, School Budget Forum, Joint Phase Head Teachers, Trade Unions and others. The report also includes an Equality Impact Assessment statement so that the Council can be aware of the key issues before finalising budget proposals.

## **2. Financial Monitoring 2018/19**

- 2.1 Cabinet considered a report on the estimated Revenue Outturn for 2018/19 at its meeting of 14<sup>th</sup> February 2019. It was projected that the Council will outturn at an underlying directorate spend position that, at £8.5m, is very close to the forecast overspend at quarter 2.
- 2.2 That report for the 3<sup>rd</sup> quarter financial monitoring highlights a very similar picture for the Council overall but, as is the case in quarter 2, there is substantial variation in performance across Directorates.
- 2.3 There are significant variances on savings built into the base budget for 2018/19; if these savings are not achieved there will continue to be an impact in 2019/20 and beyond.
- 2.4 The initial scale of potential overspends for 2018/19 remains significantly in excess of any potential sums available to offset that shortfall. The current indication is that there still needs to be urgent and decisive action to pursue additional savings across the Council, as even if not now achievable during 2018/19, they need to be ready for 1<sup>st</sup> April 2019.

- 2.5 Current estimates are that the service overspend is likely to be around £8.5m (approximately 2.2% of original budget), predominantly because of overspending in adult and child and family social services, resources and non-achievement of the sickness costs saving.
- 2.6 Due to the previously agreed use of earmarked reserves, the use of the contingency fund and the inflation provision, it is expected that there will be a residual overspend of approximately £2.8m remaining that will need to be addressed. To avoid any further draws from General Reserves (which are already at the lowest level acceptable to the S151 Officer) it is recommended that the residual gap be predominantly funded by extinguishing the Restructure Reserve in 2018-19. That in turn has consequences for the consideration of the adequacy of reserves and contingency fund for the setting of the 2019-20 budget, considered elsewhere in this report, given recent past years' overspending by services.

### 3. The Local Government Finance Settlement 2019/20

- 3.1 The Cabinet Secretary for Finance announced the final Revenue and Capital Settlement for 2019/20 on 19<sup>th</sup> December 2018.
- 3.2 The final Revenue Settlement for 2019/20 provided an additional £2.223m compared to the provisional settlement issued in October 2018, and included in the budget proposals report to Cabinet in December 2018. This is mainly due to the fact that the Welsh Government provided an extra £13m for Councils in 2019/20, an extra £7m for the increase to the capital limit for charging for Residential Care and an extra £2.4m for targeted relief for supporting local businesses. For Swansea there is £0.557m specifically identified for the residential care capital limits, general support for local businesses is estimated at £0.166m, leaving approximately £1.5m as a general increase. Changes are as follows:

	<u>£'000</u>
Forecast increase in Welsh Government support 2019/20 per Cabinet report 14 <sup>th</sup> December 2018	0
Increase to the residential care capital limits	+557
Increase for support for local businesses (estimated)	+166
Increase on Free School Meals Grant transferred in	+69
Increase resulting from extra All Wales £13m allocation from Welsh Government (estimated)	+1,431

- 3.3 The result is an overall improvement on forecast Aggregate External Finance of some £2.223m. However, due to earlier Ministerial announcements, it was assumed in the December report that the provisional settlement would increase by £1.5m, and as such the only increases are in respect of Social Care capital limits and more funding for potential Rate Relief support for local businesses. It should be noted that there are a number of specific grants that have not yet been announced and any reductions in these could adversely affect the actual grant received by the Council in due course. The overall outcome on all specific grants will not be known for some time and as such

the overall funding picture may not reflect the improvement evident on the settlement alone.

- 3.4 Implicit in the settlement is assumed partial protection in respect of Social Services. The local value of that protection is not particularly specified in terms of value but it is anticipated that funding in terms of known service pressures identified in Section 4 of this report will satisfy any informal ministerial funding expectation over service prioritisation.
- 3.5 In respect of Schools, there is no longer an ongoing formal ministerial protection or funding guarantee so any decision over schools funding is a local one to be made by Cabinet and ultimately by Council, having any due regard to any budget consultation responses received.
- 3.6 In revising the Medium Term Financial Plan and setting the Budget for 2019/20, it is essential that the Council adheres to and continues to implement the objectives in *Sustainable Swansea – fit for the future*. The Council has made clear through *Sustainable Swansea* that the need to transform services, reduce or divert demand through prevention and to look for alternative models of delivery, including community action, is required for our future sustainability and to improve outcomes for citizens.
- 3.7 **The financial pressures and level of risk that we face and will continue to face make the need to implement these changes ever more urgent. The increase in AEF should be seen as an opportunity to maintain investment in the Council's priorities and preventative action in particular, and embracing wide scale transformational change, not to slow down the pace of change or the level of required savings.**

## **4. Budget Forecast 2019/20**

### ***Overview***

- 4.1 The budget proposals for 2019/20 as submitted for consultation on 14<sup>th</sup> December 2018 resulted in a projected funding deficit of £24.401m. The funding deficit was made up of projected funding pressures of £26.802m partly offset by a provisional increase on Welsh Government Aggregate External Finance (AEF) of £0.883m in respect of transfers into the settlement, and an estimated increase in the overall level of AEF of £1.518m.
- 4.2 The announcement of the final settlement means that the overall funding deficit forecast for 2019/20 will inevitably, but this year marginally, have changed.
- 4.3 In addition, the opportunity has arisen to review all aspects of the budget pressures and risks so far identified with a view to updating the forecast using the latest up to date assumptions.
- 4.4 The options for funding the deficit that is identified remain as:

- Savings on current service net expenditure (through a combination of expenditure reduction and additional income generation)
- Increases in Council Tax levels
- Use of Reserves and Balances (not advised).

**Forecast funding shortfall 2019/20**

4.5 The revised shortfall in funding previously identified in paragraph 4.1 above can now be updated and summarised in Table 1(a) below:-

**Table 1(a) – Projected pressures 2019/20**

	<b>2019/20 £'000</b>
Future cost of pay awards	
- Non Teachers - 2%	3,600
- Teachers – maximum 3.5%	3,700
<i>Costs imposed without funding by UK Government:</i>	
- National Living Wage – own pay bill	1,800
- National Living Wage – contracts	1,000
Increase in Pension Costs	1,700
Increased Teachers Pension Costs	3,000
Cumulative contract inflation	1,000
Capital charges – existing	1,750
Capital charges – new scheme aspirations	1,000
Capital charges – expected savings as a result of increased grants and thus reduced borrowing – general capital and Band B schools	-450
MRP review linked to capital programme (policy change approved by Council in December 2018)	-3,064
Use of General Reserves - reinstate emergency use of General Reserves for MEAG 2018/19	1,000
Increase contingency fund	342
Demographic and Service pressures	3,000
Mid and West Wales Fire authority Levy increase	400
Council Tax Support Scheme	1,400
Passported through AEF to services – grants	883
Passported through AEF to services – Social Care Limits and Discretionary Rate Relief	723
Service pressures accepted	791
Resources pre-existing baseline pressures from 2018/19 – sickness	1,000
Adult Services pre-existing baseline pressures from 2018-19	6,000
One off special social services grant – estimated 7.75% fair share of £30m adult and £2.3m child care grant	-2,500
Extra teachers' pay grant one off	-550
<b>Total known pressures</b>	<b>27,525</b>
Aggregate External Finance increase CASH	-18

Aggregate External Finance increase (Estimated)	-1,500
Rebase of External Finance (grants as above)	-1,606
<b>Total Savings Requirement</b>	<b>24,401</b>

- 4.6 There is no overall change because the December 2018 report already assumed an increase of £1.5m, based on earlier Ministerial announcements. The changes since Cabinet in December are detailed in Table 1(b) below:

**Table 1b – Movement in projected pressures**

	<b>2019/20 £'000</b>
<b>Target per Cabinet Report 14<sup>th</sup> December 2018</b>	<b>24,401</b>
Change in Aggregate External Finance from the Welsh Government between provisional and final settlement	-2,223
Increase in respect of residential care capital limits (new responsibility)	557
Increase in respect of Discretionary Rate Relief (new responsibility)	166
Increase already assumed in December 2018 report	1,500
<b>Cumulative revised target</b>	<b>24,401</b>

### ***Inflation***

- 4.7 The 2018/19 revenue Budget provided a corporate provision of £2m for general inflation (£1m) and the cost of the Apprenticeship Levy (£1m).

Given current UK inflationary levels and forecasts to come through the year there is a strong case for increasing the corporate (General) provision for inflation in 2019/20. Mainly to cover the increase of costs associated with contracts, a further £1m will be provided in the corporate provision.

It is the case, however, that the Council is likely to experience significant cost pressures in specific areas as detailed in Table 2 below and these have already been provided for as follows.

**Table 2 – Potential Service inflationary and cost pressures:**

	<b>£'000</b>
Increased contract costs due to rises in inflation	1,000
Increased contract costs due to rise in National Minimum Wage levels (already in services)	1,000
Increased costs due to rise in National Minimum Wage levels (own pay bill) (already in services)	1,800

In the November 2015 Autumn Statement, the Chancellor first announced significant increases in the National Minimum wage to be introduced over the next three financial years. Whilst the actual increases will vary year to year there will be continued pressures. This will affect direct employee costs

incurred by this Council during 2019/20, and it is highly probable that this will impact directly on wage costs of external contractors particularly in respect of contracted services within Social Services.

Irrespective of increases in minimum wage, there is likely to be pressure from contracted areas in both Social Services and Transport Services for elements of cost increases. These will need to be funded from the corporate inflation provision on a case by case basis as the need arises.

The cap on public sector pay awards has recently loosened somewhat, with increases approved for firefighters and teachers that are considerably higher than the previous 1% cap. Indeed, the main local government pay sector is now in its second year of a two year agreement worth (on average) around 2.5%. The appropriate increase for 2019/20 has been fully built into, and adds to, revenue budget pressures.

The Apprenticeship Levy is still held centrally on the general provision for inflation line as it is currently a cost that is in effect a corporate tax. This makes the total provision for inflation £3m, although £1m of this has to be considered already fully committed for that levy.

As in previous years, and as detailed below, it is assumed that any provision for increases in School pay budgets will be met directly from Schools' delegated budgets.

### ***Schools Prioritisation***

- 4.8 It remains the case that the forward financial plans for the Council will continue to show year on year savings requirements which are likely to be significant and sustained. Given the scale of savings required, it is inevitable that it will be impossible to exempt schools' budgets fully from longer term real terms cuts.
- 4.9 Reductions can be viewed in two ways:
- Cash reductions in levels of funding provided to Schools
  - Real terms reduction in Schools funding, taking into account known spending needs.
- 4.10 For 2019/20 there is no longer any Ministerial funding commitment to schools. Although the Cabinet Secretary for Finance has notionally prioritised funding for the school element of the settlement, the fact is that there is no additional cash for this. However it is intended to provide funding for various service pressures as a local priority for Council.

The net result of these proposals is an increase in the underlying base budget cash settlement to Schools of some £3.777m (2.6%) for 2019/20, which is a much better position than the 0.5% increase in this Council's funding from Welsh Government.

This year the headline figures across Wales in respect of Pupil Deprivation Grant and Education Improvement Grant (now part of the Regional Consortia School Improvement Grant) remain the same as for 2018/19, if allocated across authorities on the same basis then this will mean no change to Swansea Schools.

- 4.11 Table 3 below sets out the effective impact of the core funding increase against expected funding pressures for Schools.

**Table 3 – Impact on Schools delegated budgets**

Item	£'000
<b>Cash position</b>	
<b>Net core delegated base budget 2018/19</b>	<b>147,013</b>
Increase for Pay Award - all staff (up to 3.5%)	3,700
Increased Pension costs re non-teaching school based staff	300
Increased Teachers Pension costs	3,000
Increased demographics pressures	1,000
RSG funding for 2018/19 pay award	606
Teachers pay specific grant (already included in pressures)	-550
SLA top slice -at schools request (internal audit and occupational health)	-70
Non-funding of cost increases	-4,279
<b>Core delegated base budget 2019/20</b>	<b>150,720</b>
	+2.5%

I.e. the above cash increase assumes that Schools will help meet the additional costs of teachers pay awards and pension increases for 2019/20. Should this Council receive any further increases in funding specifically for schools then this will be passported directly to schools.

In 2018/19 schools were able to additionally access funding from the contingency fund and restructure reserve. This was predominantly needed to fund staffing departures. In 2019/20, as the restructure reserve has been fully utilised, and as the contingency fund is needed as a cushion for any delay in implementing savings proposals, this offer of access to these funds for schools is no longer available.

There are no further delegated funding changes for 2019/20 and so the total school cost centre budgets set out in Appendix H have increased by more than £3.7m for 2019/20 or 2.5% in respect of changes within the control of this authority.

It remains the case, however, that substantial elements of Schools Funding (c£17m) are now being delivered via specific Grant (Pupil Deprivation Grant and Education Improvement Grant (now part of the Regional Consortia School Improvement Grant)) which results in a substantial annual risk to overall School's funding which is not in the control of this Council.

The biggest funding risk to schools remains the lack of certainty over UK government administered increases to employers' teachers' pension costs. Whilst the department for Education holds a reserve to protect schools from the funding consequences in England ahead of the next Spending Review, and despite intense lobbying and reassuring indications, that this protection will extend to Welsh local authorities and their schools, no firm funding assurance or quantum, has still been provided at the date of producing this report.

In line with previous commitments already made, if any funding is confirmed as due to be received by this Council to recompense Swansea schools for those increased employers pension costs, then this will be passed on to schools in full at the earliest practicable opportunity.

### ***Social Care protection***

- 4.12 Similarly to Schools, the Welsh Government overall Revenue Settlement for 2019/20 included a notional prioritisation of funding for social care. In reality there is no significant additional funding specifically for social care as the overall settlement whilst increased, does not even begin to address inflationary pressures, let alone service specific pressures.

Overall the cash budget proposed for social services increases by around 4% or £4.4m, including money allocated for the increase in capital limits for social care.

### ***Capital Financing Charges***

- 4.13 There is a base line reduction of £764,000 compared to the 2018/19 approved budget reflecting both additional unsupported borrowing (for existing and new capital schemes) and the effect of the MRP review carried out in 2018/19, as well as the reduced borrowing requirement for Band B schools as a result of additional government grant availability.

As at 1<sup>st</sup> April 2015, and to date, a significant element of the Capital Financing requirement has been met by the allocation of internal funds (internal borrowing). This is highly dependent on cash-flows of the Council and it is anticipated that, during 2019/20, as has happened in 2018/19, there may be a

further need to externally borrow to replace elements of current internal borrowing.

Whether or not that need arises, I am mindful that we continue to enjoy historically low rates of interest on borrowing, and that a decision may be required to externalise further elements of current internal borrowing should there be a predicted and marked increase in forecast rates in order to best serve the Council's interests in the medium to long term.

Furthermore the authority has a potential range of ambitious and challenging investment plans and opportunities in the shape of 21<sup>st</sup> Century Schools Band B programme, the City Region Deal, City Centre redevelopment, and new housing plans, which are set out in the report on Capital elsewhere on this agenda.

Whilst the first year costs have been built into the 2019/20 budget, there is a longer term requirement to anticipate additional capital financing costs peaking at around £10m per annum extra (in 2025/26). This is materially lower than the equivalent figure reported last year as a result of substantial increases in current and medium term capital grant funding from the Welsh Government and as a direct result of the change to MRP policy which was approved by Council in December 2018.

### ***Fire Authority Levy***

- 4.14 Since the 14<sup>th</sup> February 2019 Cabinet report we have been notified of a confirmed increase in the Fire Authority Levy of £0.340m (2.7%). The final figure reflects an overall average 2.48% increase in the levy and some redistribution of shares of the levy between contributing authorities (£0.027m). This is £0.06m lower than the estimated increase included in the pressures table above.

