

Pembrokeshire County Council - Strategic Equality Plan 2020 - 2024

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PROTECTED CHARACTERISTICS IN PEMBROKESHIRE

Age and Gender Profiles

The 2019 mid-year estimate of total population in Pembrokeshire was 125,818. The proportions of males and females remains largely static, with the number of females slightly exceeding the number of males; this can be attributed to the longer life expectancy of females. Of these:

Age	Pembrokeshire population (mid-term 2019)	% of 125,818
Age 0 – 4	5,904	5%
Age 5 - 15	15,538	12%
Age 16 - 64	71,638	57%
Age 65 – 74	17,749	14%
Aged 75 – 84	10,688	8%
Aged 85 and over	4,301	4%
Total	125,818	100%

In comparison with the years immediately preceding 2018, the number of 0-4 year olds is declining slightly, the number of 5 – 15 year olds is increasing slightly and the number of 16 – 64 remains fairly stable. The number of 65 – 74 year olds, 75 – 84 year olds and those aged 85 and over is increasing.

Live births recorded within the Hywel Dda University Health Board area for Pembrokeshire have fallen slightly over the last few years.

Year	2015	2016	2017
Births	1,177	1,116	1,113

(ref: Stats Wales website)

Disability and Carers

Due to the older nature of the population of Pembrokeshire, the Census 2011 data shows some Lower Super Output Areas (LSOAs) have a higher than Wales average of people whose day-to-day activities are limited . . . The main towns are generally those with higher than average percentages of people whose day-to-day activities are limited . . . Pembroke Dock has the highest percentage of people whose day-to-day activities are limited a lot – with Pembroke Dock: Central and Pembroke Dock; Llanion both recording percentages of over 16% in this category (compared with 11.1% for Pembrokeshire and 11.9% for Wales). Pembroke: St Mary North and East Williamston also both have a 15% figure for this indicator.

Pembrokeshire has a higher percentage of its population providing 1 – 19 hours care (7.4%) than Wales (6.9%). Pembrokeshire has percentages in line with the Welsh average for those providing 20 – 24 hours unpaid care a week and for those providing 50+ hours of unpaid care a week. In terms of those providing over 50 hours care a week, there are certain LSOAs, which are higher than both the Welsh and Pembrokeshire average. These include a number of the main towns. LSOAs with 4.5% or more of the population providing 50+ hours of unpaid care a week include: Haverfordwest Merlin's Bridge; Milford Haven Hakin and Milford Haven Hubberton; Pembroke St Mary South and Pembroke St Michael.

(ref: LDP2 Preferred Strategy Equality Impact Assessment)

Gender Re-Assignment

Statistics on the number of trans people in Pembrokeshire are not available. There is currently a lack of good quality statistical data regarding trans people in the UK as a whole.

(ref: LDP2 Preferred Strategy Equality Impact Assessment)

Minority Ethnic Groups

In 2009, it was estimated of a total Pembrokeshire population of 117,400:

Ethnic group	Number	% of 117,400
White	113,400	97%
Mixed	900	1%
Asian or Asian British	1,400	1%
Black or Black British	1,000	1%
Other ethnic group	700	-
Total	117,400	100%

(ref: Stats Wales website)

When compared with Wales as a whole, Pembrokeshire has a relatively large resident Gypsy and Traveller population. Pembrokeshire County Council's 2015 Gypsy Traveller Accommodation Needs Assessment for Pembrokeshire provides:

From the survey of 91 households, which gave their ethnicity, 43 (47.3%) identified as Romani or as a variant there of. The 32 households (35.2%) which identified as Gypsy, Welsh Gypsy, Traveller or Welsh Traveller tended to share strong family links and/or sites with Romani households. These groups, interconnected by family and/or locational ties, together comprise 82.5% of all respondents. None of the households that gave responses in the survey identified as having Irish Traveller ethnicity. The Council is however aware that an Irish Traveller acquired planning permission for one private site comprising six pitches in 2013. None of the households that gave responses in the survey identified as having New Traveller ethnicity either. The Council is however aware of one New Traveller pitch within Pembrokeshire.

(ref: LDP2 Preferred Strategy Equality Impact Assessment)

Religion and Belief

According to the Census 2011 data Pembrokeshire (63%) has a higher percent of people identifying as Christian than Wales (57.6%). The LOSA with the highest percentage of Hindu's is Haverfordwest Prendergast (2.9%), an area which also has the highest percentage of Buddhists (0.9%) and Muslims (1.7%) (ref: LDP2 Preferred Strategy Equality Impact Assessment)

Sexual Orientation

Statistics on sexual identity are not available at a Pembrokeshire level due to concerns around small sample sizes and robustness of the data . . . Data is available . . . for South West Wales region which, includes Ceredigion, Pembrokeshire and Carmarthenshire. For the region 94.9% of people identified themselves as heterosexual/straight, 1.24% as gay/lesbian or bisexual and 0.51% as other. 1.21% did not respond. The figures are very similar for those of Wales as a whole.

(ref: LDP2 Preferred Strategy Equality Impact Assessment)

GOVERNANCE AND THE SOCIO-ECONOMIC DUTY

We will improve governance arrangements for the implementation and monitoring of our Strategic Equality Objectives. We will commence the Socio-Economic Duty from March 2021 onwards

THE NATIONAL PICTURE

The Socio-Economic Duty

The Wales Act 2017 has given the Welsh Government powers to commence another part of the Equality Act 2010, the Socio-Economic Duty, from March 2021 onwards. The Socio-Economic Duty requires local authorities, and a number of public bodies (named by Welsh Ministers):

“When taking strategic decisions, to have due regard to the need to reduce the inequalities of outcome that result from socio-economic disadvantage.”

‘Features of socio-economic disadvantage are complex and are often interlinked for example health outcomes get progressively poorer across as socio-economic disadvantage escalates. No/low accumulated wealth leads to households having no-limited access to basic goods and services such as transport, education and health care services; a lack of social mobility in terms of higher education and career prospects; discriminated faced if individuals have protected characteristics (see below). It is important to recognise socio-economic disadvantage is not only experienced in those communities typically regarded as deprived. For example, analysis of the Welsh Index of Multiple Deprivation shows that while 20% of income deprived people live in the 10% most deprived areas, this means that around 80% of income deprived people do not. However, living in a deprived area can exacerbate negative outcomes for individuals and households, as these areas face significant challenges, and this is particularly the case for deep-rooted deprivation.’ (ref Welsh Government Consultation Document – A More Equal Wales, Commencing the Socio-Economic Duty)

Poverty

– Poverty has increased: a quarter of adults and a third of children are now living in poverty. Poverty and deprivation are both higher in Wales than in other nations in Britain, but severe material deprivation in Wales has decreased. Disabled people are more likely to live in poverty and experience severe material deprivation than non-disabled people.

– UK-wide reforms to social security and taxes since 2010 are having a disproportionately negative impact on the poorest in society, particularly affecting women, disabled people, ethnic minorities and lone parents in Wales.

(ref: Is Wales Fairer?)

Under-representation of women among local election candidates in Wales

“Women remain under-represented among local election candidates in Wales . . .”

(ref: Is Wales Fairer?)

Under-representation of BAME individuals among local councillors

In July 2020, a University of Manchester Report by Professor Maria Sobolewska and Dr Neema Begum highlighted the scale of under-representation of BAME individuals as members of UK councils. Across the UK as a whole, they recorded 7% of all UK councillors are from a BAME backgrounds, which is half the percentage of BAME people that make up the country's overall population (14%). In Pembrokeshire they recorded 0% of Council members as being from a BAME background, as opposed to 1.9% of the local population.

WHAT'S HAPPENING LOCALLY?

▪ The Welsh Index of Multiple Deprivation 2019, indicates that 15% of the total population in Pembrokeshire are living in income deprivation. In this respect Pembrokeshire is ranked joint 11th (along with the Isle of Anglesey, Conwy, Wrexham and Carmarthenshire) among the 22 local authority areas in Wales. The Index also indicated that 10% of the working age population of Pembrokeshire are in receipt of employment related benefits. In this respect Pembrokeshire is ranked joint 12th (alongside the Isle of Anglesey and Conwy) among local authority areas in Wales.

Local Authority	% of population in income deprivation (those who are: in receipt of income related benefits; in receipt of tax credits with and income 60% below the Wales median or a Supported Asylum Seeker)		% of working age population in receipt of employment related benefits
1.Blaenau Gwent	21	1.Blaenau Gwent	15
2.Merthyr Tydfil	20	2.Merthyr Tydfil	14
3.Neath Port Talbot	19	2.Neath Port Talbot	14
3.Rhondda Cynon Taf	19	4.Rhondda Cynon Taf	13
5.Caerphilly	18	5.Caerphilly	12
5.Newport	18	5. Torfaen	12
7.Denbighshire	17	7.Newport	11
7.Swansea	17	7.Denbighshire	11
7.Torfaen	17	7.Swansea	11
9.Bridgend	16	7.Bridgend	11
9.Cardiff	16	7.Carmarthenshire	11
11.Isle of Anglesey	15	12.Isle of Anglesey	10
11.Conwy	15	12.Conwy	10
11.Wrexham	15	12.Pembrokeshire	10
11.Pembrokeshire	15	15.Cardiff	9
11.Carmarthenshire	15	15.Wrexham	9
17.Gwynedd	13	17.Gwynedd	8
17.Vale of Glamorgan	13	17.Vale of Glamorgan	8
19.Flintshire	12	17.Flintshire	8

19.Ceredigion	12	17.Ceredigion	8
20.Powys	11	21.Powys	7
21.Monmouthshire	10	22.Monmouthshire	7

Children living in low income families

The percent of children living in low-income families in Pembrokeshire in 2015 remained beneath the Welsh average of 20%. However, within the Pembrokeshire Lower Super Output Areas (LSOAs) a significant number of those within the county's main towns have higher percentages than the Welsh average, with LSOAs of over 30% in Haverfordwest, Milford Haven, Pembroke and Pembroke Dock (ref: LDP2 Preferred Strategy Equality Impact Assessment)

Elected Members

- Of its 60 elected members, Pembrokeshire County Council has seven female members, two of which are Cabinet Members. Pembrokeshire County Council has one female Committee Chair. Pembrokeshire County Council has no members from a BAME background.

EMPLOYMENT

We will take steps to become a more inclusive employer and seek to reduce our gender pay gap

THE NATIONAL PICTURE

- The overall employment rate has risen, but remains lower in Wales than in England or Scotland. Disabled people's employment rate in Wales is less than half that for non-disabled people
- Unemployment rates have fallen, with those aged 16–24 having the highest rate of unemployment
- Insecure employment is around twice as high as average for those aged 16–24 and has increased for this age group*
- Disabled people are less likely than non-disabled people to work in managerial or professional occupations, which tend to have high pay
- Women are more likely than men to work in caring, leisure and other service occupations, or sales and customer service occupations, or elementary occupations, which tend to have low pay, but similar proportions of women and men are in high-pay occupations
- Women continue to earn less than men on average
- Gender pay gaps are narrower in Wales than in England mainly because average hourly earnings of male full-time employees are much lower in Wales
- Average earnings also vary by gender, disability, ethnicity and religion or belief; in particular, average earnings are lower for disabled than non-disabled people
- Seven out of 10 mothers have had a negative or possibly discriminatory experience during pregnancy or maternity leave, or on returning from maternity leave
- In apprenticeships, strong gender segregation remains. Ethnic minorities are under-represented in apprenticeships and the representation of disabled people is particularly low**
- Bullying and sexual harassment remain widespread in the workplace, although a lack of survey evidence means that it is difficult to quantify this. A 2017 study reported that 26% of people living in Wales had experienced unwanted sexual behaviour at work.

**Evidence presented to an inquiry into poverty in Wales suggests that working time security is essential for workers to be able to participate effectively in society and organise work with other activities (Lloyd, 2017). Men and women were almost equally likely (10.4%) to be in insecure employment. Those aged 16–24 were almost twice as likely as average to be in insecure employment in 2016/17 (22.2%). Between 2010/11 and 2016/17, insecure employment increased by 1.0 percentage point overall and by 1.8 percentage points for women.*

-Higher levels of free childcare are offered in Wales than the rest of Britain, for working parents of three or four year olds (30 hours per week for 48 weeks of the year). However, an initial BBC Wales Live analysis indicates that the number of parents taking advantage of the free childcare offer has been lower than expected.

(ref: Is Wales Fairer?)

****Apprenticeships in Wales**

In Wales, responsibility for apprenticeships is devolved to the Welsh Government. Regional Skills Partnerships in North, South and Mid, and South East Wales have oversight of apprenticeships. Apprenticeships are delivered and administered through a procedure network of quality assured training providers.

The Apprenticeship Levy is a levy on UK employers, with annual pay-bills in excess of £3 million, to fund new apprenticeships.

Welsh Government has a commitment to deliver a minimum of 100,000 quality all age apprenticeships. It's priorities are:

- Increasing the number of apprentices aged 16-19: increasing the take-up of apprenticeships amongst 16-19 year olds and raising the number of school leavers going on to high quality apprenticeships
- Addressing skills shortages: developing apprenticeships, particularly in growth sectors and emerging job categories, in line with priorities determined by Regional Skills Partnerships
- Developing higher-level skills: focusing on apprenticeships at level 4 and above, where returns tend to be higher and at the level most successful European countries deliver. Continuing to monitor the effectiveness and relevance of Foundation Apprenticeships (Level 2)
- Developing skills pathways: integrating apprenticeships into the wider education system

It will also focus on:

- An all-age programme: increasing the number of people who are able to access quality apprenticeships
- Supporting performance measures: focusing on the achievement of meaningful and sustainable employment
- Supporting learners: ensuring that provision and opportunities are easy to access to apply and recruit for
- Delivering apprenticeships in Welsh and bilingually: ensuring all learners have the opportunity to maintain and develop their Welsh language skills
- Establishing a new system for reviewing and developing apprenticeships: ensuring apprenticeships are designed to meet employer needs and are responsive to industry changes

(ref: Regional Skills Partnerships website)

WHAT'S HAPPENING LOCALLY?

As of 31 March 2019, Pembrokeshire County Council employed 5,995 individuals in 8,440 jobs. (ref: Pembrokeshire County Council – Employment Information 2018 – 19).

Disability Confident Employer

Pembrokeshire County Council has become a Department of Work and Pensions (DWP) Disability Confident Employer, for which organisations need to: ensure recruitment processes are inclusive and accessible; communicate and promote vacancies; offer interviews to disabled people; anticipate and provide reasonable adjustments as required, and support any existing employees who acquire a disability or long-term health condition to stay in work. In September 2019, the Council also become the first local authority in Wales to achieve DWP Disability Confident Leader status.

Supported Employment Programme

Our Supported Employment Programme is a partnership between Norman Industries and EU funded projects Workways + and Experience 4 Industries. It aims to provide people with learning disabilities and Autism with supported paid work opportunities. Norman Industries has been involved in DWP employability schemes supporting people working over 16 hrs a week for a number of years. Integrated Care Funding (ICF) has enabled supported employment opportunities to be offered to people who want to work less than 16 hours. This has included the development of the Social Zone Café at Milford Haven Leisure Centre, which is run by people with learning disabilities and currently employs 6 people on a supported employment basis, the web development team, which currently employs 4 people and 4 Learning Disability Champions. Supported employment provides additional in-work support, over and above what an employer would reasonably be expected to provide, to ensure that paid staff with a disability are able to do the job they are being paid to do. It could include additional supervision and training, job coaching, provision of support workers to aid communication in the work place or a job aide to do parts of the role that the person is unable to do on their own.

(ref: Statutory Director of Social Services Report 2018 – 19)

A press release, issued by the authority in February 2020, reported that, “Pembrokeshire County Council is definitely leading in the way in employing people with disability with over 60 people working within Norman Industries and Workways+ alone.” (ref: www.pembrokeshire.gov.uk)

Pembrokeshire County Council – Employment Information 2018 - 19

While there has undoubtedly been progress in terms of providing employment opportunities for people with disabilities, the proportion of employees who are disabled is much lower than for the proportion of people of working age who are disabled in Pembrokeshire (ref: Pembrokeshire County Council – Employment Information 2018 – 19).

Disability

The proportion of Pembrokeshire County Council employees who are disabled is significantly lower than might be expected. Based on the information, which employees have completed on the Council's HR management system (Trent), 2% of Council employees are disabled (a little higher than in 2017 – 18). The 2011 Census found that around 8% of employees across Pembrokeshire's local economy are disabled.

Disability	Number	Percentage
Disabled	84	1.4%

Not disabled	4,044	67%
Not known	1,867	31%
Total	5,995	

Recruitment of people with a disability / disabilities

Approximately 6% of applications came from disabled people. Taking the age profile of applicants into account, you might expect that about 10% of applications would be from disabled people. Even allowing for some disabled people choosing not to identify themselves as disabled, the proportion is low.

The proportion of disabled people who were offered a job is broadly in line (or possibly at little lower) than that which might be expected. However, the relatively low number of applicants means that drawing definitive conclusions is difficult. Differences are not statistically significant.

Person with a disability?	Withdrawn / no information		Rejected prior to interview		Interviewed but not appointed		Offer or appointed		Total	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
No	383	96%	3,979	97%	755	98%	333	97%	5,450	97%
Yes	10	3%	110	3%	18	2%	11	3%	149	3%
Not known	6	2%		0%		0%		0%	6	0%
Total	399		4,089		773		334		5,605	

Ethnicity

The proportion of employees from an ethnic minority is lower than the proportion in the Pembrokeshire's labour market. The proportion of employees from an ethnic minority is little changed from previous years. (ref: Pembrokeshire County Council – Employment Information 2018 – 19)

A sizable majority of employees, 98.3% are from a White British / English / Irish / Northern Irish / Scottish or Welsh background. This is higher than the most recent estimate from the 2011 Census of Pembrokeshire of 96.6% of the 16 – 65+ age group. The proportion is almost unchanged from 2013 – 14. However, the ethnic structure of other employees has changed a little; within this group a higher proportion are from a White Other background and a slightly lower proportion are from a BME background.

Ethnicity	Number	Percentage
BME	31	0.5%
White - Other	44	0.7%
White - UK	4,447	74%
Not known	1,473	25%
Total	5,995	

Recruitment of people with an ethnic minority background

The proportion of external candidates from a non-White UK background who applied for a job is a lower than the proportion for people of working age in Pembrokeshire. The proportion of candidates from a BME or White Other background who were offered an interview is lower than the equivalent proportion of White candidates. In common with previous years, the proportion of BME candidates, who were interviewed and then went on to be offered a job or employed, was lower than the equivalent proportion for White candidates.

The number of BME or White Other background who went on to be appointed was about half of the number that might be expected. The number of people who were appointed from a White UK background was in line with what might be expected. However, the proportion of people

where the applicant did not state their ethnicity who went onto receive an offer or were appointed was double the figure that might be expected.

As the proportion of candidates who have been offered a job or appointed from an ethnic minority has been persistently lower than those from a White – UK background for the past five years, this strengthens the case for including an objective around recruitment training in the revised strategic equality plan.

Ethnicity	Withdrawn / no information		Rejected prior to interview		Interviewed but not appointed		Offer or appointed		Total	
BME inc White Other	12	3%	231	6%	26	3%	8	2%	277	5%
White UK	358	90%	3,744	92%	694	90%	299	87%	5,095	91%
Not known	29	7%	114	3%	53	7%	37	11%	233	4%
Total	399		4,089		773		334		5,605	

Gender and Pay

As of 31 March 2019, we employed 5,995 individuals in 8,440 jobs. Of these, 4,271 are female and 1,724 are male. Women tend to be in lower paid jobs. The proportion of women at the lowest grades has dropped from about 80% to 78%. The proportion of women on the highest bands remains unchanged at 70%. 65% of employees who have Grade 9+ equivalent jobs work in education, which has a predominantly female work force.

Analysis of hourly rate paints a similar picture to that for grade. Jobs with comparatively low hourly rates are more likely to be filled by women than men. Many of the women in the highest hourly rates work in education roles. As with Grade, the proportion of women with the lowest paid rates has dropped a little. However, the proportion with hourly rates in the highest band has decreased by 1%.

The number of people with a fixed term contract fell by 2.5% and the number of people with an open-ended contract fell by 2%. These falls were concentrated in female employees – the number of employees with an open-ended contract who were male was almost unchanged.

In common with 2017-18 the proportion of casual contracts that are low paid is higher than those that are open-ended. (ref: Pembrokeshire County Council – Employment Information 2018 – 19).