### ***Council Tax Reduction Scheme***

- 4.15 The Authority received a baseline adjustment to its Revenue Support Grant of £18.883m for 2014/15 which has been notionally included as part of all future settlements. The effect of this is that any future increases in Council tax levels would have to be discounted by any potential increases in Council Tax Support costs. Where appropriate the yield will also have to take account of any increase in Council Tax Support Costs arising from increases in the Council Tax applied by the South Wales Police Commissioner.

The effects of funding additional Council tax support have been taken into account when calculating the funding in respect of the overall budget shortfall highlighted in table 1(a) in paragraph 4.5 of this report in the sum of £1.4m.

## **5. Specific Savings Proposals: Update**

- 5.1 In determining its budget proposals, the Authority has embarked on a specific long-term strategy – ‘*Sustainable Swansea: Fit for the Future*’ - as a means of

setting Council priorities, transforming services and addressing current and future deficits.

Details of that strategy, including the budget principles that the Authority has adopted together with a description of the key elements that underpin the service savings proposals, was presented and approved by Council on 22 October 2013 and subsequently reviewed by Cabinet on 16<sup>th</sup> July 2015.

- 5.2 The strategy as adopted underpinned the decision taken at the Council's Cabinet on 14<sup>th</sup> December 2018 to recommend specific savings proposals totalling £17.058m in 2019/20 for consultation. Cabinet on 14<sup>th</sup> February 2019 has now considered what changes to make to these proposals in light of the outcome of the consultation, and these are set out in paragraph 6.9.
- 5.3 The overall savings proposals, totalling some £17.058m as summarised below include specific service savings and cross cutting items. These are detailed in Appendix D.

**Table 4 – Summary of Savings proposals (as at 14<sup>th</sup> December 2018)**

<b>Savings</b>	<b>2019/20 £'000</b>
Previously consulted on savings	3,196
Cross cutting savings	406
Service specific savings	9,177
<b>Sub-total (as detailed in Appendix D)</b>	<b>12,779</b>
Schools*	4,279
<b>Total</b>	<b>17,058</b>

\*Schools savings and pressures fall entirely to the delegated budgets and are shown separately as these are decisions for schools to take

- 5.4 As with previous years, the Corporate Management Team will ensure that the Sustainable Swansea crosscutting savings targets are allocated to specific Heads of Service and cost centres for delivery during the course of 2019/20.
- 5.5 Details around the currently assumed proposals for Council Tax levels are shown in section 9 of this report.
- 5.6 Details around use of the Council's Reserves, contingency and inflation provisions are shown in section 8 of this report.

## **6. Outcome of Budget Consultation Process**

### **Budget consultation Results**

- 6.1 The annual budget consultation ran from 21<sup>st</sup> December 2018 to 1<sup>st</sup> February 2019. The consultation included a public survey available online and in hard-copy in council venues. In total 1,153 people took part in the general budget consultation survey.

We undertook targeted consultation activity around the Library Community Services proposals, letters and surveys were sent to service users. 182 people took part.

We also undertook a targeted consultation with schools on our proposed model for delivering Duke of Edinburgh Award (DofE) in the future. Four schools responded to this.

A full summary of consultation results can be found in Appendix E.

- 6.2 The EIA process has been running continually through the budget process. The EIA report is attached as Appendix F. Cabinet and Council will be kept updated on any potential issues that may arise as part of the budget implementation process.
- 6.3 Council will need to consider the response to consultation and the EIA report and demonstrate how we are taking account of the feedback. This is particularly the case, of course, if we are minded to proceed with any proposals where there is a significant majority of those responding opposed to this, bearing in mind that consultation feedback is just one of the factors that we need to consider when making difficult budget choices.

### **Main Results from the survey:**

- 6.4 The survey provided the opportunity for people to have their say on:
- Future funding of services
  - Proposed spend 2019/20
  - Specific budget proposals

#### **Future funding of services**

- 60% would you be prepared to pay more for some services rather than lose them?
- 76% would you prefer for the Council to deliver services in a different way rather than lose them?

#### **Proposed spend 2019/20**

- 86% agree that Social Services and Education should remain the Council's priority in terms of future spend?

## Specific proposals

6.5 The majority of proposals were supported by respondents. Areas which are receiving the highest levels of objection and agreement are outlined below:

### Agree

- 85% agree to increase the income from street trading enforcement by creating additional trading pitches
- 84% agree to explore increased income opportunities within the Music Service
- 81% agree with the proposed opening hours for Gorseinon library
- 81% agree to further roll out of the Local Area Co-ordination provision across the Swansea area
- 80% agree with the proposed opening hours for Morrison library

### Disagree

- 51% disagree to the introduction of charges for the 5 remaining free Council car parks
- 46% disagree to the expansion of the Camera car operation via the use of other vehicles
- 41% disagree with a 5% increase in fees for the Bereavement Services
- 41% disagree to the non-funding of street lighting on private roads

All survey responses including open text comment have been provided to Cabinet for consideration

## Library Community Service Summary

The survey provided people to have their say on the 2 elements of the Library Community Proposals. These questions were also included in the main survey.

<b>Do you agree or disagree that the Council <u>should continue</u> to provide free library book collections to 47 care homes and similar complexes?</b>		
General public	69% agree	32% disagree
Users of the home delivery service (182 responses)	91% agree	9% disagree
Users of the care home deliver survey (9 responses received)	56% agree	44% disagree
<b>Do you agree or disagree that the Council <u>should continue</u> to provide free library book delivery service to approximately 200 individuals who are unable to attend a library?</b>		
General public	70% agree	31% disagree
Users of the home delivery service (182 responses)	99% agree	1% disagree
Users of the care home deliver survey (9 responses received)	78% agree	22% disagree

All survey responses including open text comments have been provided to Cabinet for consideration

### **Duke of Edinburgh Award (DofE)**

We wrote to schools outlining our proposed model for delivering DofE in the future:

- 50% agree with our proposed new approach to delivering the DofE

### **Petition**

We received a petition against the proposed introduction to car parking charges in currently free Council car parks. Those who signed object to the proposals, stating:

“We, the undersigned, call on Swansea Council halt any plans to introduce any charges for parking in Gorseinon and ask that the Council clarify their position immediately”. The petition has been provided to Cabinet for consideration.

### **Other Correspondence**

We received a number of letters in relation to the budget proposals:

- 5 letters in relation to the proposed Library opening hours
- 2 letters in relation to the Library Community Service proposals
- 2 letters in relation car parking charges proposals

All letters have been provided to Cabinet view for consideration. .

### **Staff**

In January 2019 a series of staff roadshows were held to explain the budget proposals and council priorities.

As part of the Council's budget proposals, a number of Cross-council paybill reduction proposals were identified and communicated via the roadshows. Employees were asked to comment on these proposals via [servicecentrehelpdesk@swansea.gov.uk](mailto:servicecentrehelpdesk@swansea.gov.uk) or their recognised Trade Unions. Staff were given until the 7<sup>th</sup> Feb to respond.

We received a number of letters and emails from staff, all of which have been provided to Cabinet view for consideration.

### **Children and Young People**

- 6.6 As part of our planned ‘Big Conversation’ events with children and young people, we held an event on the 18<sup>th</sup> January which was attended by 67 young people from 10 secondary schools across Swansea.

Young people aged 11 – 18 years were offered the chance to contribute to the online budget consultation in the same way as other residents in Swansea, so their views would be included within the main body of the results.

Young people have asked in the future if conversations about budget proposals could be discussed throughout the year, and in more detail, when they are directly relevant to them so they can contribute at the early stages of planning and undertake a more meaningful conversation. This is something what we need to consider as the Council is committed to effectively engaging with young people.

## Summary

- 6.7 Finally, Council is asked to note that, as part of the budget consultation process:
- An account of the consultation responses will be placed on the Council's website
  - The detailed consultation responses have been sent to the relevant Head of Service to:
    - Reply to any particular responders as appropriate, for example, community groups, Assembly Members
    - Where appropriate, build the comments into the implementation of the proposals, subject to these being agreed by Council.
- 6.8 As previously agreed, engagement on the delivery of the objectives in *Sustainable Swansea, fit for the future* will continue during 2019.

### Changes proposed to the budget in this report

- 6.9 At the meeting of Cabinet on 14<sup>th</sup> February 2019, as a result of the feedback from the public consultation and considering wider priorities, a number of amendments to the budget were approved for recommendation to Council as follows:

	<b>2019/20 £'000</b>
<b>Sub-total of Savings Proposals – as per Table 4 above (and as detailed in Appendix D)</b>	12,779
Remove the proposal to charge for free car parks	-23
Reduce the proposal to review additional payments to staff to retain payment of professional fees for staff	-49
Reduce the proposal for Library Services to ensure the Delivery Service is maintained	-67
<b>Revised Savings Proposals (as detailed in Appendix D)</b>	<b>12,640</b>

- 6.10 At the meeting of Cabinet on 14<sup>th</sup> February 2019, the Section 151 Officer suggested that the removal of these savings could be funded by the lower than expected Fire Authority Levy (as detailed in paragraph 4.14 above) and by reducing the contribution to the contingency fund.
- 6.11 It is the view of the Section 151 Officer that the contribution to the Contingency Fund is now at its absolute minimum for 2019/20 to protect

against any slippage in achieving savings and any newly emerging budget pressures.

- 6.12 Scrutiny Panels have reviewed and fed back on the proposals and the Service Improvement and Finance Panel have discussed the budget proposals with the Leader of the Council. Following a meeting of the Service Improvement and Finance Panel on 12<sup>th</sup> February 2019, the Convenor of the Panel attended Cabinet on 14<sup>th</sup> February 2019 to outline the views of the Scrutiny Panel.
- 6.13 Council will need to consider whether it is minded to make any further recommendations beyond this in its final proposals for the 2019/20 budget.

## 7. Staffing Implications

### Background

- 7.1 The Cabinet Report of 14<sup>th</sup> December 2018 set out the latest estimate (**work on this is continuing and the number is likely to change**) of the impact of the current proposals on total staffing numbers for 2019/20 as set out in **Table 6** (shown as Full Time Equivalents (FTEs))

**Table 6 – Impact of Savings Proposals on FTEs 2019/20**

<b>Service Saving Proposals</b>	<b>FTEs</b>
Resources	2
Place	28
Education (excluding schools)	4
Social Services	127
<b>Total</b>	<b>161</b>

<b>Indicative schools figure if pensions funding is not released by UK government</b>	<b>FTEs</b>
Schools	145
<b>Total</b>	<b>145</b>

- 7.2 The Council is committed to continue to work closely with Trade Unions to minimise the number of compulsory redundancies.
- 7.3 The S188 Letter was sent out on 18<sup>th</sup> December 2018 and consultation with Trade Unions will continue throughout the process.
- 7.4 Meetings have taken place with the Trade Unions since the S188 was issued; with further meetings scheduled as and when required.

- 7.5 It should be noted that consultation will be undertaken on a rolling basis outside the normal budget cycle, as the outcomes from commissioning and other reviews are presented to Cabinet. Consequently, in some Service Areas, it was not possible at the time of the formal meetings with the Trade Unions to give details of the precise impact on staff and the figures quoted were, therefore, overall estimates. Future meetings with Trade Unions will be used to provide more detail when this becomes available as future options are agreed.
- 7.6 A reduction in posts in 2019/20 will be unavoidable, given that the Council spends over 40% of its overall budget on employees (significantly more in some Service Areas).
- 7.7 As achieved and evidenced in previous years, and continuing the Council's current policy, every effort will be made to minimise compulsory redundancies. Management action includes:
- *Tight management of vacancies so that we manage the deletion of posts via natural wastage over time*
  - *The use of fixed term appointments where a post needs to be covered*
  - *Stopping the use of agency staff unless a clear business case can be made*
  - *Redeployment and retraining wherever possible*
  - *Further encouragement of staff to consider ER/VR options, including bumped redundancies*
  - *Encouraging staff to work flexibly e.g. reduce hours or job share*
  - *Flexible retirement*
  - *Redeployment Open Days for staff*
- 7.8 The groups of staff likely to be most at risk (no options can be ruled out at this stage) are those affected by service savings in schools, social services and poverty and prevention and those in management/ supervisory posts and employed in business support functions.

### **Issues**

- 7.9 Through consultation meetings the Trade Unions have raised some concerns regarding the cross cutting proposals relating to the Council paybill and Trade Union facilities time. In terms of consultation with individual directorates discussions are ongoing.

We have not yet received a formal response to the budget proposals.

Based on current information it is anticipated that there will be some changes to the staffing figures as a result of:

- ERVR applications
- Not filling vacant posts
- Flexible Working requests, i.e. reduced hours
- Flexible Retirement
- Redeployment

- Bumped redundancies

These figures will be updated on an ongoing basis.

HR are constantly working with redeployees to secure them alternative positions. Employees at risk, i.e. those who have not been served notice, can also be considered for redeployment.

In addition, all posts are placed on the list of posts for employees at risk in the first instance. Director and CMT approval is required in order for the posts to be advertised either on the Vacancy Bulletin or externally.

### ***Consultation Period and Notice Periods***

- 7.10 The formal staff consultation period ended on 7<sup>th</sup> February 2019; although formal consultation meetings with staff and Trade Unions will continue as and when necessary.

Assuming that Council approves the budget, it will be after this date that the workforce implications of the budget can be implemented.

After any redundancy selection process has been completed, displaced staff will then be served with their contractual notice which could range from a 4 week period up to 12 weeks, which depends on the employee's length of service.

## **8. Reserves and Contingency Fund Requirement**

### ***Background***

- 8.1 It is a requirement of the Local Government Finance Act 1992 that authorities have regard to the level of reserves when calculating their Budget Requirement. Whilst there is no prescribed statutory minimum level of reserves, account should be taken of the strategic, operational and financial risks facing the Council.
- 8.2 In assessing the adequacy of reserves account needs to be taken of the following general factors:
- treatment of inflation and interest rates
  - level and timing of capital receipts
  - treatment of demand led pressures
  - expected performance against challenging budget requirements
  - treatment of planned efficiency savings / productivity gains
  - financial risks inherent in major capital developments and funding
  - the availability of reserves, government grants and other funds
  - general financial climate to which the authority is subject

In addition, Council is **not making sufficient progress towards rebalancing the budget** for 2018/19 and beyond, so a further draw from Specific Reserves

at year end is considered inevitable, beyond the £3million already approved. The Section 151 Officer continues, as set out below, to view General Reserves as already being at the absolute minimum safe level. Any consideration on use of reserves to fund the 2019/20 Revenue Budget is dependent on the level of confidence in predicting 2018/19 Revenue Outturn and the overall draw from those reserves. At present it remains the case therefore that there should ordinarily be no planned use of general reserves for any future budgets.

Setting the level of reserves is just one of several related decisions in the formulation of the Medium Term Financial Strategy i.e. it is more than a short term decision.

- 8.3 In considering reserve levels Members should have specific regard to:-
- The report of the Section 151 Officer to Council on 25<sup>th</sup> October 2018 'Review of Revenue Reserves'
  - The guidance issued by Welsh Government and circulated to all Members advising on methods that might be employed when reviewing the overall reserves of the Council.

### ***General Reserves***

- 8.4 The General Reserve amounted to £9.352m at 1st April 2018.
- 8.5 The Revenue Budget for 2018/19 approved by Council on 1<sup>st</sup> March 2018 assumed a transfer from General Reserves of £1m to support the budget in respect of grant losses. In the event this wasn't required and as such there is no movement in the General Reserve currently expected during 2018/19, although any final determination on the use of reserves will depend on the outturn position for 2018/19.
- 8.6 In the opinion of the S151 Officer the level of the General Reserve is currently at the very minimum recommended level and as such there is no assumed transfer from the reserve to support the 2019/20 budget.

Therefore the level of General Fund balances estimated at 31<sup>st</sup> March 2020 would be £9.352m.