Free Childcare Offer in Pembrokeshire

Welsh Government figures, which are based on the number of births, indicate that there could be up to 1,089 eligible families in the county. However, not all families will be eligible. Seven hundred families are currently accessing the scheme in Pembrokeshire (ref: Thirty Hour Childcare Information Officer)

Age and Contractual Arrangements

- The age profile of employees is older than for Pembrokeshire as a whole however, the difference between 2018-19 and 2017-18 and previous years is comparatively small
- Over half of employees are part-time (i.e. work less than 30 hours per week). This proportion has been increasing in recent years

- Four in five people have on-going contracts. 13% of people only have a casual contract, the same as March 2018

(ref: Pembrokeshire County Council – Employment Information 2018 – 19).

We looked at the number of young people (aged 25 or under) who were employed by us on contracts other than full-time open-ended contracts.

Given the total number of employees we have, and the total number people aged 25 or under within this, we would have expected that 295 young people would be employed on a full-time open-ended contract basis and 86 would be employed on a casual, fixed-term or part-time basis.

However, we found that 261 were employed on a casual, fixed term or part-time basis and only 120 young people, aged 25 or under, were employed on a full-time open-ended basis.

This contrasts with those aged over 25, where 4,524 were employed on full-time open-ended contracts and 1,090 were employed on a casual, fixed term or part-term basis. Within this age group, we would have expected to see 4,349 on a full-time open-ended contract and 1,265 on a casual, fixed-term or part-time basis.

This evidence supports the need for a review of the use of insecure employment contracts within the Council in general and in relation to the Council's employment of young people, aged 25 or under, in particular.

Apprenticeships

- We have adopted an Apprenticeship Policy that seeks to identify potential apprenticeship positions within a holistic workforce planning exercise
 - FutureWorks, our work-based learning provider division continues to provide skills programme. We have worked with a range of training providers to deliver Apprenticeships on behalf of the Department of Education and Skills, Welsh Government. We currently offer apprenticeship learning opportunities in a range of sectors
 - Through Pembrokeshire Public Services Board, and in partnership with Pembrokeshire College, an Employer Guide to Work Experience in Pembrokeshire has been produced
- (ref: Improvement Review 2018 – 19)

Tackling Poverty Pembrokeshire

This is a European Social Fund (ESF) funded project, which will be supported until 2023. The project will support people who are in work but experiencing in-work poverty due to ill-health, disability or because they are under-employed (i.e. working less hours than they wish). It will focus on the social care sector where there are challenges around recruitment and retention. The project aims to engage 240 people and to improve the economic well-being of 180.

Code of Practice on Ethical Employment in Supply Chains

Pembrokeshire County Council has signed up to the Welsh Government's Code of Practice on Ethical Employment in Supply Chains. This has required the Council to produce an action plan detailing considerations for complying with the 12 Commitments, which are designed to eliminate modern slavery and support ethical employment practices. Resulting actions have included the production of an Ethical Employment Policy, mandatory training on modern slavery, and encouraging Council suppliers to sign up to a Code of Practice.

EDUCATION

To provide support so that every child and young person maximises their potential and reduces inequality

THE NATIONAL PICTURE

- Overall, school children in Wales attain scores in reading, science and mathematics below those in England and Scotland and most other developed countries
- Educational attainment in children’s early years has generally improved
- Due to faster improvements than the average rate, boys, children on free school meals (FSM) and children with additional learning needs (ALN) have narrowed the attainment gap since 2012
- However, the attainment of children with some types of impairment, such as a hearing impairment, has worsened
- Attainment gaps at school-leaving age persist for children with ALN and those eligible for FSM
- Poorer children, children with ALN, White children and children of Mixed ethnicity have higher than average exclusion rates
- Certain groups of children are more at risk of being bullied than others. Sexist bullying tends to be targeted at girls, while lesbian, gay, bisexual and transgender (LGBT) children, and children with ALN are also more likely to be victims of bullying
- The proportion of young people that are not in education, employment or training (NEET) has dropped considerably in recent years
- Subject and career choices remain highly gendered, with girls being much less likely to continue studying science and maths after school
- Engagement in lifelong learning (education courses or job-related training) has declined since 2013/14, including among younger people aged 25–34

(ref: How Fair is Wales?)

WHAT’S HAPPENING LOCALLY?

Outcomes

In many key learner attainment indicators Pembrokeshire performs above the all-Wales average and compares favourably against similar local authorities. However, there remains further work to do in improving outcomes at key stage 4 particularly in the average point score for numeracy and science and consequently the capped points score.

Outcomes for eFSM learners require improvement as do the outcomes for more able and talented learners, including those achieving A –A* at GCSE and A level.

School Action and Statemented learners generally achieve in line with or above their peers nationally over a four-year period compared to national and local trends, but School Action Plus learners generally achieve below their peers nationally, particularly at the Foundation Phase and KS4.

Learners eligible for Free School Meals (eFSM) generally achieve below their peers nationally at all Key Stages, although there is a three – year trend of improvement at KS2. At KS4, eFSM learners' achievement in English is in line with or slightly higher than their peers in similar LAs and nationally, but achievement in Maths and Science, and on the capped point score.

Most schools effectively support attendance of vulnerable pupils; attendance for pupils with ALN has improved in recent years. While the rate of fixed term exclusions of five days or fewer has fallen across most schools in the last three years, too many pupils are still being excluded from a small number of schools and the overall rate of exclusions across the local authority remains too high.

There are many strengths and only one area requiring continued improvement; that of the outcomes for mathematics and science in some secondary schools.

Provision

The local authority co-ordinates, supports and provides a wide range of universal and targeted services. These are used very effectively and in a timely manner to promote inclusion and the wellbeing of all children and young people and supports nearly all vulnerable pupils to achieve good outcomes. Most mainstream schools work closely with the local authority to provide a good continuum of support for those pupils with the lowest need to the greatest need. Whilst there is some variability in a small number of schools on the level of inclusivity experienced in the classroom, most learners needs are met. Support for parents and carers of pupils with ALN is strong because there is well established integrated parent partnership service that improves communication, reduces the need for additional interventions and impacts effectively on the outcomes of the learners that they serve. The local authority makes good use of a range of data to identify the needs and progress of vulnerable learners over time and it is used to challenge providers effectively to improve the quality of education. Furthermore, it is also used to investigate and introduce research led projects, including the highly successful Early Identification and Intervention Screening Programme now widely used at FP and across Early Years settings. There are many strengths, including some elements of excellent practice.

Leadership

We are confident that robust safeguarding arrangements are in place. The Director for Children and Schools is lead director for safeguarding and champions a whole-authority approach, and it is communicated clearly to staff that safeguarding is everyone's business. A new Safeguarding Strategy was agreed in 2018 with complete political support and backing and it provides clear and unequivocal instructions to all staff on how potential safeguarding issues should be handled. Feedback from WAO corporate safeguarding review has received and the action plan has been implemented.

Evaluation Outcomes

In most indicators from Foundation Phase through to Key Stage 3 outcomes are broadly similar to or better than the national averages. There is particularly strong and sustained performance in Welsh first language at key stage 3.

At key stage 4 performance has been more variable over the past 3 years but has been consistently very strong and sustained in Welsh first language. In Welsh language skills most pupils make good progress from their starting points with the progress through key stages 3 and 4 being very strong, sustained and excellent over time.

At key stage 3 performance continues to improve at the expected level and is better than national performance in 2018 in all indicators and in many indicators in 2019. However, at the above expected levels outcomes have fallen in 2019 and therefore this remains an area for improvement.

Many children and young people develop good literacy, numeracy and digital skills across a range of settings including schools and non-maintained settings. There remains further work to do in a very few schools to develop children's skills more effectively.

The outcomes for learners eligible for free school meals over time remain too variable. The gap between those eligible for free school meals and non-free school meals is too wide. Over time most pupils make expected progress in all phases. The local authority has made steady improvements at the higher levels in key stage 2. However, there remains further work to do in improving performance at higher levels across all key stages and phases.

Outcomes at key stage 5 at the level 3 threshold are good and similar to national outcomes with a higher wider points score than national averages. The percentage of students achieving the level 3 threshold is 97.6% and remains above the national average at 97.5%. In 2018-19, our most able and talented sixth form learners had access to 45 Seren engagement opportunities to raise their aspiration. Progression into Sutton Trust 30 Universities has increased from 55 in 2017 to 104 in 2019.

The percentage of Year 11 learners who became NEET has reduced from 3.1% in 2012 to 1.5% in 2018, below the Welsh average of 1.6%. This is a key area of focus for Pembrokeshire Youth, which is a critical part of the workforce for the Youth Engagement and Progression Framework.

Combined Tier 1 to 3 NEET figures (16-19 Year olds cohort) remain below the Welsh average in 2019. In February there were 51 NEETs (0.16% versus Welsh average of 0.4%; 4th best placed Local Authority); in July numbers increased to 138 (0.21% versus Welsh average of 0.3%; 10th best placed Local Authority).

Nearly all pupils who have ALN or emerging ALN make appropriate and timely progress from first entry into education. This is because nearly all primary schools are accurately screening and providing effective additional early support to pupils with ALN.

Pembrokeshire ALN pupils have outperformed their peers nationally for the three of the last four years in respect of CSI outcomes at KS3 and Level 2 inclusive at KS4.

Nearly all pupils with EAL make rapid progress in the development of their language skills, and over the last 4 years the achievement of this group has been in line with or better than the achievement of all children nationally.

Through the Local Authority's Cynnydd Operation, a total of 832 learners deemed most at risk of disengaging from their education have accessed engagement opportunities since Sept 2016 leading to improved outcomes and qualifications.

Most young people in alternative education settings make good progress and rates of successful reintegration back into mainstream for younger pupils are high. The local authority ensures

focused support for vulnerable groups of pupils via a variety of training opportunities and PSE sessions. For example, there are strong partnerships with Hafan Cymru, Bangor University (Centre for Early Evidence-based Intervention), Stonewall Cymru, Show Racism the Red Card, Police All Wales School Liaison Programme, and Action for Children.

The local authority has initiated a pilot project with the Dyfed Powys Police Commissioner, kiVa International, Bangor University and the Local Community Safety Board in the development of the kiVa anti bullying / healthy relationships programme© in eight schools, including two secondary schools. These schools are some of the first in the UK to develop this internationally recognised, evidence based anti-bullying programme. Most pupils are enthusiastic and positive about the lesson content and structure. Most teachers reported that pupils were engaged and enthusiastic about the lessons. Most teachers reported that KiVa had a positive impact on: child well-being, pro-social behaviour, and class and playground atmosphere. During safeguarding health checks in the school pupils are highly enthusiastic and motivated by the programme.

Pembrokeshire's County Youth Forum has been in operation since 2001. The local authority has appointed a dedicated Children and Young People's Rights Officer who works with link staff from all mainstream secondary schools. Disengaged and vulnerable groups of young people are formally represented on the Youth Assembly via representatives from specialist forums or other appropriate representative groups.