### ***Contingency Fund***

- 8.7 The 3<sup>rd</sup> quarter financial monitoring report detailed several forecast uses of the Contingency Fund in 2018/19. At this time, it is anticipated that the £3.45m budgeted contribution in 2018/19 will be fully expended and/or used to fund the Council's final outturn position. Given the overall position as forecast in the 3<sup>rd</sup> quarter budget monitoring report for 2018/19 considered by Cabinet on 14<sup>th</sup> February 2019, the forecast Fund balance as at 31<sup>st</sup> March 2019 is nil.

- 8.8 In assessing the value of the Contingency Fund requirement in 2019/20, the following potential requirements are relevant:
- (a) The risks and issues detailed in Section 11 below.
  - (b) The need to provide a substantial potential source of finance for repeated potential overspending in services given past performance in 2017/18 and 2018/19, bearing in mind the Council has now likely exhausted all other Earmarked Reserves.
  - (c) The continuing poor outlook for Public Finances as set out in the Cabinet report on 14<sup>th</sup> December and summarised in the MTFP report elsewhere on the agenda.
  - (d) The expectation that any emerging additional inflationary pressures beyond the large already budgeted items (National Living Wage, pay awards) will be a call on the fund in year.
- 8.9 Bearing the above in mind, together with the proposals in respect of funding current year service pressures within the 2019/20 base budget, and the risk of repeating overspending from 2018/19, which continues to increase levels of risk, it was recommended to Cabinet that the contribution to the base budget Contingency Fund in respect of 2019/20 was increased by £0.251m to £3.701m, depending upon any budget decisions Cabinet was also minded to recommend. Again this is considered the absolute minimum necessary to be maintained in light of the likely risks and issues facing this Council.

In addition as set out in the review of earmarked reserves it is considered prudent to, on a one-off basis increase contingency by a further £3.450m, as a further risk mitigation against repeated overspending in year.

The implications of Section 6 above are that the contribution to the Contingency Fund will reduce by £0.79m to fund the reduced savings proposals.

<b>Contingency Fund</b>	<b>£'000</b>
Base budget funded from 2018-19	3,450
Base budget increased funding 2019-20	251
One off increased funding - for 2019-20 via draw from capital equalisation reserve	3,450
Base budget decrease to fund reduced savings proposals	-79
<b>Total available for 2019-20</b>	<b>7,072</b>

### ***Earmarked Reserves***

- 8.10 The Council retains earmarked reserves for specific purposes. The reasons for holding these reserves are documented and are subject to ongoing review

and scrutiny. The forecast transfers to and from reserves are summarised in Appendix C.

On 25<sup>th</sup> October 2018 Council received and approved a report detailing a formal review and re-allocation of Earmarked Revenue Reserves of the Council.

- 8.11 From the specific grants so far announced by the Welsh Government for 2019/20 it appears that where there are reductions to grants these are not significant so it is unlikely that there will be a significant impact on Swansea. However there are a number of grants that have not yet been announced and there may or may not be a significant reduction to those. Any reduction is likely to have an impact.

Past experience has shown that whilst it is extant Council policy that any reduction in specific grant should be met from an equal reduction in service expenditure, there is often a lag between loss of grant and reduction in costs/change in service levels.

It is also clear that in respect of some specific grants any reduction in associated expenditure may have a detrimental effect in meeting service targets with a consequential increase in future financial penalties.

There are no remaining reserves specifically to protect against grant losses so any reductions would fall firstly to the Service department to manage or if significant would have to be considered for funding from the Contingency Fund.

- 8.12 It is proposed to release £3.450m from the capital equalisation reserve (an originally funded from revenue reserve) to reduce the pressure on revenue budgets arising from capital spending, and financing, in line with the original intention. However the sum released has been added on a one off basis to the base budgeted contingency fund to support it's one off increase by a further £3.450m.

### ***Review of Insurance Fund***

- 8.13 A further review was completed of the sums set aside to provide for future claims which are not known or only partly known at this time. Such claims can be very significant and can relate to past periods going back many years.
- 8.14 In the light of that assessment £700k was released for the three years starting with 2017/18 and was already reflected in the budget proposals previously considered by Cabinet. This was extended as part of the budget process for 2018/19 and will now be extended for a further year so will end in 2022/23.

### ***Adequacy of Reserves***

- 8.15 Whilst the proposed use of Earmarked Reserves in 2019/20 funds one off and some recurring expenditure, taking into account the level of General and

Earmarked Reserves which would be available should there be an overriding financial requirement, and the arrangements in place to monitor and manage financial risk in 2019/20 and future years, I am just satisfied that the proposed management of reserves in 2019/20 will result in a forecast level of General Reserves, Earmarked Reserves and Provisions which may be adequate, subject to the potential financial implications of the risks described in Section 11 below and the final budget proposals recommended by Cabinet to Council.

- 8.16 Given the considerable risks and uncertainties facing the Council in 2019/20 and future years, it remains my advice as the officer designated with responsibility for the overall finances of the Council that the above represents reasonable prudent financial management having due regard to service pressures and funding constraints. Nevertheless, increasingly the risks associated with the budget, especially any non-deliverability in practice of planned savings remains very pronounced. This is especially important when viewed in the context of draws from General Reserves in 2017-18 and Earmarked Reserves in 2018-19, which cannot be repeated. Put simply and bluntly both those routes are now all but fully exhausted going forward and Council will have to consider some or all of the following in future years:
- Significant service reductions driven by the zero based budget review
  - Significant reductions in future capital aspirations
  - Significant further council tax increases each year

## **9. Budget Requirement and Council Tax 2019/20**

- 9.1 The Council's recommended requirement is set out in Appendix A. The City and County of Swansea Requirement of £443.326m will be financed partly by Revenue Support Grant of £242.197m and National Non-Domestic Rates of £80.014m.

Based on the report to Cabinet on 14<sup>th</sup> December 2018, and in line with assumptions contained in the Welsh Government's spending assessment for Swansea, a Council Tax rise of 6.31% would have generated an additional sum of £7.343m.

However, based on the recommendations made at Cabinet on 14<sup>th</sup> February 2019, a slightly lower Council Tax rise of 5.99% would generate an additional sum of £6.986m, a band 'D' charge of £1,344.69

Taking consequential lower Council Tax Reduction Scheme support costs into consideration there is a net reduction in proposed income of £0.26m. This is proposed to be funded by targeting the uplift in Discretionary Rate Relief funding from Welsh Government and a modest reduction to the level that the Contingency Fund would have been set at.

- 9.2 Including Community Councils, the total requirement, after taking account of proposals in respect of reserve transfers and currently assumed savings, is £444.791m.

- 9.3 The above proposals are based on an indicative Council Tax rise which is within the range of planning assumptions of the Medium Term Financial Plan.

## 10. Summary of Funding 2019/20

- 10.1 The implications of sections 4, 5, 6, 7 and 8 above, together with the assumed 5.99% rise in Council Tax identified in Section 9 above, results in a forecast additional funding of £24.401m in 2019/20 as detailed in Table 7 below.

**Table 7 – Budget Proposals 2019/20**

	<b>£'000</b>
Revised Savings proposals as per Section 6 above	12,640
Schools Savings Requirement as per Table 4 above	4,279
Net effect of Council tax base increase and proposed charges	6,986
Funding identified for change to Council Tax	357
Funding identified for change to Savings Proposals	139
<hr/> <b>Overall resourcing</b> <hr/>	<hr/> <b>24,401</b> <hr/>

- 10.2 I am satisfied that the budget proposals detailed in this report represent a realistic and achievable financial plan for 2019/20 subject to the potential financial implications of the risks described in Section 11 below.

## 11. Assessment of Risks and Uncertainties

- 11.1 As in previous years, there are a number of potential costs which have been considered in the context of the budget proposals. In particular, the following items:

### ***(a) Implications of specific 2018/19 overspends***

The 3<sup>rd</sup> quarter financial monitoring report, discussed at the Cabinet meeting on 14<sup>th</sup> February 2019, highlights a number of service overspends. It is anticipated that remedial action already in place will serve to mitigate some of the overspends identified. Where this is not the case, then adjustment via the Contingency Fund will have to be made for any items that are seen to re-occur.

### ***(b) Unavoidable Spending Requirements***

All services will need to meet a range of additional / new pressures in 2019/20. These include the implications of new legislation; demographic changes; final completion of the single status appeals process; and other requirements. Whilst reasonable provision has been made for these costs, there is a risk that some items will result in overspends. In particular it has previously been the case that the cost of pay protection arising out of single status implementation can be funded centrally, going forward any and all

costs that arise as a result of the appeals process will have to be met from within specific existing Directorate budgets.

### **(c) Savings**

It is essential in terms of the financial challenges facing the Council beyond 2019/20 that further savings proposals are continuously developed as part of the *Sustainable Swansea* programme and **implemented over and above those proposed within this budget to provide some headroom**. This will be a continuation of plans already underway and specifically include existing and the next waves of commissioning reviews and a further particular focus on more cross cutting themes through the zero based budget review.

The 2019/20 budget includes significant and extensive savings targets which must be fully achieved. **It is a fundamental requirement of the Council's financial procedure rules that Responsible Officers are required to manage expenditure within approved budgets of the Council and to that extent it is essential, should specific proposed budget savings be delayed or postponed, that alternative savings are fully achieved in year to meet approved Directorate Budgets.**

Given the nature and scale of the savings challenge during 2019/20, there will be continued and enhanced monitoring and tracking of progress in achieving budget savings which will be reported to Corporate Management Team, Financial Strategy and Transformation Group and Cabinet.

As noted above, further proposals will be brought to Cabinet during the year as necessary.

### **(d) Inflation**

Where there have been specific announcements around minimum wage increases an estimate has been included around the potential additional costs that may fall to the Council from external contractors. In addition £1.0m has been provided for potential inflationary increases in areas where there is a significant element of contracted out services.

### **(e) Care Home Fees**

Budget provision has been made for the 2019 contract settlement with care home providers. However, it is likely that fees will need to be further monitored given that the Council has to undertake an annual review of payments to care home providers which must be robust and evidenced – see specific provision for inflation above.

### **(f) Specific Grants**

A number of specific grants are yet to be announced. In the event that the level of specific grants awarded for 2019/20 is less than that for 2018/19, it is

essential that Directorates take action to manage such reductions within the proposed spending limits – i.e. there is no ongoing corporate provision for meeting such shortfalls. There is a clear expectation that expenditure will be cut to match the level of grant. Recent experience suggests that there may be substantial in-year reductions to grant funding streams that will require urgent and concerted action in terms of mitigation.

It is, however, acknowledged based on past experience that where specific grants are reduced there may be a time lag between reduction in funding and the Council's ability to reduce costs. It is equally clear that in some areas currently funded by specific grant the Council will, for operational or service reasons, wish to maintain expenditure. Any future bids for funding to cover loss of specific grants will have to be made against the already significantly reduced contingency fund.

Following last year's late announcements regarding the Ethnic Minority specific grant, the Welsh Government have included £8.7m (all of Wales) as a specific grant in 2019/20. As with many other specific grants there are no indications for future years.

#### ***(g) Equal Pay Back Payments***

The bulk of equal pay claims both in number and value have now been fully settled. However, legislation is such that further claims cannot be precluded although the introduction of the compliant pay and grading structure from 1<sup>st</sup> April 2014 will significantly lessen risk in this area over time.

#### ***(h) Implementation of Single Status***

Whilst the Council implemented a compliant pay and grading structure from 1<sup>st</sup> April 2014, there has been a significant number of appeals against grades awarded. Where these appeals have been successful, it will lead to additional costs over and above the grade initially allocated including incremental costs over a period of up to five years, of which 2018/19 represented the last year and effectively this risk is now dropping out for 2019/20.

#### ***(i) Council Tax Reduction Scheme***

Provision has been made for the estimated costs which are now linked directly to any proposed increases in Council Tax Levels.

#### ***(j) Capital Financing Charges***

There is a risk that the funding ask (in respect especially of additional unsupported borrowing) highlighted in the Capital Budget report elsewhere on the agenda will result in additional charges over and above the agreed budget provision.

The report on the Capital Programme for 2018/19 – 2024/25 elsewhere on this agenda highlights specific actions that need to be taken to mitigate

against future increases in revenue costs linked to increases in unsupported borrowing and further externalisation of current debt.

In additional mitigation, there was a report to Council on 20<sup>th</sup> December 2018 in respect of the formal review of the Minimum Revenue Provision. This has the benefit of reducing capital financing charges in the short to medium term, albeit at the expense of increases in the medium to longer term, before once again reducing in the very long term. These shorter-term savings have been built into the budget for 2019/20 and beyond.

- 11.2 Whilst reasonable assumptions have been made in relation to each of the above risks it is impossible to be certain that adequate funding will be available for every item. This re-enforces the need to have adequate reserves and balances available to meet any unexpected costs or shortfalls.
- 11.3 The above risks are both substantial and potentially significant in value. Therefore during 2019/20 specific actions are being put in place which will involve:-
- Monthly monitoring of specific savings targets against an agreed implementation timetable in order to identify any slippage and appropriate and equivalent compensating budget savings.
  - Ensuring compliance with the Council's Financial Procedure Rules, which require Responsible Officers to manage budgets within the limits set by Council.
  - The impact of any changes to specific grant funding streams.

## **12 Equality and Engagement Implications**

- 12.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

- 12.2 Budget proposals continue to be subject to the Council's Equality Impact Assessment (EIA) process. Appendix F contains the Equality Impact Assessment (EIA) Statement for the Budget. The focus continues to be on mitigation of impact on the community.

- 12.3 Due to both the nature of the proposals being considered and the regulatory framework around EIAs, many now take a number of months to reach a conclusion. The budget planning process operates over a 3-year period, with many proposals being considered, designed and altered prior to implementation over this time period.
- 12.4 Officers are always advised to undertake the initial screening as early as they can, with (if required) a full EIA report then opened as soon as possible. This is then completed as proposals are worked through and means that we are now working on budget EIAs throughout the year. As a result, the assessment of impact is not a one-off exercise – it is a continuing process.
- 12.5 To ensure ongoing rigorous process, the following elements are of note:
- Where officers have concerns and/or queries, meetings are held with the Access to Services Team to look at both the proposal and the EIA
  - EIA reports are often added to over a period of time, e.g. following consultation and engagement activities, following changes to the detail of proposals
  - Quality assurance is carried out by officers with expertise in the areas of equality, Welsh language, poverty and the UNCRC
  - Where a proposal has potential adverse impacts that cannot be mitigated, the EIA is referred to senior managers for attention and consideration.
- 12.6 In addition, with a number of both commissioning and other reviews underway across the organisation, the total or overall impact of the proposed budget is difficult to fully assess at any point of implementation, particularly with the EIA process being a continuing feature as proposals are further developed. Therefore we will continue to publish each EIA report with the relevant corporate report at:

<http://www.swansea.gov.uk/eia>

There are a number of full Equality Impact Assessments reports that Council need to consider in relation to this budget. These are currently being finalised following the consultation and engagement activities.

### **13. The Medium Term Financial Plan (MTFP) 2020/21 – 2022/23**

- 13.1 Many of the issues identified in this report have implications for future years. The MTFP report elsewhere on the agenda includes an assessment of likely shortfalls in future years and outline proposals for achieving savings.

### **14. Legal Implications**

- 14.1 The Authority is under a duty to make arrangements for the proper administration of its financial affairs. Failure to do so will be a breach of that duty.