Attendance of pupils with ALN in mainstream schools has improved over the last three years and attendance of pupils with EAL is broadly in line with those of their non-EAL peers. The local authority makes full use of its legal powers to enforce education orders for those families who, despite being offered appropriate support, consistently fail to ensure the education of their child, including, where appropriate, children who are EHE.

Most pupils enrolled at the PRU improve their attendance significantly compared with the position on entry and the rates of exclusions from the provision have fallen over the last three years.

The local authority provides good opportunities for extracurricular activities and uptake is high. This is because the quality of our music and sports development provision is excellent. We know this because our annual rolling peer observation programmes demonstrate high quality delivery. This process is to our knowledge one of the only active quality assurance systems in Wales.

The services also measure impact in a variety of ways including self-efficacy surveys, participation rates, membership numbers, audits and feedback forms. We were the 2nd LA in Wales to achieve the Disability Sport Wales 'Insport Silver' accreditation and are still one of only 6 LA's in Wales to achieve this kite mark.

Since 2015 active disability sports clubs' members have more than trebled, active disability specific coaches have more than doubled, active volunteers and disability specific clubs have doubled, and the opportunities for disability sports participation have trebled. Sport Pembrokeshire's GOGA (Get Out Get Active) scheme recently received a BBC National Award for 'Getting Wales Active' and is recognised as delivering best practice for enabling disabled people to become active in the outdoors.

As a result of the findings within the 2015 LA School Sport Survey report, Sport Pembrokeshire prioritized resources to focus on the engagement of vulnerable groups (i.e. eFSM and ALN pupils) as well as the engagement of girls. The 2018 School Sport Survey showed the gender

participation gap reduced from 7.5% to just 2% (boys 48% girls 46%). (Wales 4%). 8.2% increase in secondary aged girls defined as 'Hooked on Sport' (active at least 3 times a week) (40.2% to 48.4%) (Wales 45.7%). 5% increase in Junior Sports Club Members (59% to 64%) (Wales 59%).

Disability participation rates are significantly higher than the national average (17% Pems, Wales 12%). This is particularly pronounced at secondary age (Pems 18.2%, Wales 11%). Sport Pembrokeshire's Elective Home Education programme has received national acclaim from Cabinet Secretary Kirsty Williams, regularly engaging with 33 families (54 children aged 3-15 years). Many of the children have since joined community sports clubs, performed at interschool festivals, 44 achieved NICAS level 1 Climbing Awards and several achieved independent swimming badges.

Outcomes Priorities for Improvement

The local authority school improvement services take appropriate account of learners wellbeing. Challenge advisers work well with education welfare officers to effectively challenge schools around the support for attendance and exclusion in schools, which has assisted in improved attendance and reduced exclusions.

The local authority provides good quality data to schools to and uses its OAP model to good effect. It is used widely with a good range of audiences including teachers, senior leaders, head-teachers, chairs of governors and officers to challenge schools to improve. The governor dashboard in HWB provides timely and accurate information for governors to schools. Schools causing concern are monitored effectively through school improvement panels, progress review meetings.

In partnership with the Healthy Preschool Scheme the local authority has effectively delivered Adverse Childhood Experience Awareness Training to 18% of the childcare sector, however further courses are to be planned to ensure a wider reach.

Team Around the Pupil Parent and School (TAPPAS) comprises a group of professionals who support schools and families in the early identification of pupils with ALN and the implementation of interventions and tracking of pupils. All schools attend Termly TAPPAS 1 meetings that support schools in the early identification of pupils with ALN. Most schools attend termly TAPPAS 2 meetings. TAPPAS 3 focusses on support to families on parenting and understanding of ALN needs. TAPPAS forum provides an opportunity to develop collaborative working between schools and agencies, encouraging school to school and local cluster self-improvement.

A recent TAPPAS (1, 2 and 3: Parent Partnership) survey showed that nearly all schools agreed that the TAPPAS process provides a supportive environment for schools to share good practice and to consider common areas for development, demonstrating effective practice to support and empower additional learning needs co-ordinators (ALNCos).

Nearly all primary schools and an increasing number of early years/maintained and non-maintained nurseries, now routinely screen all pupils on entry to assess their risk of having or developing literacy or communication difficulties. Individual pupils are then identified and appropriate interventions started almost immediately. Data indicates that this programme is impacting positively on the development of skills for these very young learners and the number of pupils going on to need additional or continued support is falling.

The local authority provides good quality, planned additional support and resources to early years' settings, including non-maintained and independent nurseries on a range of areas including the identification and support of children with ALN and other vulnerable groups. As a result of this, many children entering compulsory education from other settings have already had their needs assessed and, in some cases, interventions have already begun. Most schools attend termly ALNCO Forums. The forum covers a wide range of areas to support professional development and allows schools to share and celebrate good practice. Recent ALNCO Forums have focussed on the role of the ALNCO and the ALN Statutory Reform.

Annual Inclusion Service Training Directories include comprehensive professional development (CPD) programmes led by local authority Inclusion Service officers and other specialist staff and are based on research led practices. Nearly all schools have accessed this training. Bespoke training programmes are rolled out to meet the needs of individual settings and clusters to empower them to support their learners with ALN.

The Inclusion Service website includes good quality information and resources. Nearly all schools who took part in a recent survey, agreed that the resources on the Inclusion Service website were very useful to support their pedagogical practices.

The local authority has successfully supported many primary schools to become more inclusive, although there is still more work to do. The percentage of children being identified as School Action has declined somewhat in both phases over the last 3 years, which gives an indication that more children's needs are being met within mainstream provision. This improvement in inclusivity is also reflected in the decline in fixed term exclusions in the primary phase over the last 3 years, and improvement in attendance with these groups of pupils.

The local authority has well advanced plans in place to prepare systems and train staff in preparation for the new ALN reforms. All stakeholders, including parents and young people, have been included in the process, with the training material incorporating a parent pack. Nearly all learning resource centres (LRCs) staff and parents as well as the special school have received training from educational psychologists in PCP reviews and IDP preparation. This has resulted in a few LRCs having progressed through the pilot training producing good quality IDPs at statutory reviews.

Nearly all schools have at least one Emotional Literacy Support Assistant (ELSA) trained LSA to support the emotional wellbeing of pupils and all secondary schools have their own school based counsellor. ELSAs highly value the support they receive from the educational psychology service during half termly supervision. This intervention programme is currently being rolled out to Early Years providers. The first phase of training was rated as excellent by all delegates.

The local authority provides all secondary schools with independent counselling provision as well as in Portfield Special School, Pembrokeshire Learning Centre and peripatetic counselling provision through TAPPAS 1 for primary school aged pupils. The local authority promotes ease of access to counselling provision with dedicated counselling rooms in most secondary schools. The 'reach' of the service is good with the rate of pupils accessing counselling (per 100 resident 10-18 year olds) in Pembrokeshire at 5.4, higher than the All Wales figure of 3.7. Of those pupils responding to the school-based counselling survey 75% said that after having counselling they were more able to concentrate in school and of those who had a problem with school attendance 100% indicated counselling had made it easier for them to attend. Pupils' rate being able to talk to someone in confidence without being judged as a key feature of the service. The school-based counselling service has established working relationships with Primary Mental Health Workers and school counsellors can refer directly into Specialist CAMHS.

There are effective systems in place to monitor those young people whose parents decide to deregister them from school. The rate of EHE children per 1,000 pupils is high, in common with our neighbouring LAs, but Pembrokeshire also has the 4th highest number in Wales of EHE children returning to school.

The Local authority's EHE service ensures parents are fully aware of their responsibilities to continue educating their child and facilitates access to other services such as school nursing service, youth workers and mental health support.

A dedicated EHE officer provides support to ensure the parents are making informed choices and where the provision of additional support may allow a learner to remain in school, such support is offered. Early indications show that the number of parents continuing to de-register their child following proactive support to remain in school is falling. Local authority officers regularly review the cases of children who are EHE in order to monitor their wellbeing and parent's capacity to provide appropriate level of education.

The Pembrokeshire wide behaviour approach has been introduced to support schools and effectively and consistently address poor behaviour and reduce exclusions. An authority wide launch of the approach took place across all secondary settings in 2018 outlining the principles along with a range of physical resources and practical help and advice. Cluster working to fine tune is taking place to meet particular local and community needs.

The local authority recognises that the use of managed moves to give fresh starts to pupils can be useful in certain cases. The local authority has worked in partnership with the secondary head-teachers to develop a managed moves policy. The number of moves and reasons will be carefully monitored, and any transfer considered inappropriate will be challenged robustly.

The PRU provides a good standard of education and care for their pupils and access is through an effective and timely graduated process. Successful reintegration takes place for nearly all young pupils in key stage 2 and many in key stage 3 back into their local mainstream setting and is well planned through an appropriate IDP. All pupils in key stage 4 provisions have clear post 16 pathways. Strong partnership working with local providers, Careers Wales and the PRU enable a supported transition, starting in year 10.

Working under the direct leadership of the Head of the PRU, the behaviour support teachers provide locally distributed support for schools ensuring timely and well-planned interventions to assist pupils with behaviours that challenge. The support approach strengthens school capacity as well as providing individual specialist support for pupils with complex needs. It also enables early intervention by BSTs for pupils who may benefit from the temporary fast track PRU provision. Targeted work and individual action plans are in place for a small group of schools where behaviours and rates of exclusions are causing concern.

As a result of these approaches, the rate of short term exclusions of five days or fewer across all phases has dropped significantly over the last 3 years – 58.8 per 1,000 in 15/16 to 40.4 in 17/18. The Wales rate has increased over the same period from 30.9 to 36.7.

The rate of exclusions of 5 days or more in Pembrokeshire has increased over the same period from 1.2 per thousand to 1.8 per thousand, but is broadly in line with the Wales average of 1.7 per thousand.

Through the Local Authority's Cynnydd Operation, a total of 832 learners deemed most at risk of disengaging from their education have accessed engagement opportunities since Sept 2016. Provision has been targeted towards Ysgol Harri Tudur (22%), Milford Haven School (16%), Haverfordwest High VC School (15%) and the PLC (14%). Through the operation 38% of learners have attained additional qualifications. 370 learners (44%) are eFSM, with 161 gaining a qualification to date. 570 learners (69%) are SEN, with 251 gaining qualifications. 18 learners (2%) are LAC, with 7 attaining qualifications.