**Background Papers:** None

**Appendices:**

Appendix 'A' Revenue Budget summary 2019/20

Appendix 'B' Net Directorate budget proposals

Appendix 'C' Earmarked Reserves

Appendix 'D' Specific savings proposals

Appendix 'E' Summary of consultation responses

Appendix 'F' Equality Impact Assessment Statement

Appendix 'G' Response of the Schools' Budget Forum

Appendix 'H' Directorate Budgets

## APPENDIX A

## REVENUE BUDGET SUMMARY 2019/20

<b><u>DIRECTORATE</u></b>	<b>ORIGINAL BUDGET 2018/19 £'000</b>	<b>ORIGINAL BUDGET 2019/20 £'000</b>
RESOURCES	41,191	45,011
POVERTY AND PREVENTION	6,378	4,553
SOCIAL SERVICES	111,790	116,039
EDUCATION	20,799	19,968
EDUCATION - DELEGATED TO SCHOOLS PLACE	147,013	150,720
ADDITIONAL SAVINGS	0	0
<b><i>NET DIRECTORATE EXPENDITURE</i></b>	<b>383,776</b>	<b>392,549</b>
SPECIFIC PROVISION FOR INFLATION / APPRENTICESHIP LEVY	2,000	3,000
<b><i>OTHER ITEMS</i></b>		
LEVIES		
SWANSEA BAY PORT HEALTH AUTHORITY	86	86
CONTRIBUTIONS		
MID & WEST WALES COMBINED FIRE AUTHORITY	12,631	12,971
<b><i>CAPITAL FINANCING CHARGES</i></b>		
PRINCIPAL REPAYMENTS	16,066	14,152
NET INTEREST CHARGES	16,643	17,793
<b><i>NET REVENUE EXPENDITURE</i></b>	<b>431,202</b>	<b>440,551</b>
<b><i>MOVEMENT IN RESERVES</i></b>		
GENERAL RESERVES	-1,000	0
EARMARKED RESERVES	2,614	2,375
<b><i>TOTAL BUDGET REQUIREMENT</i></b>	<b>432,816</b>	<b>442,926</b>
DISCRETIONARY RATE RELIEF	400	400
<b><i>TOTAL CITY AND COUNTY OF SWANSEA REQUIREMENT</i></b>	<b>433,216</b>	<b>443,326</b>
COMMUNITY COUNCIL PRECEPTS	1,403	1,465
<b><i>TOTAL REQUIREMENT</i></b>	<b>434,619</b>	<b>444,791</b>
<b><i>FINANCING OF TOTAL REQUIREMENT</i></b>		
REVENUE SUPPORT GRANT	239,946	242,197
NATIONAL NON-DOMESTIC RATES	79,141	80,014
COUNCIL TAX - CITY AND COUNTY OF SWANSEA	114,129	121,115
COUNCIL TAX - COMMUNITY COUNCILS	1,403	1,465
<b><i>TOTAL FINANCING</i></b>	<b>434,619</b>	<b>444,791</b>
<b><i>COUNCIL TAX BASE for the City and County of Swansea</i></b>	<b>89,962</b>	<b>90,069</b>
<b><i>COUNCIL TAX AT BAND 'D' (£) for the City and County of Swansea</i></b>	<b>1,268.64</b>	<b>1,344.69</b>
<b><i>GENERAL RESERVES</i></b>		
AT 1 APRIL	9,000	9,352
AT 31 MARCH	8,000	9,352

**REVENUE BUDGET 2019/20**  
**NET DIRECTORATE BUDGET PROPOSALS**

	Resources £000	Poverty and Prevention £000	Social Services £000	Education £000	Education - Delegated to Schools £000	Place £000	To be allocated £000	Total £000
<b>Original estimate 2018/19</b>	<b>41,906</b>	<b>6,378</b>	<b>111,075</b>	<b>20,799</b>	<b>147,013</b>	<b>56,605</b>	<b>0</b>	<b>383,776</b>
Directorate Transfers	0	0	0	0	0	0	0	0
<b>Original estimates following transfers</b>	<b>41,906</b>	<b>6,378</b>	<b>111,075</b>	<b>20,799</b>	<b>147,013</b>	<b>56,605</b>	<b>0</b>	<b>383,776</b>
Transfer to (+) / from (-) reserves 2018/19	-88	0	-290	0	0	242	0	-136
<b>Original estimate 2018/19 excluding reserves</b>	<b>41,818</b>	<b>6,378</b>	<b>110,785</b>	<b>20,799</b>	<b>147,013</b>	<b>56,847</b>	<b>0</b>	<b>383,640</b>
Transfers for specific items 2018/19	0	0	0	277	606	0	0	883
Baseline adjustments 2018/19	210	122	85	-91	0	-326	0	0
<b>Adjusted service budgets 2018/19</b>	<b>42,028</b>	<b>6,500</b>	<b>110,870</b>	<b>20,985</b>	<b>147,619</b>	<b>56,521</b>	<b>0</b>	<b>384,523</b>
Baseline adjustments 2019/20	70	0	557	0	-70	0	0	557
Spending Needs	3,001	85	7,825	330	4,300	1,550	0	17,091
Pay inflation provision	498	215	1,052	405	3,150	1,430	0	6,750
Savings:								
Specific consultation proposals	-642	-2,247	-4,265	-1,752	-4,279	-3,734	0	-16,919
Senior Staff Savings	0	0	0	0	0	0	0	0
<b>Original estimate 2019/20 excluding reserves</b>	<b>44,955</b>	<b>4,553</b>	<b>116,039</b>	<b>19,968</b>	<b>150,720</b>	<b>55,767</b>	<b>0</b>	<b>392,002</b>
Transfer to (-) / from (+) reserves 2019/20	56	0	0	0	0	491	0	547
<b>Net Directorate budgets 2019/20</b>	<b>45,011</b>	<b>4,553</b>	<b>116,039</b>	<b>19,968</b>	<b>150,720</b>	<b>56,258</b>	<b>0</b>	<b>392,549</b>

## REVENUE BUDGET 2019/20

### EARMARKED RESERVES

	Balance 31/03/18 £000	2018/19 £000	Balance 31/03/19 £000	2019/20 £000	Balance 31/03/20 £000
<b>DIRECTORATE RESERVES</b>					
Equalisation reserves	-3,071	-7,199	-10,270	3,450	-6,820
Commuted sums	-6,140	-421	-6,561	60	-6,501
Repair & renewal funds	-3,664	544	-3,120	431	-2,689
Profit share	-1,318	-65	-1,383	-66	-1,449
Service reserves	-5,431	2,106	-3,325	63	-3,262
<b>TOTAL DIRECTORATE RESERVES</b>	<b>-19,624</b>	<b>-5,035</b>	<b>-24,659</b>	<b>3,938</b>	<b>-20,721</b>
<b>CORPORATE RESERVES</b>					
Contingency Fund	0	0	0	-7,072	-7,072
Insurance	-16,801	950	-15,851	700	-15,151
Job Evaluation earmarked	0	0	0	0	0
Transformation/Efficiency	-8,860	7,965	-895	39	-856
<b>TOTAL CORPORATE RESERVES</b>	<b>-25,661</b>	<b>8,915</b>	<b>-16,746</b>	<b>-6,333</b>	<b>-23,079</b>
<b>UNUSABLE/TECHNICAL RESERVES</b>	<b>-947</b>	<b>371</b>	<b>-576</b>	<b>20</b>	<b>-556</b>
<b>SCHOOLS DELEGATED RESERVES*</b>	<b>-7,101</b>	<b>2,484</b>	<b>-4,617</b>	<b>0</b>	<b>-4,617</b>
<b>TOTAL RESERVES</b>	<b>-53,333</b>	<b>6,735</b>	<b>-46,598</b>	<b>-2,375</b>	<b>-48,973</b>

\* 2018/19 figures are based on the December 2018 position. The 2018/19 figures exclude the £1.5m special grant for teachers pay award that is likely by the 31st March. There is no updated information available for 2019/20.

## APPENDIX D

Director	Head of Service Budget	Savings Proposals	Savings 19/20 £'000
Cross Cutting	Cross Cutting	Previously consulted upon savings	3,196
Cross Cutting	Cross Cutting	Extended Christmas office closure and invite staff to take as paid or voluntary unpaid leave	50
<b>Cross Cutting</b>	<b>Cross Cutting</b>	<b>Review of additional payments to staff</b>	<b>356</b>
		<b>Cross Cutting Total</b>	<b>3,602</b>
Education	Non Delegated	Increase income to support Music Service	97
Education	Non Delegated	Cease contribution to WJEC (working through WLGA)	36
Education	Non Delegated	Devolve funding to schools for changes to regional improvement service, particularly curriculum support	64
Education	Non Delegated	Implement new service model for ethnic minority achievement service in line with grant level received	23
Education	Non Delegated	Efficiency savings and joint-working for SIMS / MIS Joint Working and broadband / licence costs	20
Education	Non Delegated	Bring forward relocation of EOTAS (out of school provision) to new centre	150
Education	Non Delegated	Schools to fund demographic and other cost pressures	1,025
		<b>Education Total</b>	<b>1,415</b>
Place	Corporate Building Services	Staff efficiency savings via rollout of Mobile Working	100
Place	Corporate Building Services	Climate Change Levy costs	180
Place	Corporate Building Services	Increase in fee income for Construction Design and Management services	25
Place	Corporate Property	New income from rental of office space in Civic Centre	275
Place	Corporate Property	New ways of delivering services through community hubs following the commissioning review of services in the community	100
Place	Culture and Tourism	Efficiencies as a result of new leisure centre partnership	200
Place	Culture and Tourism	More efficient use of internal marketing services.	135
Place	Culture and Tourism	Review existing management arrangements of Dylan Thomas Centre	108
<b>Place</b>	<b>Culture and Tourism</b>	<b>Remodel library services to ensure a more equal provision of service across Swansea</b>	<b>152</b>
Place	Culture and Tourism	Efficiency savings and increased income at museums, galleries and theatre.	55
Place	Directorate	Back office savings	300
Place	Highways and Transportation	Integrated Transport Unit Savings	250
Place	Highways and Transportation	New income through additional tourist camp sites.	15
Place	Highways and Transportation	Modernise fleet management.	10
Place	Highways and Transportation	Reduced vehicle repair costs as a result of fleet investments	20
Place	Highways and Transportation	Expand Camera Car Operation via use of other council vehicles.	20
Place	Highways and Transportation	No longer fund lighting on non-highways owned land.	46
Place	Highways and Transportation	Further rollout out of automated school crossing controls	25

Director	Head of Service Budget	Savings Proposals	Savings 19/20 £'000
Place	Highways and Transportation	Charge for free car parks	23
Place	Housing & Public Protection	Above inflation (5%) increase to fees and charges and increased income generation activity across Bereavement Services, Registration Services, Building Control, Trading Standards and Food & Safety. Main risk in Burials and Registrations is terms of remaining competitive with direct LA neighbours	162
Place	Housing & Public Protection	Better use of resources through the implement new homelessness strategy	200
Place	Planning & City Regeneration	Renegotiate partnership contribution to City Centre Ranger Service	30
Place	Planning & City Regeneration	Increase planning applications fee target	50
Place	Planning & City Regeneration	Restructure Strategic Planning & Natural Environment Team	130
Place	Planning & City Regeneration	Delete vacant posts	60
Place	Planning & City Regeneration	Review payment model for Development/Regeneration Team	50
Place	Planning & City Regeneration	Budget efficiencies within directorate	50
Place	Various	Income earning services to self-fund pay increase costs	750
Place	Waste Management and Parks	Explore partnership arrangements for Botanical Gardens	75
		<b>Place Total</b>	<b>3,596</b>
Resources	Resources	Trade Union facility time reductions	40
Resources	Resources	Review of costs of Welsh Translation Service	10
Resources	Resources	Review of management structures across Resources directorate	126
Resources	Resources	Implement final phase of Service Centre changes	50
Resources	Resources	Reduce corporate subscriptions	25
Resources	Resources	Cost savings for digital services.	64
Resources	Resources	Further reduction in Council Tax Reduction Scheme	300
		<b>Resources Total</b>	<b>615</b>
Social Services	Adult Services	Merge and reconfigure commissioning and procurement resources within poverty & prevention and social services	500
Social Services	Adult Services	Review contribution to regional working on health and safeguarding.	85
Social Services	Adult Services	New business support hub for education and social services	205
Social Services	Adult Services	Further roll out of local area co-ordination and increase in 'trusted assessor' roles linked to hospital discharge and the review of long term care packages.	400
Social Services	Adult Services	Transfer Client Income and Finance from Social Services to central team	67
Social Services	Adult Services	More efficient funding of Care and Repair	59
Social Services	Child & Family	Management savings across shared regional children's services	20
Social Services	Child & Family	Fund advocacy in line with need	40
Social Services	Poverty & Prevention	Better integration of services in poverty & prevention, social services, education and aspects of Place to make management savings.	200

Director	Head of Service Budget	Savings Proposals	Savings 19/20 £'000
Social Services	Poverty & Prevention	Create a single family support function following review outcome	1,150
Social Services	Poverty & Prevention	Alignment of Early Intervention and Family Learning provision	20
Social Services	Poverty & Prevention	Increase income from training delivered at Gower Activity Centres and the Life Long Learning Service	10
Social Services	Poverty & Prevention	Realignment of employability service to maximise efficiency of grant and management.	200
Social Services	Poverty & Prevention	Increase income and full cost recovery for adult and community learning	119
Social Services	Poverty & Prevention	Efficiencies in joint commissioning arrangements in Disability Services	32
Social Services	Poverty & Prevention	Increase income and maximise grants for Adult Prosperity & Wellbeing -	30
Social Services	Poverty & Prevention	Direct licensing model with Duke of Edinburgh Wales in line with other authorities.	20
Social Services	Poverty & Prevention	Relocation of Early Intervention Service to release grant funding from Flying Start and Families First to offset core spend	40
Social Services	Poverty & Prevention	Recommission the statutory school based counselling contract to achieve best value	39
Social Services	Poverty & Prevention	Review contribution to VAWDASV (domestic abuse/violence) achieve efficiencies via regional working and align with other funding streams	20
Social Services	Poverty & Prevention	Remodelling of Community Safety partnership funding arrangements	15
Social Services	Poverty & Prevention	Review Life Stages Team and alignment with other commissioning roles in Social Services	30
Social Services	Poverty & Prevention	Reform third sector Change Fund to focus on direct SLA funding	250
		<b>Social Services Total</b>	<b>3,551</b>
		<b>Grand Total</b>	<b>12,779</b>

Savings removed by Cabinet (in **bold** above)

Place	Culture and Tourism	Remodel library services to ensure a more equal provision of service across Swansea ( <b>remove part</b> )	-67
Place	Highways and Transportation	Charge for free car parks	-23
Cross Cutting	Cross Cutting	Review of additional payments to staff ( <b>remove part</b> )	-49
		<b>Total Reductions to Savings</b>	<b>-139</b>

		<b>Final Savings Total</b>	<b>12,640</b>
--	--	----------------------------	---------------

## Budget Consultation Results 2019

### 1. Budget Consultation

Consultation on the specific budget proposals ran from 21st December 2018 to 1<sup>st</sup> February 2019. A survey was produced detailing the council's budget proposals, giving people the opportunity to provide their feedback. In total 1,153 people took part in the general budget consultation survey.

The consultation was available online at [www.swansea.gov.uk/budgetsurvey](http://www.swansea.gov.uk/budgetsurvey) and hard copies were made available in Libraries and Council venues across the City.

We undertook targeted consultation activity around the Community Library Service proposals, letters and surveys were sent to those who use the service. 182 people responded to this consultation survey.

We also undertook a targeted consultation with schools on our proposed model for delivering Duke of Edinburgh Award (DofE) in the future. Four schools responded to this.

There were 3,531 visits to our Budget Consultation webpages. The link on Staffnet went straight to the main budget page.