The local Authority Early Years and Play Team effectively delivers a range of training for the childcare sector to address the needs of vulnerable groups within the Early Years and Play sector. For example, Attachment and Attunement, Behaviour in the Early Years, Early Years ELSA.

School attendance in Pembrokeshire is now good. This is because secondary school attendance in Pembrokeshire has improved from 93.3% in the 15/16 academic year (1.1pp below the Wales average) to 93.8% in the 17/18 academic year (in line with the Wales average). Pembrokeshire's ranking against the 21 other local authority has improved over this period from 21st to 12th. Persistent Absenteeism has reduced from 5.7% in 14/15 (Wales average 4.5%), to 4.1% in 17/18 (Wales average 4.6%). Attendance of secondary age eFSM pupils improved from 87.8% (Wales 90.2%) in 15/16, to 89.0 (Wales 89.7%) in 17/18.

Primary attendance (94.9% in 15/16) had been in line with the Wales average for several years, but in 18/19 stood at 94.8% compared to a Wales average of 94.6%. In 17/18 Pembrokeshire's ranking improved from 10th to 4th. There has been a further improvement of 0.4pp in primary school attendance in 18/19. Persistent absenteeism in the primary phase is the 3rd lowest in Wales, declining from 1.6% in 15/16 to 1.3% in 17/18, against a rise nationally from 1.5% to 1.7%. Attendance of primary age eFSM children in Pembrokeshire has improved slightly, from 92.7% in 15/16 to 92.8% in 18/19, against a decline nationally to 92.1 in 17/18.

The local authority's strategy for improving attendance has been highly successful, particularly in the secondary phase, where the strategy was initially focused. Termly Attendance Reviews in the secondary schools took place between 2016 and early 2018 (24 review meetings in total), and in 17/18 every primary school and the special school and PRU also received a review. These reviews were a good mechanism for promoting good practice and sharing effective strategies between schools. The level of school to school collaboration on attendance is far higher now than in 2016.

The percentage of 16-18 year olds NEET in Pembrokeshire has reduced from 3.2% in 2015 to 1.8% in 2017. This is a key area of focus for Pembrokeshire Youth, which is a critical part of the workforce for the Youth Engagement and Progression Framework. Pembrokeshire Youth employs an Outreach Team which focuses on transition from year 11 to post 16 education. There is a jointly funded youth work post at Pembrokeshire College. The 'Cam Nesa' project is focused on gaining ETE outcomes for the NEET population; to date 56 young people have gained employment, 31 have gained qualifications and 18 are in or have received training opportunities.

The percentage of young people engaging with the Duke of Edinburgh (DofE) Award in Pembrokeshire has increased from 3.5% to 4% during the previous year, while the Welsh Average has increased from 2.6% to 3%. We are consistently among the higher performing Local Authority DofE schemes for engagement and completion rates. For the last 4 years we have pursued a conscious strategy of engaging more young people in the scheme from disadvantaged backgrounds, Looked After, and with ALN. This has been very successful, with the percentage of Bronze DofE Award completers that have ALN increasing from 10.3% in 2013-14 to 15.8% in 2017-18. The percentage of eFSM pupils starting Bronze DofE who complete the Award has risen from 25.3% in 2013-14 to 40.0% in 2017-18.

Since targeting of FSM and LAC pupils started in 2015, 96 DofE Awards have been attained by FSM pupils and 11 by LAC pupils.

The local authority provides a range of successful early intervention approaches to support children and young people with ALN. The previously named Trinity Project now Play_Inc offers support to children and young people aged 5-18 years in five sites across the County within an ALN youth provision.

The local authority ensures appropriate support for individual vulnerable pupils via a clear transition pathway for children in the Early Years sector.

The local Authority Early Years and Play Team has successfully developed and delivered a Safeguarding Toolkit for the Early Years Sector. The toolkit assists practitioners in the implementation of reviewing the safeguarding process within their setting.

The local authority is effective in measuring demand for Welsh medium places across the county. Demand surveys have been undertaken in Milford Haven, St David's and Pembroke, as well as a whole county consultation, the findings of which have been reported to Members for consideration. The authority's links with partners in the Welsh in Education Forum are effective.

The local authority's Welsh in Education Strategic Plan (WESP) is being successfully implemented with a significant increase in the number of Welsh medium school places outside the traditional Welsh speaking areas of Pembrokeshire. The success of Ysgol Hafan y Mor in Tenby is a particular feature with the number of pupils accessing Welsh medium education located in Tenby having increased by 149% in the last ten years.

There is emerging evidence of the positive impact that sport and physical activity interventions are having on learner wellbeing, behaviour and attendance. Sport Pembrokeshire targets its secondary school resource at the engagement of vulnerable pupils (i.e. eFSM, ALN & LAC) with 67 % of this target audience (1919 pupils) participating at least once. It also targets its resource at the engagement of teenage girls, with 72% participating at least once. In 2018/19 the service created a total of 48,809 new participatory opportunities at secondary age.

The opportunities for children and young people to participate in music, and the quality of the provision, are excellent. This is because the Pembrokeshire Music Service (PMS) is committed to supporting and enhancing the work of schools in bringing the experience and enjoyment of music and music making to young people irrespective of their social and economic background. These custom-made packages include whole class tuition, short term initiatives (i.e. African Djembe Drumming, Samba, pop choirs, etc) and enrichment activities. These programmes include the tuition of 600+ pupils weekly (22% of which are in receipt of free school meals). The

service offers a variety of opportunities for MAT students, including masterclasses with professional musicians and conductors, residential courses and workshops.

Provision Priorities

In October 2018, Cabinet adopted the Education Vision for Pembrokeshire. This followed a period of engagement by senior officers with primary, secondary and special headteacher colleagues, politicians and stakeholders to agree a suite of strategic objectives to underpin the high-level priorities of education services in Pembrokeshire these are underpinned by the Pembrokeshire vision document and expressed as 'Every child and young person achieves and contributes more than they thought possible - Every Pupil Counts Every Lesson Counts'

The local authority holds regular meetings with stakeholders through its Fforwm Cymraeg to monitor the Welsh in Education Strategic Plan through the steering group. This group is fully engaged in the strategy for developing Welsh medium provision at all levels and has been also been involved the authority's response to the consultation on future arrangements for the WESP.

A fortnightly panel is held to consider the needs of pupils with Additional learning needs. This ensures that pupils with changing needs are identified early and provision allocated.

To complement this a Team Around the Pupil Parent and School structure is in place across Primary and Secondary Schools where the graduated response from a range of teams is explored. This has been reviewed in the Summer Term 2019 in conjunction with a review of the Secondary Additional Support Panels (SASP). The outcome is a more bespoke provision for secondary schools, in recognition of the different levels of need in different schools.

The local authority provides a wide range of professional learning opportunities for officers. This offer includes a range of workshops and e-learning modules are detailed on the 'Learning and Development' section on the intranet. In March 2019 the local authority launched a new online Tier 1 Safeguarding Adults and Children's online training unit. The Whole Authority Safeguarding Group requested that all staff undertake the training afresh. Many corporate staff have completed the training and nearly all of the Directorate staff. Many of the directorate's staff have completed Violence Against Women, Domestic Abuse and Sexual Violence training and Radicalisation training.

The Statutory Director of Social Services leads on ensuring that there are effective arrangements in place, at a local and regional partnership level, which promote co-operation regarding safeguarding adults and children at risk of abuse. The respective Heads of Service, through their management teams, are jointly responsible for ensuring that all the statutory requirements in terms of safeguarding and promoting the wellbeing of adults and children receive due consideration. The Director meets monthly with the Director for social services. A recent inspection by CIW identified that relationships between education and children's services were strong and effective.

The local authority is very successful in meeting parental preferences for admission to schools. For primary/reception and secondary normal admission rounds in 2018 all first preferences were met. For the 2019 normal admission rounds nearly all first preferences were met - 99.73% for primary/reception and 100% for secondary. The local authority has effective admissions arrangements in place to serve the interests of vulnerable children and established protocols are in place in relation to pupils with Additional Learning Needs, current and former Looked After Children and electively home educated children.

Source Pembrokeshire County Council Children and Schools Directorate/Self Evaluation Report 2018-2019

ACCESS TO COMMUNITY LIFE AND SERVICES

We will support the provision of accessible Council services and encourage the development of accessible opportunities within our local communities

THE NATIONAL PICTURE

– With increasing digitalisation of services and communication, being older, a disabled person, having no qualifications, or living in social housing remain risk factors for digital exclusion, although personal internet use is improving among older people. There continue to be areas of digital exclusion, particularly in rural areas of Wales.

-The lack of accessibility of the rail network in Wales, and a reduction in bus services in rural areas, creates barriers to social and economic participation for households without cars, for older people in rural areas, and for disabled people.

-Loneliness, isolation and a reduced sense of belonging are some of the most significant issues facing particular groups, including older people, disabled people, carers, new parents, lesbian, gay, bisexual or transgender people, and people from some ethnic minorities.

(ref: Is Wales Fairer?)

The Public Service Vehicle Accessibility Regulations 2000 require all new land-based public transport vehicles (trains, taxis, buses and coaches) to be accessible to disabled people, including those who need to remain in wheelchairs.

WHAT'S HAPPENING LOCALLY?

Accessible Information

Pembrokeshire County Council's website complies with Public Sector Bodies (Website and Mobile Applications)(No.2) Accessibility Regulations 2018 and, as such, provides a number of accessibility features, which allow access by people with a range of impairments. In addition, Pembrokeshire County Council is committed, as part of its Customer Charter, to the provision of information in a range of alternative formats including large print, easy read, Braille, audio and languages other than English and Welsh. This information is included as standard at the foot of its letterhead and emails. We also provide all adult social services leaflets in easy read format and aim to ensure that information sent to users of the Learning Disability Service is in easy read format.

Digital Infrastructure and Exclusion

Over 88% of households and businesses in Pembrokeshire have access to broadband at a speed of at least 30Mbps (which meets the EU definition of superfast broadband). However, less than 6% of premises have access to broadband at a speed of 300Mbps (ultrafast broadband) and 2.5% have speeds of less than 2Mbps. Pembrokeshire County Council is supporting a digital connectivity programme which is seeking to help improve connectivity.

(ref: Pembrokeshire County Council website)

Even with improved broadband infrastructure, digital inclusion remains difficult to achieve. Barriers to digital participation include a lack of skills, confidence, motivation and internet access. The Council support a number of projects, which seek to increase digital participation across the county, including the Digital Champion Volunteers scheme running in libraries within the county and the provision of IT courses as part of its community learning offer. We have also employed two community based project officers, whose role it is to support customers to move to digital means of accessing information and making payments, as part of the delivery of our Customer Service Channel Shift Strategy.

In 2019, as part of the same strategy, we closed three of our five Customer Service Centres (Fishguard, Neyland and Milford Haven). As part of the strategy, we are also planning to close our Customer Service Centre in Pembroke Dock. In addition to the digital inclusion work outlined above, provision is also available for customers to continue to pay housing rent and Council Tax at post offices. We will monitor, and keep under the review, the provision of the Customer Service Centre in Haverfordwest.

We are committed to the retention of our telephone customer contact centre. There is also an intention to move to an appointments based system, while retaining a statutory drop-in provision for acute needs. Pre-planned, appointment based meetings will give us the opportunity to better meet the needs of customers with additional needs, such as those requiring British Sign Language (BSL) and other language interpretation.

Transport

All public service buses have been compliant with the Public Service Vehicle Accessibility Regulations (PSVAR), from the required date of January 2016. School transport services are provided to meet the needs of the pupils being transported.

We are working to improve bus stops by installing raised kerbs and digital timetable displays. Two of our bus service providers currently have next stop information on buses themselves, which include both digital displays and audio announcements. It is hoped to roll this out to all providers.

Disability awareness and equality training has been provided for service bus drivers.

We are piloting Easier to Read timetables (based on Easy Read format for customers with learning disabilities). Easier to Read timetables are currently available on request in hard-copy format and we have received around 60 requests for copies. It is hoped to make these available on-line and to continue to provide these for passengers who are unable to use traditional timetables.

The Pembrokeshire Passport scheme allow passengers to communicate with drivers through images and written word, without the need for speech. The Wheelchair Passport provides details of the wheelchair to assist with travel in public vehicles.

Pembrokeshire Association of Community Transport Operators (PACTO) has secured funding from the National Lottery for its Bus Buddies scheme, which supports volunteers to help those with additional needs access public and community transport. Public transport training is also available for those attending Portfield Social Activity Centre.

There are a wide range of community transport initiatives including: Dial-A-Ride, Bwc-A-Bus and Country Cars, which provide a range of flexible solutions for customers.

Local Toilet Strategy

Public toilets were an area flagged up as being of particular concern by the Pembrokeshire Access group as part of the regional engagement work, which was undertaken in preparation for the strategy in Spring / Summer 2019.

The strategy underpins the provision of: accessible, clean toilets in the most appropriate locations.

In 2018, we undertook an engagement exercise as part of the development of our Local Toilet Strategy for Pembrokeshire. The following groups were most likely to indicate that they didn't feel confident about finding suitable toilet facilities in Pembrokeshire: those who indicated that they were expecting a baby; those aged 75 or over; those who were disabled; those who were carers; those who were on maternity leave; those aged 65 – 74; those with children aged 5 or under, and women.

The aims of the strategy are to:

- Secure the future of as many current public toilets as possible
- Increase public toilet provision and
- Improve access to all groups, actions include:
 - Ensuring baby-changing facilities are available equally to both males and females. We will endeavour to increase provision of baby changing facilities across the County
 - Ensuring any new toilet block or large-scale renovations will provide unisex provision to maximise the number of cubicles that can be accessed by both males and females, and to cater for transgender and non-binary people
 - Ensuring any new disabled facilities or large-scale renovations are compliant with the Equality Act 2010 (Disability) Regulations 2010 and that principles of inclusive design embodied in regulatory standards and guidance, such as the Building Regulations and British Standards, are followed. Where it is not possible to make physical changes to existing provision, consideration will be given to making alternative provision available
 - We will strive to ensure that proper consideration is given to incorporate Changing Places facilities within any appropriate future developments
 - The planning directorate will give consideration to ensuring that all-access public toilets are part of planning applications for appropriate buildings

(ref: Pembrokeshire Local Toilet Strategy)

Social Services Preventative Approach

Work to adopt a more preventative approach has gathered pace of the last few years. This has resulted in an increasing number of opportunities for people to become part of a range of third sector and community developments, aimed at improving the quality of life for individuals within their own communities and reducing the demand for on-going managed care.

The corporate Customer Contact Centre, our Pembrokeshire Association of Voluntary Services, Crossroads and many other organisations continue to respond well to managing demand for our adult services during 2018/19 by providing information advice and assistance. The total number of telephone and e-mail contacts received by our corporate Contact Centre was 37,720 in 2018/19. This is significantly less than the total number for 2016/17, which was 43,219 and 2017/18 at 42,943. We believe that the number has reduced because customers are now able to access more information in their community through community connectors and over the internet by accessing the Dewis Cymru information directory. It was also during this time that we commissioned Crossroads to provide information, advice and assistance for us. We also note

that the number of new referrals for services made by the contact centre has reduced from 6,603 in 2016/17 to 4,704 in 2017/18 and 4,362 in 2018/19. Enhanced contact centre training and the provision of access to more information to provide advice and assistance at the first point of contact has meant that there has been a significant reduction in duplicate and inappropriate referrals. Our social care teams are also completing less assessments than they did in previous years. This year we completed 2,335 assessments whereas in 2016/17 we completed 3,193 assessments.

The figures demonstrate that there has been a decrease in the number of people we are supporting. We believe that more people are now empowered to source their own support from the community and are not accessing statutory services through us. Also regular reviews of service packages through a variety of projects ensure that service users only receive those services that they need.

There has been a marked increase on 2017/18 figures with regard to the number of people we are supporting with their mental health needs. This may be due to increased awareness of mental health services via primary care mental health services, resulting in more appropriate referrals to the service.

Moving forward, in line with the Members Programme for Administration, it is our intent to reduce numbers of children in residential placements and to return children to their home community environment. We are working with partners such as Pembrokeshire College and other local providers in order to develop local alternatives to out of county residential provision. We will update on progress against these ambitions in our 2019/20 plan.

Transformation of Day Opportunities

In 2018/19 we committed ourselves to a review of our day services so that they can more closely align to meeting the needs of modern day service users. We aimed to co-design a new model of service delivery with our partners, service users and their families. We undertook 13 co-production events during February 2019. A total of 234 individuals attended the events, of which, 30 were parents and / or carers. This feedback will enable us to develop new models of service delivery for further consultation during 2019/20.

Flying Start and Families First

As in previous year our Families First and Flying Start services worked in partnership with colleagues from Health, Education and the Voluntary Sector in order to put on a range of engagement and activity sessions. In total 15 sessions took place during the school holidays in a variety of locations. A total of 1,376 participants enjoyed activities which included cookery, forest skills, sports activities, science tasks to name a few. The comments received after the events show how much our service users welcome the opportunity to take part.

(ref: Annual Report of the Statutory Director of Social Services 2018 – 19)

Sport Pembrokeshire Accessible Sports and Physical Activity

- Pembrokeshire County Council was the second local authority in Wales to achieve the Disability Sport Wales 'Insport Silver' accreditation and are still one of only 6 LA's in Wales to achieve this kite mark (*Disability Sport Wales*)
- Since 2015 active disability sports clubs' members have more than trebled (2015 – 344, 2019 -1134), active disability specific coaches have more than doubled (2015 - 151, 2019 - 344), active volunteers (2015 – 117, 2019 - 226) and disability inclusive clubs (2015 – 14, 2019 - 30) have doubled, and the opportunities for disability sports participation have trebled (2015 – 10970, 2019 35510) (*Disability Sport Wales Key Performance Indicators 2019/20*)

- The gender participation gap reduced from 7.5% to just 2% (boys 48% girls 46%) (Wales 4%) (*National School Sport Survey 2018*)
- Disability participation rates are significantly higher than the national average (17% Pems, Wales 12%). This is particularly pronounced at secondary age (Pems 18.2%, Wales 11%) (*National School Sport Survey 2018*)
- Currently 42% of disabled/impaired pupils take part in sport and physical activity 3+ times per week compared with 48% with no disability / impairment (*National School Sport Survey 2018*)

The Council's sports development arm, Sport Pembrokeshire, is leading an initiative to achieve the insport Development Gold Standard, which will entail:

- Supporting the inclusion of disabled people through physical activity (including sport)
- Supporting the development of an inclusive philosophy, working culture, policies and practices within the sport and leisure sector in Wales
- Growing expertise and understanding of disability sport, so partners become progressively more independent and able to demonstrate improved delivery and support to disabled people
- Supporting partners to deliver sport in its entirety rather than only the non-disabled version of it (ref: Disability Sports Officer)

HOUSING

We will work to increase the availability and diversity of affordable housing

THE NATIONAL PICTURE

-Rough sleeping has increased and high levels of homelessness remain a concern. Evidence links this to recent UK-wide reforms to social security, as well as a lack of affordable housing and reductions in local authority budgets in Wales to tackle homelessness

– Stronger duties on local authorities in Wales since 2015 are preventing homelessness for a larger number of people, but the impact on people with different protected characteristics is not clear*

– Disabled people face a shortage of accessible and adaptable homes and long delays in making existing homes accessible. Local authority data on accessible and adaptable housing in their area are generally poor

– An increasing proportion of social housing is meeting the Welsh Housing Quality Standard. Recent legislation aims to improve terms and conditions for people renting in the private sector, but it is too early to evaluate its impact

**An evaluation of the Housing (Wales) Act 2014 suggested that homelessness is being prevented for a larger number of people than previously, but the impact on people with different protected characteristics or who are at risk (particularly those with mental health conditions) was variable, largely due to differences in service provision. Single men, care leavers, ex-offenders and those experiencing multiple issues were most likely to have unmet housing needs (Welsh Government, 2017a). A further evaluation noted that few local authorities monitored equalities data for the services they provided and so could not demonstrate that their services were equally accessible and made available to all (Wales Audit Office, 2018).*

(ref: Is Wales Fairer?)