#### Communication and Social Media

The consultation was widely promoted across Swansea within the press and social media. Example of social media can be found in Appendix 1. This resulted in:

- 3 press releases in total
- 9 media mentions, including three double-page spreads in EP and a number of radio mentions.
- 3 Facebook posts – with a total reach of 12,100 and 1,390 engagements
- 18 tweets – 44,500 impressions and 1,173 engagements

### 2. Budget Consultation Summary Results (full results Appendix 1)

The survey provided the opportunity for people to have their say on:

- Future funding of services
- Proposed spend 2019/20
- Specific budget proposals

#### Future funding of services

**60%** would you be prepared to pay more for some services rather than lose them?

**76%** would you prefer for the Council to deliver services in a different way rather than lose them?

#### Proposed Spend

**86%** Agree that Social Services and Education should remain the Council's priority in terms of future spend?

### Specific Proposals

The majority of proposals were supported by respondents. Areas which received the highest levels of objection and agreement are outlined below:

#### Agree

**85%** agree to increase the income from street trading enforcement by creating additional trading pitches

**84%** agree to explore increased income opportunities within the Music Service

**81%** agree with the proposed opening hours for Gorseinon library

**81%** agree to further roll out of the Local Area Co-ordination provision across the Swansea area

**80%** agree with the proposed opening hours for Moriston library

#### Disagree

**51%** disagree to the introduction of charges for the 5 remaining free Council car parks

**45%** disagree to the expansion of the Camera car operation via the use of other vehicles

**41%** disagree with a 5% increase in fees for the Bereavement Services

**41%** disagree to the non-funding of street lighting on private roads

Text comments provided in the survey have been presented in full to Cabinet for consideration.

### 3. Library Community Service Results

The survey provided people to have their say on the 2 element of the Library Community Proposals. These questions were also included in the main survey.

<b>Do you agree or disagree that the Council <u>should continue</u> to provide free library book collections to 47 care homes and similar complexes?</b>		
General public	69% agree	32% disagree
Users of the home delivery service (182 responses)	91% agree	9% disagree
Users of the care home deliver survey (9 responses received)	56% agree	44% disagree
<b>Do you agree or disagree that the Council <u>should continue</u> to provide free library book delivery service to approximately 200 individuals who are unable to attend a library?</b>		
General public	70% agree	31% disagree
Users of the home delivery service (182 responses)	99% agree	1% disagree
Users of the care home deliver survey (9 responses received)	78% agree	22% disagree

Text comments provided in the survey have been presented in full to Cabinet for consideration.

#### **4. Duke of Edinburgh Award (DofE)**

We wrote to schools outlining our proposed model for delivering DofE in the future:

**50%** agree with our proposed new approach to delivering the DofE

#### **5. Petition**

We received a petition against the proposed introduction to car parking charges in currently free Council car parks. Those who signed object to the proposals, stating:

“We, the undersigned, call on Swansea Council halt any plans to introduce any charges for parking in Gorseinon and ask that the Council clarify their position immediately”

#### **6. Other Correspondence**

We received a number of letters in relation to the budget proposals:

- 5 letters in relation to the proposed Library opening hours
- 2 letters in relation to the Library Community Service proposals
- 2 letters in relation car parking charges proposals

All letters have been provided to Cabinet view for consideration. .

#### **7. Staff**

In January 2019 a series of staff roadshows were held to explain the budget proposals and council priorities.

As part of the Council's budget proposals, a number of cross-council paybill reduction proposals were identified and communicated via the roadshows. Employees were asked to comment on these proposals via [servicecentrehelpdesk@swansea.gov.uk](mailto:servicecentrehelpdesk@swansea.gov.uk) or their recognised Trade Unions. Staff were given until the 7<sup>th</sup> February to respond.

We received a number of letters and emails from staff, all of which have been provided to Cabinet and Council view for consideration.

#### **8. Children and Young People**

As part of our planned ‘Big Conversation’ events with children and young people, we held an event on the 18<sup>th</sup> January which was attended by 67 young people from 10 secondary schools across Swansea.

Young people aged 11 – 18 years were offered the chance to contribute to the online budget consultation in the same way as other residents in Swansea, so their views would be included within the main body of the results.

During feedback and evaluation from young people of Budget Big Conversations young people told us that they did not want to dedicate an entire Big Conversation session to the budget questions within the budget consultation that were not directly relevant to them.

Young people told us that they would rather discuss the budget as and when it is relevant to the priority topic that they have allocated to each Big Conversation. For example, during The Big 'Strong Communities' Conversation, young people will discuss the budget in terms of housing and community opportunities, and during The Big 'Working With Nature' Conversation young people will discuss how much of the budget is spent on improving natural habitats in Swansea. This will ensure that young people contribute meaningful opinions on matters that they understand and are directly affected by.

Young people have asked in the future if conversations about budget proposals could be discussed throughout the year, and in more detail, when they are directly relevant to them so they can contribute at the early stages of planning and undertake a more meaningful conversation.

This is something what we need to consider for the future as the Council is committed to effectively engaging with young people.

## Appendix 1



**Cyngor Abertawe - Swansea Council**

Published by Patrick Fletcher (?) · 14 December 2018 · 🌐

⋮

\*\*\*long read\*\*\*

We've just launched our consultation about the council budget proposals for 2019/20. You can have your say here:  
<https://www.swansea.gov.uk/budgetsurvey>

The long read is here:...

[Continue reading](#)



SWANSEA.GOV.UK

**Swansea - Have your say on the council's budget**

If we take action now and find sustainable alternatives, we'll be able to protect more services and the chances of being forced to close...

i

🌱 **Get more likes, comments and shares**  
 Boost this post for £30 to reach up to 40,000 people.

👤 6,358 people reached
Boost Post

👍👎 Swansea Labour Councillors, Craig Waters and 3 others · 9 Comments · 34 shares

👍 Like
💬 Comment
➦ Share
🔥

### Performance for your post

---

**6,358** People Reached

---

**95** Reactions, comments & shares ⓘ

<b>22</b> 👍 Like	<b>3</b> On post	<b>19</b> On shares
<b>3</b> 😂 Haha	<b>2</b> On post	<b>1</b> On shares
<b>2</b> 😞 Sad	<b>0</b> On post	<b>2</b> On shares
<b>34</b> Comments	<b>14</b> On Post	<b>20</b> On Shares
<b>34</b> Shares	<b>34</b> On Post	<b>0</b> On Shares

---

**597** Post Clicks

<b>0</b> Photo views	<b>168</b> Link clicks ⓘ	<b>429</b> Other Clicks ⓘ
-------------------------	-----------------------------	------------------------------

---

**NEGATIVE FEEDBACK**

<b>1</b> Hide Post	<b>0</b> Hide All Posts	
<b>0</b> Report as Spam	<b>0</b> Unlike Page	



**Swansea Council** @SwanseaCouncil · Dec 22

We've spent more than £7m on highways maintenance this year. Have your say on next year's overall council budget here: [swansea.gov.uk/haveyoursay](https://swansea.gov.uk/haveyoursay)  
[#consultSwansea](https://twitter.com/vDv59XFgr7) pic.twitter.com/vDv59XFgr7

[View Tweet activity](#)

4,116      92      2.2%

Promote

## Appendix 2

**If you require this survey in an alternative format e.g. large print please email [consultation@swansea.gov.uk](mailto:consultation@swansea.gov.uk) or tel 01792 636732**

### Are you ...

887 (77.0%)	A member of the public	16 (1.4%)	A third sector organisation/partner organisation (please specify)
243 (21.1%)	A council employee	4 (0.3%)	A private sector organisation/partner organisation (please specify)
2 (0.2%)	An elected member		
12 (100.0%)			

**I am happy for any comments I provide within this survey to be published (please note if you belong to an organisation we will also publish the name of the organisation). Please tick the box if you agree do this.**

742 (100.0%) I agree for my comments to be published

The proposals outlined in this survey will be of interest to those who live and work in Swansea. Please tell us in which area of Swansea you live or work:

### Postcode:

1076 (100.0%)

## Future funding of services

Due to the size of the budget challenge facing the Council, we may not be able to provide the same number or level of services in the future.

We want your views on how we can provide services in the future:

**Would you prefer to be prepared to pay more for some services rather than lose them?**

598 (60.3%) Yes  
393 (39.7%) No

**If yes, please state in the box below which services you would be prepared to pay towards in the future:**

481 (100.0%)

**Would you prefer for the Council to deliver services in a different way rather than lose them?**

735 (76.4%) Yes  
227 (23.6%) No

**If yes, please state in the box below how would you like services delivered differently in the future.**

421 (100.0%)

## Proposed Spend 2019/20:

**Do you agree or disagree that Social Services and Education should remain the Council's priority in terms of future spend?**

456 (43.7%)	Strongly Agree	444 (42.5%)	Tend to Agree	93 (8.9%)	Tend to Disagree	51 (4.9%)	Strongly Disagree
-------------	----------------	-------------	---------------	-----------	------------------	-----------	-------------------

**If you disagree, please tell us why?**

153 (100.0%)

## Budget Proposals

### Education:

**Education is our single biggest area of spending and continues to be a priority for the Council (over £170 million budget proposed for 2019/20).**

**Do you agree or disagree with the proposals listed below?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Explore increased income opportunities within the Music Service which will reduce the cost for the Council at no additional cost to schools. This will create a sustainable model for the service going forward.	317 (36.3%)	416 (47.6%)	91 (10.4%)	50 (5.7%)

**If you disagree, please tell us why?**

180 (100.0%)

## Social Services:

Demand for social care is rising. People are living longer and want to live independently at home. In many cases this requires support from the council. At the same time we need to support people with complex care needs. We also support vulnerable children and families and provide a range of community services. We are doing more to support people earlier to help keep people healthier for longer and reduce demand for social care and health services. But demand continues to rise so we need to change the way we deliver some services so that we can support more people.

### Do you agree or disagree with the proposals listed below?

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Further roll out of the Local Area Co-ordination provision across the Swansea. There are currently 11 Local Area Co-ordinators covering 11 areas. We propose to increase this to 15, further extending our prevention approach and reducing demand on social care, health and other public services.	300 (30.4%)	496 (50.3%)	129 (13.1%)	61 (6.2%)
The Council carries out assessments when reviewing long term care packages, or to put care plans in place for those due to be discharged from hospital. We propose to increase the use of trusted assessors from other organisations, to undertake more assessments in the future, as part of our further roll out of our integrated model of health and social care.	238 (24.7%)	457 (47.4%)	168 (17.4%)	101 (10.5%)

### If you disagree with either of the above, please tell us why?

335 (100.0%)

## Poverty and Prevention:

The council currently provides funding to the Third Sector via service level agreements and direct grants. We want to review the way we fund the sector in the future to ensure that we are providing funding which aligns with the Council's priorities, including the possible removal of direct grants via the Swansea Compact Fund.

### Do you agree or disagree with the proposal listed below?

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Review the way we fund the Third Sector by revisiting our commissioning arrangements and removal of funding of direct grants	236 (24.5%)	509 (52.9%)	138 (14.3%)	80 (8.3%)

### If you disagree, please tell us why?

217 (100.0%)

## Library Service Transformation:

We need to make some changes to our library services so that we continue to provide services in many communities. The Council has already started to create community hubs that include library services in a one-stop shop. The first of these is in Clydach. The Clydach pilot project has a strong emphasis on improving access to Council services digitally, however the make up of the hub will also ensure that support can be accessed physically, whether the need is for a council service, accessing local information, or being signposted to partner organisations. Our proposed changes to Library opening hours will help support the future delivery of community hubs and ensure more equal library service provision across Swansea.

In the future we are proposing that libraries will be managed in tiers and will deliver similar levels of service based on the tier they are in. The groupings are based on book issue data 2017/18 for libraries. This is the most reliable statistic for assessing impact and need which we have.

**Therefore we are proposing the following changes in opening hours in our libraries:**

**Do you agree or disagree with the proposed opening hours for... ?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Central Library	291 (29.4%)	480 (48.5%)	113 (11.4%)	105 (10.6%)

**If you disagree with the above please tell us why?**

241 (100.0%)

**Do you agree or disagree with the proposed opening hours for... ?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Gorseinon Library	284 (31.1%)	453 (49.6%)	105 (11.5%)	72 (7.9%)
Morryston Library	272 (30.9%)	433 (49.3%)	104 (11.8%)	70 (8.0%)
Oystermouth Library	259 (29.7%)	416 (47.7%)	120 (13.8%)	77 (8.8%)

**If you disagree with any of the above please tell us why?**

217 (100.0%)

**Do you agree or disagree with the proposed opening hours for... ?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Clydach Library	192 (22.2%)	366 (42.4%)	152 (17.6%)	154 (17.8%)
Killay Library	198 (21.8%)	353 (38.9%)	166 (18.3%)	190 (20.9%)
Gowerton Library	199 (23.5%)	362 (42.7%)	155 (18.3%)	132 (15.6%)
Pontarddulais Library	196 (23.5%)	361 (43.2%)	152 (18.2%)	126 (15.1%)
Sketty Library	197 (23.4%)	362 (43.0%)	155 (18.4%)	128 (15.2%)
Pennard Library	200 (24.4%)	371 (45.3%)	142 (17.3%)	106 (12.9%)
Brynhyfyd Library	193 (23.7%)	341 (41.8%)	154 (18.9%)	128 (15.7%)

**If you disagree with any of the above please tell us why?**

425 (100.0%)

**Do you agree or disagree with the proposed opening hours for... ?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Fforestfach Library	191 (23.6%)	372 (46.0%)	141 (17.5%)	104 (12.9%)
Penlan Library	190 (23.8%)	353 (44.1%)	149 (18.6%)	108 (13.5%)
St Thomas Library	183 (23.0%)	356 (44.8%)	150 (18.9%)	105 (13.2%)
Townhill Library	185 (23.1%)	357 (44.6%)	151 (18.9%)	108 (13.5%)

**If you disagree with any of the above please tell us why?**

274 (100.0%)

**Do you agree or disagree with the proposed opening hours for... ?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Llansamlet Library	190 (23.7%)	391 (48.8%)	126 (15.7%)	95 (11.8%)

**If you disagree with the above please tell us why?**

182 (100.0%)

**Are there any alternative options you feel the Council should consider in terms of remodelling the library service?**

318 (100.0%)

**Library Community Service:**

Library Community Services provide free library book collections to 47 private and public care homes and similar complexes. It also provides a free home delivery service to approximately 200 individuals who are unable to attend a library site. We can no longer provide these services in this way and need to explore ways of running the service at no cost to the Council. If this is not possible then this service will be removed.

**Do you agree or disagree that the Council should continue to provide free library book collections to 47 care homes and similar complexes?**

385 (36.9%)	Strongly Agree	330 (31.6%)	Tend to Agree	220 (21.1%)	Tend to Disagree	109 (10.4%)	Strongly Disagree
----------------	----------------	----------------	---------------	----------------	------------------	----------------	-------------------

**Please provide us with any other views**

359 (100.0%)

**Do you agree or disagree that the Council should continue to provide free home delivery service to approximately 200 individuals who are unable to attend a library site?**

383 (36.8%)	<b>Strongly Agree</b>	340 (32.7%)	<b>Tend to Agree</b>	226 (21.7%)	<b>Tend to Disagree</b>	91 (8.8%)	<b>Strongly Disagree</b>
-------------	-----------------------	-------------	----------------------	-------------	-------------------------	-----------	--------------------------

**Please provide us with any other views**

351 (100.0%)

**Which options for the Library Community Service do you think the council should explore further with reducing budgets?**

276 (28.7%)	Introduce charges for the service	672 (69.9%)	Linking with charities to help deliver the service
677 (70.4%)	Use of volunteers to help deliver the service	95 (9.9%)	Other (please write in)
544 (56.6%)	Linking with partners to help deliver the service		
190 (100.0%)			

## Cultural Services:

The museum has many boats in its collections and three of these are kept floating in Swansea Marina

**Do you agree or disagree with the proposals listed below?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Reduce our maintenance of the floating exhibitions and identify another maritime museum/ trust to take ownership of the assets	329 (33.6%)	443 (45.2%)	125 (12.8%)	83 (8.5%)

**If you disagree, please tell us why?**

209 (100.0%)

## Highways and Transportation:

**Do you agree or disagree with the proposals listed below?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Expand Camera Car operation via use of other council vehicles	149 (16.6%)	342 (38.0%)	247 (27.5%)	161 (17.9%)
No longer fund street lighting on private roads	238 (24.3%)	340 (34.8%)	244 (24.9%)	156 (16.0%)

Upgrade of Boatyard to enable the use for Caravan/Motor home parking (Urban Camping)	193 (20.6%)	422 (45.0%)	191 (20.4%)	131 (14.0%)
Partial removal of school crossing where alternative safety measures are in place, eg Pelican crossings and where a safety audit has taken place	177 (18.1%)	410 (41.9%)	187 (19.1%)	204 (20.9%)
Introduce charges for the 5 remaining free Council car parks	165 (17.2%)	301 (31.4%)	218 (22.7%)	275 (28.7%)

**If you disagree with any of the above, please tell us why?**

481 (100.0%)

## Housing and Public Protection:

**Do you agree or disagree with the proposals listed below?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Bereavement Services - Increase fees by 5% for the next four years in line with other fee increases	134 (13.8%)	438 (45.2%)	252 (26.0%)	146 (15.1%)
Registration Services - Increase fees by 5% for the next four years in line with other fee increases	151 (15.7%)	529 (55.1%)	193 (20.1%)	87 (9.1%)
Trading standards - Increase income from street trading enforcement by creating additional trading pitches	323 (33.1%)	505 (51.8%)	92 (9.4%)	55 (5.6%)

**If you disagree with any of the above, please tell us why?**

197 (100.0%)

## Waste Management and Parks:

**Do you agree or disagree with the proposal listed below?**

	<b>Strongly Agree</b>	<b>Tend to Agree</b>	<b>Tend to Disagree</b>	<b>Strongly Disagree</b>
Explore partnership arrangements for Botanical Gardens. This may mean that we transfer the running and management of the Botanical Gardens to a partner. The Council would retain ownership.	295 (30.9%)	447 (46.8%)	120 (12.6%)	94 (9.8%)

**If you disagree, please tell us why?**

198 (100.0%)

## Any Other Comments:

**If you have any other comments about the budget proposals or anything else contained in the budget Cabinet report please write in here:**

299 (100.0%)

## About You

These questions are optional, but we need to ask them to understand if our consultation has reached the right people and to understand how different groups may be affected by the proposals allowing us to address this if we can. In accordance with Data Protection law, any information requested on the following questions is held in the strictest confidence for data analysis purposes only. For further information about how Swansea Council uses your personal data, please see our corporate privacy notice on our website.

**Are you...?**

369 (36.5%) Male

641 (63.5%) Female

**Is your gender the same as that which you were assigned at birth?**

900 Yes

(98.7%)

12 (1.3%) No

**How old are you ...**

4 (0.4%) Under 16

27 (2.7%) 16 - 25

124 (12.2%) 26 - 35

195 (19.2%) 36 - 45

185 (18.2%) 46 - 55

172 (17.0%) 56 - 65

192 (18.9%) 66 - 75

53 (5.2%) 76 - 85

20 (2.0%) Over 85

42 (4.1%) Prefer not to say

**Would you describe yourself as...**

Please mark all that apply

597 (59.8%) British

7 (0.7%)

Other British (please write in at end)

514 (51.5%) Welsh

14 (1.4%)

Non British (please write in at end)

38 (3.8%) English

2 (0.2%)

Gypsy/traveller

15 (1.5%) Irish

3 (0.3%)

Refugee/Asylum Seeker (please write in current/last nationality at end)

10 (1.0%) Scottish

Write in here

28 (100.0%)

**To what 'ethnic' group do you consider**

911 (94.8%)	<b>White</b> - British	0 (0.0%)	<b>Asian or Asian British</b> - Bangladeshi
30 (3.1%)	Any other <b>White</b> background (please write in at end)	3 (0.3%)	Any other <b>Asian</b> background (please write in at end)
1 (0.1%)	<b>Mixed</b> - White & Black Caribbean	0 (0.0%)	<b>Black or Black British</b> - Caribbean
1 (0.1%)	<b>Mixed</b> - White & Black African	0 (0.0%)	<b>Black or Black British</b> - African
1 (0.1%)	<b>Mixed</b> - White & Asian	0 (0.0%)	Any other <b>Black</b> background (please write in at end)
3 (0.3%)	Any other <b>Mixed</b> background (please write in at end)	3 (0.3%)	<b>Chinese</b>
0 (0.0%)	<b>Asian or Asian British</b> - Indian	7 (0.7%)	Other ethnic group ( please write in at end)
1 (0.1%)	<b>Asian or Asian British</b> - Pakistani		

Write in here

50 (100.0%)

**What is your religion, even if you are not currently practising?**

Please mark one box or write in

390 (40.8%)	No religion	1 (0.1%)	Jewish
542 (56.7%)	Christian (including Church of England, Catholic, Protestant, and all other Christian denominations)	2 (0.2%)	Muslim
5 (0.5%)	Buddhist	0 (0.0%)	Sikh
1 (0.1%)	Hindu	15 (1.6%)	Other

Any other religion or philosophical belief (please write in)

35 (100.0%)

**Do you consider that you are actively practising your religion?**

288 (34.1%) Yes

556 (65.9%) No

**What is your sexual orientation**

25 (2.8%)	Bisexual	110 (12.4%)	Prefer not to say
22 (2.5%)	Gay/ Lesbian	8 (0.9%)	Other
722 (81.4%)	Heterosexual		

Please write in

26 (100.0%)

**Can you understand, speak, read or write Welsh?**

Please mark all that apply

182 (20.1%)	Understand spoken Welsh	74 (8.2%)	Write Welsh
113 (12.5%)	Speak Welsh	125 (13.8%)	Learning Welsh
115 (12.7%)	Read Welsh	570 (62.9%)	None of these

**Which languages do you use from day to day?**

Please mark all that apply

942 (98.5%) English  
100 (10.5%) Welsh  
12 (1.3%) Other (write in)

Please write in

12 (100.0%)

**Do you have any long-standing illness, disability or infirmity?**

**By long-standing we mean anything that has troubled you over a period of time or that is likely to affect you over time.**

**This could also be defined Under the Disability Discrimination Act 1995 as: "Having a physical or mental impairment which has a substantial and long term adverse effect on your ability to carry out normal day to day activities."**

259 (26.8%) Yes  
707 (73.2%) No

**Does this illness or disability limit your activities in any way?**

191 (23.4%) Yes  
625 (76.6%) No

**Thank you for your participation**

### Equality Impact Assessment (EIA) Statement for Swansea Council's Budget 2019/20

#### 1. Introduction

This statement provides an overall view of the budget EIA process for the Council, along with any specific relevant details for 2019.

The budget is set for the council's operation which covers a wide range of services delivered to the citizens of Swansea. This includes both providing and commissioning of services from other organisations and agencies.

As reported previously, the council has needed to take substantial action to respond to the wide range of service and financial pressures that it faces, including the reduction in external grant.

We, like other local authorities, will be facing a significant reduction in budgets every year for the foreseeable future. We also need to manage increased expectation and demand for services and financial pressures in a number of areas across the Council.

Although the amount of money we receive from Welsh Government will increase slightly next year, this has to be balanced by the fact that we expect £27.5million of additional expenditure (which is outside our control) such as the nationally agreed pay awards, for example. We also believe that our funding from Welsh Government will stand still or reduce in the coming years which means we'll have less to spend at a time when demand for services like social care is rising.

Change is already taking place and over the last few years the council has cut costs by being more efficient and more effective in what we do. But this is not enough to meet the scale of cuts and ensure council services are sustainable and fit for the future. Clearly, the sheer amount of savings required means that difficult decisions and potential impacts are inevitable. However, we continue to focus on mitigating any adverse impacts via our EIA process as well as officer expertise.

The authority embarked on a specific strategy 'Sustainable Swansea - Fit for the Future' as a means of setting Council priorities, transforming services and addressing current and future deficits.

The council agreed a set of budget principles to help guide the debate and provide an approach driven by council policy.

There are four key issues:

- Improving efficiency
- New models of delivery
- Prevention
- Future service provision

Further information on 'Sustainable Swansea - Fit for the Future' is available at: <http://www.swansea.gov.uk/sustainableswansea>

In terms of equality, the council is committed to protecting the vital frontline services that matter most to the people of Swansea, tackling poverty and looking after the most vulnerable in our communities. This will continue, although services may be delivered in different ways in future.

## **2. The Equality Impact Assessment (EIA) process**

The council has had an EIA process in place for a number of years which was reviewed and streamlined for the second time last year. The process covers:

- The nine protected characteristics covered by the Equality Act 2010
- The Public Sector Equality Duty for Wales
- Consultation and engagement
- Poverty and social exclusion
- Welsh language
- United Nations Convention on the Rights of the Child (UNCRC)
- Carers
- Community cohesion
- Human rights principles.

In order to apply the EIA process, officers follow these steps:

- An initial screening exercise (to identify whether a full EIA report is necessary)
- Completion of a full EIA report (where required)
- Quality assurance and feedback
- Sign off at Head of Service level
- Publication on the Council's website alongside the relevant report
- Review.

Officers have access to dedicated departmental support from members of the Access to Services Team who co-ordinate the quality assurance of EIAs whilst also offering advice and guidance.

The process does not change for specific budget proposals.

## **3. Assessing impact**

Due to both the nature of the proposals being considered and the regulatory framework around EIAs, many now take a number of months to reach a conclusion.

The budget planning process operates over a 3-year period, with many proposals being considered, designed and altered prior to implementation over this time period.

Officers are always advised to undertake the initial screening as early as they can, with (if required) a full EIA report then opened as soon as possible. This is then completed as proposals are worked through and means that we are now working on budget EIAs throughout the year.

As a result, the assessment of impact is not a one-off exercise – it is a continuing process.

To ensure an ongoing rigorous process, the following elements are of note:

- Where officers have concerns and/or queries, meetings are held with the Access to Services Team to look at both the proposal and the EIA
- EIA reports are often added to over a period of time, e.g. following consultation and engagement activities, following changes to the detail of proposals
- Quality assurance is carried out by officers with expertise in the areas of equality, Welsh language, poverty and the UNCRC
- Where a proposal has potential adverse impacts, officers utilise the EIA process to focus on mitigation
- Where a proposal has potential adverse impacts that cannot be mitigated, the EIA is referred to senior managers for attention and consideration.

In addition, with a number of both commissioning and other reviews underway across the organisation, the total or overall impact of the proposed budget is difficult to fully assess at any point of implementation, particularly with the EIA process being a continuing feature as proposals are further developed.

Therefore, we will continue to publish each EIA report with the relevant corporate report at:

<http://democracy.swansea.gov.uk/ieDocHome.aspx?bcr=1&LLL=0?Lang=eng>

There are is one full Equality Impact Assessments reports that Council need to consider in relation to this budget. This is attached in Appendix 1.

The EIA relates to Swansea Compact Fund, Open grant round. The proposal is to end the open funding round and retain only those services currently funded under SLA, these will move to a commissioned service model. The EIA demonstrates that there is no concern from a Equality perspective in relation to this proposal.

#### **4. Consultation and engagement**

Whilst there is a specific regulation around engagement (contained within the Public Sector Equality Duty for Wales), our 'Sustainable Swansea - Fit for the Future' strategy contains a substantial emphasis on consultation and engagement too.

Corporate budget consultation takes place on a wide variety of specific proposals. This includes consultation with children and young people. Others are consulted on using service-specific groups and/or activities.

Corporately, the consultation results are reported separately via the budget reports themselves.

## 5. Local information

Our stakeholders are:

- All citizens of, and visitors to, the City & County of Swansea
- Council staff
- Partner organisations
- Council Tax Payers.

The Council delivers services to all the citizens of the City & County of Swansea. The overall population profile from the latest population estimates (2017) and 2011 Census is as follows:

- The gender split of the **City & County of Swansea** is **50.0% Female** (122,600 people) and **50.0% Male** (122,800 people).
- Children and young people **aged 0-25 years** represent **32.7%** of the population, or **80,300** people.
- **Over 50s** represent **37.7%** of the population (92,400 people), of which around **47,500** are over 65 (19.4% of the total population).
- **6.0%** of the total population of Swansea (**14,300** people) came from an ethnic minority background. In terms of religion, **8,530** people (**3.6%** of the population) belonged to non-Christian faiths with 34% (81,219 people) having no religion.
- **23.3% (55,718 people)** had a long term health problem or disability including 17.4% of people of working age (26,988 people). **6.9%** of those aged 16-74 (**12,146 people**) were economically inactive due to long term sickness or disability.
- In 2011, there were **26,332** Welsh speakers in Swansea, or **11.4%** of the population aged 3+. **44,659** people (19.3%) had one or more skills in Welsh.

Further information about Swansea's population can be found at [www.swansea.gov.uk/keyfacts](http://www.swansea.gov.uk/keyfacts)

Officers consider the particular service users or groups affected when applying the EIA process.

## 6. Staffing

The Cabinet report in December 2018 referred to 161 posts at risk throughout the Authority, not including any impact in schools. Heads of Service have been provided with the same advice as in previous years that where an application is made for early retirement/voluntary redundancy consideration should be given as to whether there is any potential equality impact effect and, if there is, to follow the EIA process.

## **7. Third Sector Impact**

Any reduction in grants to external bodies may impact Third Sector organisations. There could also be other proposals that may impact the sector which, if agreed, may require re-configuring or re-commissioning of services. In this context there may be opportunities for Third Sector organisations to be involved in this work. There could also be proposals that look to Third Sector support in the continuation of services through different means of delivery.

## **8. Publication Arrangements**

All EIA reports will be published as they are finalised. As mentioned earlier in this statement, due to the nature of many of the proposals this is likely to take time as assessment of impact continues to be undertaken as proposals are further developed.

## **9. Conclusion**

We know from previous years that, due to the scale of budget reductions, those with protected characteristics are likely to be affected. In assessing the impact of the budget proposals, we continue to attempt to ensure that any effect is not disproportionate and that we continue to focus on mitigation wherever possible. In this context the following should be noted:

- where EIAs show potential significant impact with no possible mitigation, these proposals will be referred for further consideration
- for those EIAs where potential significant impact has been identified and mitigation has been possible, the associated action plans will be monitored and reviewed
- the outcomes of engagement will inform EIAs
- this is an ongoing process and as noted this statement and many EIAs will remain open for varying periods of time
- there is a focus on the council doing things differently in order to further deliver services that are flexible, citizen-centered, meet individual needs and are sustainable for the future.

The council continues to deliver a wide range of services for all the citizens of Swansea. Many of these are of particular benefit to the areas covered by our EIA process, e.g. the protected characteristics defined within the Equality Act 2010.

As highlighted earlier in this statement, the council is committed to protecting the vital frontline services that matter most to the people of Swansea, tackling poverty and looking after the most vulnerable in our communities. The council will continue to do everything it can to meet this challenging commitment given the financial constraints it faces. However, services may be provided in a different way in line with 'Sustainable Swansea - Fit for the Future'.

**Appendix 1**

**Equality Impact Assessment (EIA) Report – 2019/20**

**This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.**

**Please refer to the ‘EIA Report Form Guidance’ while completing this form. If you need further support please contact [acesstoservices@swansea.gov.uk](mailto:acesstoservices@swansea.gov.uk).**

<b>Where do you work?</b>
Service Area: Partnership, Performance and Commissioning - Discretionary grant Funding of the Third Sector - Swansea Compact Fund
Directorate: Social Services

**(a) This EIA is being completed for a:**

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>				

**(b) Please name and describe here:**

**Swansea Compact Fund– Open grant round: The proposal is to end the open funding round and retain only those services currently funded under SLA – these will move to a commissioned service model.**

Swansea Compact funds 3 major groups via SLA (service level agreement) – the remaining pool of finance is allocated by an open funding round. The open funding round is a competitive application process which all third sector/or not for profit groups working in Swansea are eligible potential applicants.