The demand for accessible housing

▪ Disabled people are significantly more likely to be dissatisfied with their current home than non-disabled people – 14% say they are dissatisfied compared to 8% of non-disabled people. Satisfaction levels are lowest among disabled people under 45 and those currently renting from a private landlord

▪ A number of people, of all tenures, see a move to social rented housing as a likely future option that would meet their accessibility needs as they grow older

▪ Regardless of current housing situation the public in general do acknowledge their potential future need for accessible housing features to some degree

▪ The majority (59%) of disabled people who are 65 and over say that they need accessible housing features in the next five years, with 46% of all disabled people and 20% of the general public saying the same

▪ Of people with caring responsibilities, 47% say that the person they care for will need accessible housing features within the next five years or so

▪ 50% of people said they would favour staying in their current home with some adaptations to allow them to live independently

- Around 19% of the public (or 9.8 million people across Great Britain) would most favour moving to different property specifically designed or adapted to enable them to live independently
 - Among the public at large, a significant minority indicated in principle interest in living in inclusive accessible housing schemes if they need care and support at some point in their life. 38% say they would be interested in living in a scheme for disabled and non-disabled people of a similar age range. 35% indicate an interest in living in a scheme for disabled and non-disabled people of any age
 - Nearly half the British public (47%) say they would be more likely to consider moving to a property if it had a downstairs bathroom
 - More than a third would be more likely to consider a property if it had adaptations to make it easier to use a bathroom, or step free access at the front of the property
 - People with unmet need for accessible housing are four times more likely to be unemployed or not seeking work because they are sick or disabled than those whose needs are met or who are disabled but do not need accessible housing
- (ref: Habinteg and Popworth Trust: The hidden housing market)

Welsh Government recommend that local authorities should promote, “barrier free housing developments, for example built to Life Time Homes standards”. The Life Time Homes standards, which are promoted by the Joseph Rowntree Foundation comprise 16 standards that aim to provide homes which are flexible and can cater for people with a wide range of disabilities (ref: Welsh Government’s Planning Policy Wales Edition 9, Chapter 9)

WHAT’S HAPPENING LOCALLY?

Availability of affordable housing

As the house price / income ratio in Pembrokeshire is still high, housing affordability is still an issue. An Office of National Statistics (ONS) report suggests that the income ratio in Pembrokeshire in 2017 was 6.8 compared with an England and Wales average of 7.0 whereas, in 2006, the house price income ratio was higher in Pembrokeshire than for England and Wales. Through the Local Development Plan (LDP) revision process, we have consulted on increasing the supply of homes of all tenures in Pembrokeshire, as a long-term way of tackling affordability.

Funds from the 2nd homes Council Tax premium are being used to establish a rolling programme of building 10 affordable homes per year, with the first of these potentially built in Solva. The Brynhir site in Tenby, the largest housing site within the National Park, has been purchased by our Housing Revenue Account. An planning application for 102 affordable residential units, eight shared-ownership residential units and 34 open market residential units, with associated access, drainage and landscaping, open space provision and an ecological buffer, was considered by the Pembrokeshire Coast National Park Authority’s Planning Committee on the 10th June 2020. The recommendation was to delegate authority to grant planning permission, subject to various conditions being met. Other examples include the former primary school site in Johnston, on which planning permission for 33 affordable units, including parking, open space and associated works, was conditionally approved on 30th May 2019. Through the Integrated Care Fund, this site will contain four supported living flats.

Between 1 April 2019 and December 2020, 338 affordable homes will be completed (some of these are already under construction). The current Housing Revenue Account Business Plan 2020-50 estimates 390 new council houses will be built in the next 5 years.

Gypsy Traveller Background Paper including Sites Assessment

Pembrokeshire County Council contacted over 200 household addresses as part of the GTAA. 118 households completed the survey, 70 households either refused to take part or were unable to be contacted during the survey. This provides a total figure of 188 Gypsy and Traveller households, providing a response rate of 63%. An unmet need for 14 residential pitches, over the next five years (by the end of 2024) has been identified in this assessment. Over the plan period for PCC and PCNPA (up to the end of 2031 and 2033) this equates to an overall need for 56 residential pitches (net need from 2025 – 2033 is 42 pitches). The Authority has analysed the responses, which identified a need for additional accommodation. To help to plan future provision, respondents were asked what area within Pembrokeshire they would like to move to. The general locations identified by people in need area generally within the south of the county with Haverfordwest providing the furthest location to the north.

The potential to identify sites for Gypsy and Traveller Accommodation to meet need identified within the GTAA has been through two approaches:

- To consider the Council's land register to identify land which is unused or under used in the Council's ownership and located in places where the Gypsy Traveller community wish to reside
- To call for candidate sites and additional candidate sites as part of the Local Development Plan review process

The assessment has shown that whilst the four assessed sites considered in detail have the scale to accommodate Gypsy and Traveller provision, they are variously constrained by landscape and visual impact, location and proximity to settlements, access and flood risk. None of the sites provided a realistic option for allocation for Gypsy and Traveller site accommodation. Proposed candidate site - there were serious concerns raised regarding deliverability. Gypsy and Traveller sites require a significant capital investment, current estimates for the Kilgetty Kingsmoor extension site are £110k per pitch. For this reason, and lack of suitability of land owned by the Authority and candidate sites, small self-development sites are considered an appropriate way forward to address this.

(ref: LDP2 Gypsy and Traveller Background Paper including Site Assessment)

Dyfed Powys Homelessness Strategy

The Dyfed Powys Homelessness Strategy provides the following information on homelessness:

Since the introduction of the Housing Act the number of households being found homeless has increased (albeit with the lowest increase being in Pembrokeshire).

Local Authority	No. of households found homeless (under s73) 2015-16	No. of households found homeless (under s73) 2017-18	% increase
Carmarthenshire	573	786	37%
Ceredigion	171	192	12%
Pembrokeshire	342	345	1%
Powys	174	231	33%
Total	1,260	1,554	23%

- This has led to increasing pressure on Housing Options / 'the emergency response'

- People are approaching Council homelessness services with ever more complex needs
- There are less affordable options for single people (especially those under 35)

The options for single people, which are both affordable and sustainable, are becoming increasingly difficult to access. The table below indicates the proportion of single people on each Council's current housing register:

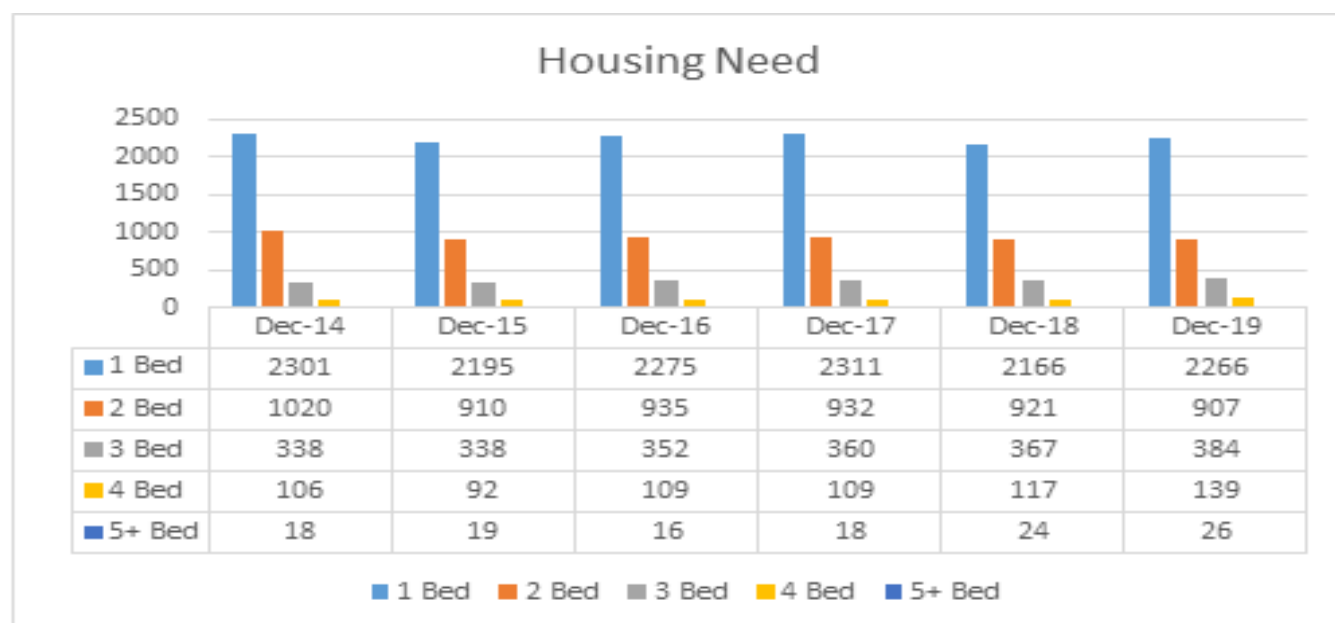
Local Authority	% of households with one bed housing need on housing register
Carmarthenshire	40%
Ceredigion	49%
Pembrokeshire	61%
Powys	44%

The proportion of households on waiting lists with a need for one bedroomed accommodation far exceeds the proportion of one-bed properties available within the housing stock (this becomes even more pronounced when you omit one bed accommodation designated for older people).

This is also emphasised in **Pembrokeshire County Council's Housing Revenue Account (HRA) Business Plan 2020-50**, which provides the information below. There is a clear commitment within the plan to improving the availability of affordable housing for local people in Pembrokeshire, and outlines particular commitments in relation to older people, those with learning disabilities and care leavers.

Housing Need

The housing need in the county over the last 5 years, as taken from the Choice Homes Register, is shown below. Housing need has been fairly static over this period and it remains the case that the majority of applicants on the register require 1 and 2 bedroom properties.



As part of the Local Development Plan (LDP) process, the Local Housing Market Assessment is in the process of being updated. The early indication from research work done to date is that

there will be a continued need for affordable housing, particularly one-bedroom properties, which reflects the Choice Homes Register information above.

Social Housing Supply

A breakdown of Pembrokeshire County Council's existing housing stock is shown below:

	0 Bed	1 Bed	2 Bed	3 Bed	4 Bed	5 Bed	6 Bed	Total
Bedsit Ground Floor	50							50
Bedsit First Floor	27							27
Bedsit Second Floor & Above	6							6
Flat Ground Floor		250	276	21				547
Flat First Floor		230	317	30				577
Flat Second Floor & Above		24	23	4				51
Maisonette Ground Floor		1	3	2				6
Maisonette Second Floor & Above		2	6	13				21
Bungalow		385	886	60	1			1332
House Non Parlour		12	723	2094	55	4	3	2891
House Parlour			30	103	5	2		140
Totals	83	904	2264	2327	61	6	3	5,648

Extract Feb Jan 2020

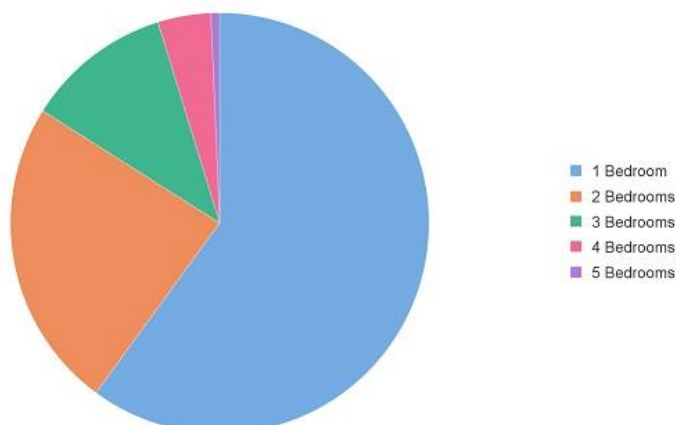
In addition there are an additional 3,276 social housing rented properties owned by Ateb and Wales & West Housing associations.