Funding is allocated on an annual basis only. In the Compact Application pack for 2018/19 it was made clear to all applicants that this was a one-off round. The Application Pack stated; “Swansea Compact Fund will award grants to voluntary and community groups for activities, services and facilities for the benefit of people living in the Swansea Council area. For 2018/19 Grants will be awarded on a one-off basis. Please note that previous or current support from the Swansea Change Fund (the Compact Funds Predecessor) does not guarantee continuation of your project.”

The Current recipients of the open funding round are:

**Swansea Change Fund 2018/19**

Ref	Group	Project	Amount 18/19
CF-1	Ethnic Youth Support Team (EYST)	staffing (1 full time post) and core costs of ‘Refugee and Asylum Advice Project	£12,928

CF-2	Swansea Bay Regional Equality Council	Core Funding	£15,000
CF-5	Swansea City of Sanctuary	Core Funding	£5,000
CF-6	Swansea Women's Aid	DAISE routes to support co-ordinator	£20,164
CF-7	BAWSO	Core Costs of Youth against Violence and Abuse (YAVA) project	£12,350
CF-8	Bikeability Wales	Project manager Costs	£10,000
CF-9	Local Aid	Training and accreditation project 2018	£3,600
CF-11	Coeden Fach Outdoor Activity Centre	Outdoor education and skills for young people with learning difficulties project	£5,000
CF-12	Swansea Community Farm	Core Funding	£10,000
CF-13	Pontarddulais Partnership	Manager; Pontarddulais Partnership and Canolfan Y Bont	£7,000
CF-15	Cyfle I Dyfu	Client mentoring and coaching project	£13,000
CF-18	Hillside Animal Sanctuary	Transport and care of ex pound horses from Swansea	£17,000
CF-22	Circus Eruption	Core Funding	£5,157
<b>TOTAL</b>			<b>£136,199</b>

**(c) It was initially screened for relevance to Equality and Diversity on: 09/18**

**(d) It was found to be relevant to...**

- |                                    |                                     |                                      |                                     |
|------------------------------------|-------------------------------------|--------------------------------------|-------------------------------------|
| Children/young people (0-18) ..... | <input checked="" type="checkbox"/> | Sexual orientation .....             | <input checked="" type="checkbox"/> |
| Older people (50+).....            | <input checked="" type="checkbox"/> | Gender reassignment .....            | <input checked="" type="checkbox"/> |
| Any other age group .....          | <input checked="" type="checkbox"/> | Welsh language .....                 | <input checked="" type="checkbox"/> |
| Disability .....                   | <input checked="" type="checkbox"/> | Poverty/social exclusion.....        | <input checked="" type="checkbox"/> |
| Race (including refugees).....     | <input checked="" type="checkbox"/> | Carers (including young carers)..... | <input checked="" type="checkbox"/> |
| Asylum seekers .....               | <input checked="" type="checkbox"/> | Community cohesion .....             | <input checked="" type="checkbox"/> |
| Gypsies & Travellers.....          | <input checked="" type="checkbox"/> | Marriage & civil partnership .....   | <input checked="" type="checkbox"/> |

Religion or (non-)belief .....

Pregnancy and maternity .....

Sex.....

**(e) Lead Officer  
Service**

**Name:**

**Job title:**

**Date:**

**(f) Approved by Head of**

**Name:**

**Date:**

## Section 1 – Aims (See guidance):

**Briefly describe the aims of the initiative:**

### What are the aims?

Swansea Compact Fund (SCF) provides grants to support the work of voluntary and community groups in Swansea, to aid in the delivery of the Swansea Council Corporate Plan Priorities.

Swansea Compact Fund awards grants to voluntary and community groups for activities, services and facilities for the benefit of people living in the Swansea Council area.

The area under consideration for budget cut is the open round element. The open round is a competitive application process open to all third sector groups in Swansea.

For 2018/19 Grants were awarded via the open round on a one-off basis. Applicants were instructed to note that previous or current support from the Swansea Change Fund (as the Compact Fund was previously known) does not guarantee continuation of a project.

The applications were received from groups covering all aspects of the protected characteristics; they were reviewed and decided by the Swansea Council Cabinet acting in their capacity as the 'External Funding Panel'. There were 23 application received for 2018/19 totalling £356,700. The successful applications are listed previously and total £136,199.

### Who has responsibility?

Decisions on application are made by Swansea Council Cabinet acting in their capacity as the 'External Funding Panel'

All projects are monitored on a six monthly basis by Partnership and Commissioning section within Social Services department. Although applicant groups may be funded under separate projects or contracts which are administered by other departments and sections within Swansea Council

### Who are the stakeholders?

The Clients and Beneficiaries of each funding project are specific to the group in question.

## Section 2 - Information about Service Users (See guidance):

**Please tick which areas you have information on, in terms of service users:**

- |                                    |                                     |                                      |                                     |
|------------------------------------|-------------------------------------|--------------------------------------|-------------------------------------|
| Children/young people (0-18) ..... | <input checked="" type="checkbox"/> | Sexual orientation .....             | <input checked="" type="checkbox"/> |
| Older people (50+).....            | <input checked="" type="checkbox"/> | Gender reassignment .....            | <input checked="" type="checkbox"/> |
| Any other age group .....          | <input checked="" type="checkbox"/> | Welsh language .....                 | <input checked="" type="checkbox"/> |
| Disability .....                   | <input checked="" type="checkbox"/> | Poverty/social exclusion.....        | <input checked="" type="checkbox"/> |
| Race (including refugees).....     | <input checked="" type="checkbox"/> | Carers (including young carers)..... | <input checked="" type="checkbox"/> |
| Asylum seekers .....               | <input checked="" type="checkbox"/> | Community cohesion .....             | <input checked="" type="checkbox"/> |
| Gypsies & Travellers.....          | <input checked="" type="checkbox"/> | Marriage & civil partnership .....   | <input checked="" type="checkbox"/> |
| Religion or (non-)belief .....     | <input checked="" type="checkbox"/> | Pregnancy and maternity .....        | <input checked="" type="checkbox"/> |
| Sex.....                           | <input checked="" type="checkbox"/> |                                      |                                     |

**Please provide a snapshot of the information you hold in relation to the protected groups above:**

Ethnic Youth Support Team (EYST), Swansea Bay Regional Equality Council and Swansea City of Sanctuary deal with issues surrounding race and refugees

Swansea Women’s Aid and BAWSO both deal with domestic violence

Bikeability Wales, Local Aid, Coeden Fach and Circus Eruption all work with those with disabilities

All the above are not exclusive they also work with people suffering social exclusion, poverty and age. All protected characteristics would be able to liaise with funded groups at some level.

**Any actions required, e.g. to fill information gaps?**

### Section 3 - Impact on Protected Characteristics (See guidance):

**Please consider the possible impact on the different protected characteristics.**

	Positive	Negative	Neutral	Needs further investigation
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Thinking about your answers above, please explain in detail why this is the case.**

The Compact fund for 2018/19 explicitly stated it was a one year only programme – all grant recipients therefore know that funding would cease on March 31<sup>st</sup> 2019 and should have been preparing for this eventuality.

### Section 4 - Engagement:

**Please consider all of your engagement activities here, e.g. participation, consultation, involvement, co-productive approaches, etc.**

The option to cut the open funding round element of the Compact Fund was part of the wider budget consultation process, the Third Sector were aware of the consultation process so had the opportunity to comment fully on the Proposal.

The outcome of the Swansea Council Budget Consultation process was that 77% of the respondents strongly agreed or tended to agree with the proposal to move to commissioned services and end the open round.

**What engagement has been undertaken to support your view? How did you ensure this was accessible to all?**

Swansea Council held a service wide public budget consultation process which closed for comments on 1<sup>st</sup> February 2019.

The outcome of the Swansea Council Budget Consultation process was that 77% of the respondents strongly agreed or tended to agree with the proposal to move to commissioned services and end the open round. Of the respondents 143 took the opportunity to offer comments on the proposals which garnered a wider variety of views.

**What did your engagement activities tell you? What feedback have you received?**

The Respondents were overwhelmingly in support of the proposals with a 77% Strongly agreeing or Agreeing, 14.4% tended to disagree whilst 8.5% disagreed strongly.

The 143 written comments varied enormously. Many believed that the Third sector were a useful support for the Council, but that any work undertaken by them on the councils behalf should be closely monitored. There was some concern that the reluctance to offer an open funding round may stifle the sector.

A number of respondents were unsure what the term 'Third Sector' referred to, and what their role was. This indicates a need for the sector and Council to work together to promote their services more widely in the city

**How have you changed your initiative as a result?**

The consultation outcome of 77% support has meant we continue with the project as proposed.

**Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):**

We will work with the Third Sector to raise its profile through our compact agreement meetings, which promote joint working between the sectors and encourages joint working on issues or initiatives.

**Section 5 – Other impacts:**

**Please consider how the initiative might address the following issues - see the specific Section 5 Guidance**

**Foster good relations between**

**Advance equality of opportunity**

<b>different groups</b>	<b>between different groups</b>
<b>Elimination of discrimination, harassment and victimisation</b>	<b>Reduction of social exclusion and poverty</b>

**Please explain any possible impact on each of the above.**

The loss of an open funding round will leave little room for the council to support innovation, to support projects which compliment directly to existing policy and work practices and lose on economy of scale whereby for a small amount of additional or complimentary funding we can achieve a lot more outcomes. Many the Third sector organisations operate at Tier Zero – that is the first stage of intervention that may negate the need for minor issues to escalate into problems that will affect the council. The impact of the Tier Zero effect will not become apparent until these third sector services are no longer available.

It will also stifle the development of new groups – the fund has been utilised for seed funding for new projects many times – projects such as the City Farm, Swansea Community Boat and Bikeability may not have developed without support from the Council funding process. Support from the local council also helps groups apply to other sources of funding as our direct financial sport demonstrates confidence in local groups.

The Work undertaken by the Domestic Violence groups currently supported (Womens Aid & BAWSO) compliments the Councils Statutory provision – this additional support could be incorporated in other funding arrangements.

It should be noted that all provision would be reviewed under a new application process should the open funding round continue – none of the groups referenced are guaranteed support should the opportunity to reapply be offered (or indeed are they guaranteed to submit an application) the open funding round is a competitive process and other groups may submit preferred applications.

All groups have the ability to apply to other sources for support, for existing and new projects, it is proposed the fund finder service currently operated by SCVS will continue after the cessation of Compact fund. This package matches applicant projects to appropriate sources of funding. There is also new funding opportunities for example Mynydd Yr Gwair windfarm funding.

**What work have you already done to improve any of the above?**

All grant recipients are aware the 2018/19 Compact funding round is a one off round.

**Is the initiative likely to impact on Community Cohesion? Please provide details.**

When new groups form they will have to attract funding from external sources. Community Cohesion work will still continue and develop through other funding sources.

**How does the initiative support Welsh speakers and encourage use of Welsh?**

The Open funding round has many times in the past supported Menter Iaith Abertawe, and all documentation and information is available in Welsh.

**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

The Council is in the process of commissioning a contract for the provision of a 'Third Sector organisation to support the sector and build capacity in Swansea'. We will work with the successful commissioned group to mitigate any required issues arising from the policy.

The Council will also continue working with third sector organisation to aid them to access other funding sources. This will apply to all groups working in and supporting Welsh Language issues.

There are many external funding opportunities including new funding programmes that groups can access, and although bidding processes are competitive we will work with the commissioned Third Sector development group to ensure that funding opportunities are publicised and accessed.

## **Section 6 - United Nations Convention on the Rights of the Child (UNCRC):**

**Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests. Please read the UNCRC guidance before completing this section.**

**Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)? If not, please briefly explain your answer here and proceed to Section 7.**

There is no restriction on the Third Sector groups that can apply to the open funding round. Many successful (and unsuccessful) applicants have the potential to impact on Children and Young people.

**All initiatives must be designed / planned in the best interests of children and young people.**

*Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.*

**Please explain how you meet this requirement:**

We will continue to work with groups who directly support Children and young people in accessing funding from other sources.

**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

The Council is in the process of commissioning a contract for the provision of a 'Third Sector organisation to support the sector and build capacity in Swansea'. We will work with the successful commissioned group to mitigate any required issues arising from the policy.

The Council will also continue working with third sector organisation to aid them to access other funding sources. This will apply to all groups working with children and young people in Swansea.

There are many external funding opportunities including new funding programmes that groups can access, and although bidding processes are competitive we will work with the commissioned Third Sector development group to ensure that funding opportunities are publicised and accessed.

## Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

### Monitoring arrangements:

We will continue to work with Commissioned Third Sector Services to monitor the health of the third sector in Swansea.

### Actions:

Quarterly meetings with the commissioned third sector support organisation and annual review under the Swansea Compact with the Voluntary Sector.

## Section 8 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

Outcome 1: Continue the initiative – no concern

Outcome 2: Adjust the initiative – low level of concern

Outcome 3: Justify the initiative – moderate level of concern

Outcome 4: Stop and refer the initiative – high level of concern.

  
  
  

**For outcome 3**, please provide the justification below:

**For outcome 4**, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

## APPENDIX G



Ysgol Pen –y–Bryn  
Glasbury Road  
Morrison  
Swansea  
SA6 7PA

Headteacher: Gethin Sutton

Tel: 01792 799064

Fax: 01792 781311

email: pen-y-bryn.school@swansea-edunet.gov.uk

16th January 2019

Councillor Rob Stewart  
City and County of Swansea  
Civic Centre  
Oystermouth Road  
Swansea  
SA1 3SN

Dear Councillor Stewart,

### **School Budget Forum Response to Budget Consultation**

As always, the School Budget Forum has sought to support the discussions that have already been held and which will be held over the coming weeks. **As a statutory consultative body, the Forum expects that the points made will be carefully considered as part of any forthcoming corporate discussion of future revenue and capital budgets.** The School Budget Forum represents a considerable body of statutory provision meeting the needs of a great many pupils, families, schools and communities within Swansea.

The School Budget Forum recognises the scale of the continuing financial challenges facing the Council. Nevertheless, it has a responsibility to seek to ensure that the full implications of any budget proposals on schools and the wider education service are properly recognised by the Council before any decisions are taken.

We would suggest that the Council should take a very positive view of the outcomes achieved by schools in Swansea against the relevant benchmarks, together with significantly positive Estyn and school categorisation outcomes. These positive outcomes have been achieved in spite of very challenging financial settlements (despite the statement from the Chancellor that austerity is over, it is clearly evident that it is not) and should be the foundation for future excellence and should not be jeopardised by forthcoming Council budget decisions.

Swansea schools do not fare well financially. As has been noted in previous years, the Council can not control the settlement it receives and the Forum supports the council in sustaining a robust challenge to settlement decisions. The settlement from Welsh Government is relatively poor, ranking it around 17<sup>th</sup> out of the 22 authorities.

However, the Forum is appreciative of the council's continuing relative prioritisation of education spending which is now above the *IBA* (indicator based assessment). Schools' funding within Swansea is significantly lower than that of all of our ERW partners (three of whom are significantly above the Welsh average), thus putting the city's schools at considerable disadvantage when compared with our regional partners. The forum urges the council to lobby Welsh Government for a more equitable national funding formula for **local authorities** (and hence schools) as there is clear inequity highlighted by the fact that the difference in gross per pupil expenditure between the minimum and maximum is £1,349. This range is unacceptable and results in differentials across the average of all school sectors of £973 in delegated per pupil funding. This is clearly caused by Welsh Government funding. Even with the council's schools expenditure exceeding the IBA, Swansea council's schools expenditure is £169 and £791 per pupil less than the Wales average, and highest funded authority respectively and our schools delegated funding is £214 and £854 per pupil less than the Wales average, and highest funded authority respectively. The Forum urges the council to continue to robustly challenge Welsh Government regarding the inequity in RSG (Revenue Support Grant) settlements and hence funding for schools (Source: Welsh Government Statistical Bulletin 5 July 2018 SB 41/2018).

It would be remiss of the Forum not to point out the impact of continued austerity (**the Forum will not consider austerity to be over until real terms funding levels are equivalent to pre austerity levels**).

The National Assembly's Research briefing entitled 'School Funding in Wales' highlights the following facts:

- Since the academic year 10-11, local authority gross expenditure on schools has **decreased in real terms** by 7.9%.
- The average amount local authorities spent per pupil in 18-19 whilst being £266 higher than that spent in 10-11 is a **real terms decrease** of 7.5%.

The impact of this incremental reduction in funding has seen:

- Reduced staffing levels
- Increased class sizes
- Reduced post 14 options
- Reduced leadership and management time for senior leaders
- Increased number of nursery classes without a qualified teacher

In addition there is now an **increased risk** to schools' ability to:

- respond to safeguarding concerns
- maintain premises
- deliver the foundation phase curriculum
- implement the new curriculum
- keep abreast of technological change – Swansea schools are in danger of being left behind

All of which may impact on:

- sickness-related absence levels
- behaviour of pupils
- dissatisfaction from parents

The Forum asserts that continued austerity presents a **significant threat to maintaining positive outcomes for learners in Swansea.**

We have appreciated the positive response in Council Budgets over recent years to some of the recommendations previously made by the Forum, particularly:

- The recognition of the essential contribution of the Education service to the achievement of wider Council priorities
- The recognition of the severe financial pressures facing school delegated budgets and other statutory Education services

Through working closely with the Authority, schools have been better able to manage the significant pressures and increasing expectations placed upon them and to mitigate the effects of large scale redundancies on the Council.

The Forum recognises the positive work undertaken by the primary, secondary and joint finance groups and the School Funding and Information Unit in revising the primary and secondary school funding formulars which will enable the SFIU to more swiftly calculate indicative school budgets. The Forum also recognises the work of the Cheif Executive in the review of ERW and notes the positive initial impact of the interim Managing Director of ERW, for both the transparency and clarity of the information he has shared, and his suggestions for the future of regional working within the South West. However, the cost and relevance of regional consortia must be questioned and this additional layer of governance held up to scrutiny. As a nation, we need to be assured that regional consortia provide value for money and secure improved learner outcomes.

### **The Delegated Schools Budget**

The Forum views positively the Council's stated aims of relative prioritisation of the delegated schools budget and of joining up thinking in terms of the integration of services in order to improve chances in communities and the families within them and to lessen the impact of poverty upon achievement. It is entirely right that priority is given to early intervention and prevention strategies so that services, including the education service, struggle less with the repercussions of non-intervention later on.

The Forum also welcomes the clear priority given to improving educational outcomes for children and young people and the recognition of the key role that education plays in supporting many other wider Council priorities.

The Forum recognises the council's prioritising of education and schools, and is encouraged that the council has committed to providing a cash increase equivalent to the full cost of teachers pay pressures this year as well as a further commitment to fully pass to schools any additional funding from the UK Treasury to meet the increased contributions to teachers pensions.

The Forum shares with the council the overriding concern of the unfunded pension increase by the UK Treasury. While teachers' pay is now devolved, pensions and the Terms and Conditions of teachers' employment are not devolved to the Welsh

Government. A significant number of Swansea schools have already written to our constituent members of parliament to help the council maintain pressure on the UK Government to resolve these issues as quickly as possible. Should this funding not materialise the impact will be severe, furthermore, expediency is necessary as balancing school budgets for a financial year that crosses the academic cycle could require the initiation of redundancy measures (due to HR timescales) should the matter not receive a swift resolution.

The Forum also looks forward to receiving any positive outcomes resulting from Welsh Government's decision to amend the respective intervention rates to 65% and 75% for mainstream school and specialist provision through the *21<sup>st</sup> Century Schools* programme.

Now that the new First Minister is in post the forum asks the leader to meet with him and his new team as soon as possible to press for further help for schools.

The Forum shares the council's belief that we must together keep up the pressure on both governments and continue to press for fairer funding for education. This needs to be in two parts; firstly, the UK government needs to ensure Welsh Government is fairly funded as part of the comprehensive spending review next year; secondly, Welsh Government needs to address the inequity of funding for local government and secure a fairer funding model for education. In addition both governments need to ensure that the cost implications of all decisions they make are fully and explicitly funded within funding settlements. A significant number of Swansea schools have written to Swansea's AMs and MPs respectively to raise these issues.

We share the council's commitment to fight for a better deal for education and welcome the assurance to continue to prioritise education within the council's budget and pass on all new monies made available for schools or education by either government.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Gethin Sutton', written in a cursive style.

**Gethin Sutton**  
Chair of Swansea Budget Forum

## Revenue Budget 2019/2020

**Resources**

	<b>ORIGINAL BUDGET 2018/2019 £</b>	<b>ORIGINAL BUDGET 2019/2020 £</b>
<b>Resources Directorate</b>		
Deputy Chief Executive	215,300	190,100
	<b>215,300</b>	<b>190,100</b>
<b>Head of Communication &amp; Customer Engagement</b>		
Communications	211,900	134,800
Corporate Marketing	330,600	324,300
Corporate Mgt Team Support	366,900	332,400
Design and Print	240,200	161,600
Health and Safety	1,017,600	695,200
Commissioning Review	-28,000	0
Senior Staff Reductions	-84,000	0
	<b>2,055,200</b>	<b>1,648,300</b>
<b>Chief Transformation Officer</b>		
Commercial Team & Procurement	670,200	527,500
Corporate Customer Services & Complaints	1,262,500	958,300
Welsh Translation Unit	107,200	104,500
Departmental Management Team	308,300	325,500
Digital Services	6,505,700	5,840,300
Human Resources & Organisational Development	869,400	706,100
Strategic Delivery Unit	281,700	580,300
Commissioning Review	-56,000	0
Senior Staff Reductions	-93,000	0
	<b>9,856,000</b>	<b>9,042,500</b>
<b>Chief Finance Officer</b>		
Audit	620,500	580,200
Benefits	23,915,700	24,943,600
Finance DMT	388,900	415,700
Financial Services	1,396,500	1,366,700
Pensions	-23,000	-7,400
Revenues	471,100	381,600
Service Centre	2,044,000	1,908,500
Treasury and Technical	531,300	483,100
	<b>29,345,000</b>	<b>30,072,000</b>

## Revenue Budget 2019/2020

### Resources

	<b>ORIGINAL BUDGET 2018/2019 £</b>	<b>ORIGINAL BUDGET 2019/2020 £</b>
<b>Chief Legal Officer</b>		
Access to Services	239,300	94,500
Coroners	624,800	731,000
Democratic Services	2,501,000	2,552,200
Information Governance Unit	40,000	162,900
Legal Services	1,884,100	2,072,000
Overview and Scrutiny Unit	224,800	199,600
Commissioning Review	-19,000	0
	<b>5,495,000</b>	<b>5,812,200</b>
<b>Sustainable Swansea</b>		
Workstreams	-5,774,900	-1,754,100
	<b>-5,774,900</b>	<b>-1,754,100</b>
<b>Total Resources</b>	<b>41,191,600</b>	<b>45,011,000</b>

## Revenue Budget 2019/2020

# Poverty & Prevention

	<b>ORIGINAL BUDGET 2018/2019 £</b>	<b>ORIGINAL BUDGET 2019/2020 £</b>
<b>Poverty &amp; Prevention</b>		
Adult Prosperity & Wellbeing Service	960,400	791,300
Cross Directorate Commissioning	849,500	795,500
Early Intervention Services	1,035,900	955,900
Head of Poverty & Prevention	137,000	114,000
Partnership Performance & Commissioning	1,415,300	1,315,800
Young Peoples Services	2,034,900	2,038,600
Cross Directorate Integration Savings	0	-1,458,100
Poverty & Prevention Staffing Savings	-55,000	0
	<b>6,378,000</b>	<b>4,553,000</b>
<b>Total Poverty &amp; Prevention</b>	<b>6,378,000</b>	<b>4,553,000</b>

## Revenue Budget 2019/2020

### Social Services

	<b>ORIGINAL BUDGET 2018/2019 £</b>	<b>ORIGINAL BUDGET 2019/2020 £</b>
<b>Head of Adult Services</b>		
Directorate Services	5,377,500	4,814,800
Disability Residential & Day Care	6,823,100	6,644,000
Integrated Services - Domiciliary Care & Hubs	20,380,650	21,508,350
Integrated Services - External Residential	14,494,100	16,047,850
Integrated Services - Other	2,979,000	2,879,500
Learning Disabilities & Mental Health Support	18,062,300	18,640,200
Older Persons Residential and Day Care	6,226,750	5,840,300
Safeguarding/Wellbeing	2,225,050	2,380,850
Western Bay	249,150	249,150
Commissioning Reviews	-669,000	-500,000
Business Support Review	42,600	-205,000
Staffing Savings	-500,000	-900,000
	<b>75,691,200</b>	<b>77,400,000</b>
<b>Head of Child &amp; Family Services</b>		
Accommodation Services	16,411,550	18,782,800
Aftercare	849,000	1,277,400
Assessment and Care Management	12,888,750	12,520,800
Family Support Services	3,475,800	3,298,600
Regional Services	2,177,150	2,134,600
Residential Care-Internal Provision	525,000	624,800
Senior Staff Review	-228,650	0
	<b>36,098,600</b>	<b>38,639,000</b>
<b>Total Social Services</b>	<b>111,789,800</b>	<b>116,039,000</b>

# Revenue Budget 2019/2020

## Education

	<b>ORIGINAL BUDGET 2018/2019 £</b>	<b>ORIGINAL BUDGET 2019/2020 £</b>
<b>Delegated Schools</b>		
School Cost Centres	147,013,217	150,720,217
	<b>147,013,217</b>	<b>150,720,217</b>
<b>Director of Education</b>		
Mgt & Admin Effectiveness	129,900	129,800
Schools At Risk	109,056	109,056
WJEC Subscriptions	36,000	0
	<b>274,956</b>	<b>238,856</b>
<b>Head of Achievement &amp; Partnership Service</b>		
Education Improvement Service	1,273,300	1,251,600
Management Systems Unit	184,400	184,400
Welsh Service	39,600	32,600
	<b>1,497,300</b>	<b>1,468,600</b>
<b>Head of Vulnerable Learner Service</b>		
Behaviour, Learning Support & EOTAS	6,506,500	6,276,900
Cleaning Services	119,760	91,860
Ethnic Minority Achievement Unit	949,000	38,000
Head of Learner Support Service	103,300	103,600
Miscellaneous Grants	81,400	103,400
One To One Support	735,573	1,069,373
Psychology Service	702,600	702,500
Recoupment/Out of County	1,750,000	1,035,000
School And Governor Unit	394,000	363,600
School Meals	477,800	660,800
SEN Statementing & Support	3,156,600	3,794,500
Swansea Music Service	142,600	45,300
Transport	7,338,100	7,593,100
Welfare Service	621,200	621,100
	<b>23,078,433</b>	<b>22,499,033</b>

## Revenue Budget 2019/2020

### Education

	<b>ORIGINAL BUDGET 2018/2019 £</b>	<b>ORIGINAL BUDGET 2019/2020 £</b>
<b>Head of Education Planning &amp; Resources</b>		
Additional School Support	78,200	78,200
Broadband & Cloud Technology	400,000	363,900
Capital Planning & Delivery Unit	377,725	377,625
Continuing Education & Pensions	501,000	410,300
Education Improvement Grant for Schools	703,418	714,418
Empty Properties	16,800	15,500
Funding & Information Unit	0	0
Funding & Information Unit	91,400	76,600
Health & Safety	84,500	84,500
Learning Portal Team	48,500	52,500
Management & Admin-Planning & Resources	101,700	101,700
Non Delegated - Pensions, Insurance & Public Duties	5,492,926	5,439,126
Post 16 Funding	-5,132,945	-5,132,945
Pupil Deprivation Grant	-7,011,930	-7,011,930
Stakeholder Engagement Unit	196,800	191,800
	<b>-4,051,906</b>	<b>-4,238,706</b>
<b>Total Education</b>	<b>167,812,000</b>	<b>170,688,000</b>

# Revenue Budget 2019/2020

## Place

	<b>ORIGINAL BUDGET 2018/2019 £</b>	<b>ORIGINAL BUDGET 2019/2020 £</b>
<b>Head of Corporate Building &amp; Property Services</b>		
Facilities Management	2,597,200	2,930,800
Strategic Estates Properties	-1,372,600	-1,708,200
Property Preventative Maintenance	3,085,900	3,001,100
Corporate Building Services Trading	1,727,900	1,653,600
Community Budgets	720,400	721,800
	<b>6,758,800</b>	<b>6,599,100</b>
<b>Head of Highways &amp; Transportation</b>		
Car Parking and Enforcement	-2,937,300	-3,192,800
Transportation	4,730,600	4,847,500
Traffic Management	1,079,600	1,092,900
Central Transport	-657,300	-575,900
Engineering	477,600	664,400
Highways	7,067,500	7,117,400
Swansea Marina	-81,400	-82,400
Directorate and Other Costs	175,500	-60,300
	<b>9,854,800</b>	<b>9,810,800</b>
<b>Head of Waste Management &amp; Parks</b>		
Household Waste Recycling Centres	748,800	872,300
Parks	5,101,000	5,238,600
Recycling	4,230,400	4,237,500
Residual Disposal/Tir John	3,688,600	4,032,400
Residual Waste Collection	2,948,200	2,660,000
Trade Refuse	-192,700	-776,900
Neighbourhood Working	4,463,500	4,592,800
Directorate and Other Costs	856,400	1,265,300
	<b>21,844,200</b>	<b>22,122,000</b>
<b>Place Directorate</b>		
Place Directorate	591,800	339,250
Workstreams	-1,365,000	-1,424,200
	<b>-773,200</b>	<b>-1,084,950</b>

# Revenue Budget 2019/2020

## Place

	ORIGINAL BUDGET 2018/2019 £	ORIGINAL BUDGET 2019/2020 £
<b>Head of Cultural Services</b>		
Archives	266,500	218,700
Arts	2,489,100	2,353,100
Community Buildings	205,800	210,200
Development and Outreach	233,900	241,300
Libraries	3,067,700	3,084,700
Sport and Recreation	2,596,400	3,362,950
Tourism, Marketing & Events	1,572,400	1,483,400
Directorate and Other Costs	428,200	385,700
	<b>10,860,000</b>	<b>11,340,050</b>
<b>Head of Planning &amp; City Regeneration</b>		
Business Support	393,519	344,319
Property Development	581,998	833,398
City Centre Management & Indoor Market	-295,500	-331,400
European Team	0	0
Major Projects, Design and Conservation	105,100	112,600
Planning Control	614,900	452,600
Planning Policy and Environment	1,057,400	941,000
Directorate and Other Costs	290,683	219,783
	<b>2,748,100</b>	<b>2,572,300</b>
<b>Head of Housing and Public Protection</b>		
Building Regulations	120,100	130,900
Burials and Cremations	-653,200	-817,700
Food Safety	614,900	650,200
Licensing	-31,400	-44,700
Pollution	750,800	708,900
Public Health	827,600	823,900
Registrars	21,100	4,500
Trading Standards	613,300	629,500
Housing Grants to the Independent Sector	40,500	40,500
Housing Renewals and Adaptations	216,500	198,800
Housing Strategy, Advice and Support	2,055,500	1,872,700
Other Housing Services	472,800	496,200
Directorate and Other Costs	263,800	205,000
	<b>5,312,300</b>	<b>4,898,700</b>
<b>Total Place</b>	<b>56,605,000</b>	<b>56,258,000</b>