Compared with the housing need information above, there is a clear mismatch of supply and demand for smaller one and two bed properties, which we have started to address with our acquisition programme. The information below sets out the number of applicants on the Pembrokeshire Accessible Housing Register as at 27th July 2020. Our new housing development will consist of a mix of property sizes reflecting the needs at a local level.

Applicants on the Pembrokeshire Accessible Housing Register as at 28/07/2020

Bedroom Eligibility	Totals
1 Bedroom	176
2 Bedrooms	70
3 Bedrooms	33
4 Bedrooms	12
5 Bedrooms	2
Sum:	293

Applicants on the Pembrokeshire Accessible Housing Register



Supported Housing

We recognise the varied needs of our current and future tenants and that a number will, due to their vulnerabilities, require not just bricks and mortar to meet their needs but also support services. We currently provide the majority of our supported housing to older persons as sheltered housing.

Much of our sheltered housing stock is old and, although we have modernised one scheme in St David's, we need to invest more in our sheltered housing to ensure that it meets modern day aspirations and plays a positive part in assisting with the Council's corporate objective to promote independent living for older people. As part of this, a review of the existing older persons' accommodation and the support they receive has been undertaken this year. Initial findings from the review suggest different options for older people are required across the county. This may involve modernisation or redevelopment of existing schemes, but will also require increased numbers of properties to accommodate our ageing population. Funding for this is included in our future spending plans. It has been identified by Council Members, at both our Housing Development Board and HRA Working Group, that sheltered housing improvement is a priority activity. As part of this ongoing work, planning permission has been granted for 17 new older person's flats in Milford Haven and work will start of these in 2020-21.

We recognise that we need to consider the role that Council housing can have in supporting vulnerable people to live in the community, and continue to make available some general needs housing for this purpose, for example to house people with a learning disability or care leavers. As part of our rent setting process last year it was determined that additional resources would be allocated to start these improvements in 2019-20. An additional £750k has subsequently been allocated to the Capital Programme to commence works. In 2019-20 we were successful in applying for Welsh Government funding to support the development of four new build supported living flats and the acquisition of two properties to accommodate people with learning disabilities, along with the acquisition of a property for a supported parent and baby unit. (ref: Pembrokeshire County Council Housing Revenue Account Business Plan 2020 – 50)

Disabled Facilities Grants

We measure our performance in the provision of Disabled Facilities Grants (DFG) on the average number of calendar days taken to deliver a grant? In quarter one, in 2015 – 16, for example, the average number of days taken to deliver 29 DFGs was 376. In quarter one, in 2019 – 20, the average number of days taken to deliver 28 DFGs was 191. This represents a significant improvement from 2015-16 where it was taking just short of a year to deliver a DFG to the 6 months it is taking now. We recognise, however, that there remains room for improvement (ref: Housing Dept)

COMMUNITY COHESION

We will support activities which encourage people within local communities to get on well together and aim to reduce incidences of crime and anti-social behaviour

THE NATIONAL PICTURE

In 2016, The Welsh Government published its community cohesion national delivery plan for 2016/17. The plan set out outcomes focusing on: hate crime; modern slavery; inclusion of Gypsy and Traveller communities; immigration and supporting the inclusion of asylum seekers, refugees and migrants; understanding the impact of poverty; and that policies and services are responsive to community tensions, including supporting engagement with communities impacted through Prevent*. The Welsh Government currently funds a network of eight community cohesion coordinators, which covers all local authorities, to support delivery of the plan (ref: Is Wales Fairer?)

**The Prevent Duty in England and Wales requires authorities to place an appropriate amount of weight on the need to prevent people being drawn into terrorism when they consider all the other factors relevant to how they carry out their usual functions (ref:www.gov.uk)*

-The majority (75%) of hate crimes reported and recorded in Wales in 2016/17 were motivated by race or religion. This is a particular concern given Britain's impending exit from the EU and the spikes in hate crime after the EU referendum and recent terrorist attacks

– There has been a sharp increase in the number of sexual and domestic violence offences reported to, and recorded by, the police since 2015. This includes sexual abuse offences against children. This could be due to improved reporting or recording, or due to an increase in incidents (ref: Is Wales Fairer?)

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

The Act requires the public sector in Wales to work together in a consistent and cohesive way to prevent Violence Against Women Domestic Abuse and Sexual Violence (VAWDASV) and to improve the outcomes for individuals and families affected.

The legislation requires both a national strategy and local strategies to be in place.

Welsh Government's National VAWDASV National Strategy 2016 – 21 provides:

- 1.4 million women and 700,000 men aged 16-59 report experiencing incidents of domestic abuse in England and Wales
- Extrapolating this data to Wales, shows that 11% women and 5% men a year experience 'any domestic abuse', while rates of 'any sexual assault' in the last year were also higher for women (3.2%) than men (0.7%)
- In 2011 an estimated 137,000 girls and women were living with consequences of FGM in the UK and in 2011 an estimated 60,000 girls under the age of 15 were living in the UK who were born to mothers from FGM practising countries and therefore could be at risk of FGM. It is estimated there are 140 victims of FGM a year in Wales
- 80% of cases dealt with by the UK Government's Forced Marriage Unit involved female victims; 20% involved male victims. It is estimated there are up to 100 victims of forced marriage a year in Wales

- In a study of young people in intimate relationships 25 per cent of the girls and 18 per cent of the boys experienced physical abuse; 75 per cent of the girls and 14 per cent of the boys experienced emotional abuse, and 33 per cent of the girls and 16 per cent of the boys experienced sexual abuse. It found that not only do girls experience more abuse, but they also experience more severe abuse more frequently, and suffer more negative impacts on their welfare, compared with boys
 - 1 in 5 women aged 16-59 has experienced some form of sexual violence since the age of 16
 - 2/3 all women and 85% of younger women experience sexual harassment
- Nearly half a million adults are sexually assaulted each year and around 85,000 women and 12,000 men are raped each year in England and Wales – 11 rapes of adults every hour
- There are an estimated minimum of 11 million adult survivors of contact and non-contact sexual abuse in the UK
 - 1 in 20 children have been sexually abused. Over 90% of sexually abused children were abused by someone they knew

BREXIT

It is recognised that BREXIT will impact on the rights of some people in Pembrokeshire to access the services we provide.

EU Settlement Scheme

If you are an European Union (EU), European Economic Area (EEA) or Swiss citizen you, and your family, can apply to the EU Settlement Scheme to continue living in the UK after 30th June 2021. If your application is successful, you'll get either settled or pre-settled status. You may be able to stay in the UK without applying, for example, if you're an Irish citizen or have indefinite leave to remain. The deadline for applying is 30th June 2021. It's free to apply to the scheme. (ref: www.gov.uk)

WHAT'S HAPPENING LOCALLY?

Local Crime Statistics

Dyfed Powys Police – Police Effectiveness Efficiency and Legitimacy Report 2018-19

Victim Based Crime (12 months ending 30/09/2018)

Type of victim based crime	Dyfed Powys Police Area	England and Wales
Violence against the person	36%	30%
Theft offences	30%	39%
Criminal damage and arson	15%	11%
Other crimes against society	15%	14%
Sexual offences	4%	3%
Other	0%	3%
Total	100%	100%

- Violence against the person and sexual offences were higher in the Dyfed-Powys Police area than they were for England and Wales as a whole

The report concluded:

- Dyfed-Powys Police is good at reducing crime and keeping people safe. The force needs to improve how it prevents crime and anti-social behaviour.
- Dyfed-Powys Police needs to improve how it protects vulnerable people.
- The force is good at understanding and identifying vulnerability. But it does not always complete a risk assessment when it attends a domestic abuse incident. This means the force may not be giving vulnerable victims the best protection.
- The force is good at supporting vulnerable victims. It exchanges information with other organisations, which help and support victims.

Mid and West Wales Safeguarding Executive's Mid and West Wales VAWDASV Strategy

This is a joint strategy to tackle Violence against Women, Domestic Abuse and Sexual Violence, which outlines how the region will:

- support victims and survivors
- tackle perpetrators
- ensure professionals have the tools and knowledge to act
- increase awareness of the issues and help children, young people and other vulnerable groups to understand inequality in relationships and that abusive behaviour is always wrong

In Dyfed Powys it is estimated that:

- 18,000 people aged between 16 - 59 had, on average, been victims of Domestic Abuse each year throughout 2013 – 2016 (note that this does not include individuals 60 years of age or above)
- 6.8% of the local population are estimated to have experienced abuse in the last year, 10.3% of the Female population, 3.3% of the Male population.

In 2016/17, Heddlu Dyfed Powys Police recorded

- 4635 incidents of domestic abuse
- 69 sexual offences crimes including rape
- 405 stalking / harassment crimes

In 2015/16 Dyfed Powys Police recorded one crime of "Honour Based Violence" but no crimes of this nature in 2016/17 and one case of Female Genital Mutilation was reported in the region in 2016/17.

Between March 2013 and April 2017 there have been 9 Domestic Homicides in Dyfed Powys. During the period July 2016 to June 2017, 1373 cases were discussed in the MARAC meetings in the region. This is 63 MARAC cases discussed per 10,000 adult female population, which is higher than the national average, and higher than the recommendation of 40 cases.

The Live Fear Free helpline received 1760 calls from the Dyfed Powys region in 2016/17, 12.5% of total calls to the helpline for that period and an increase in calls compared to 2015/16 (1507).⁸

In 2016/17 over 2500 individuals accessed specialist Violence against Women, Domestic Abuse and Sexual Violence services in Dyfed Powys

- 601 individuals accessed the Sexual Assault Referral Centres
- 172 adults and 90 children received counselling related to sexual violence and abuse however 273 adults and 63 children remain on the waiting list for this service
- 276 women and 18 men accessed accommodation based services in the region (refuge, safe house, dispersed or supported accommodation)
- 264 children and young people accessed accommodation based services with their non-abusive parent
- 1395 women and 100 men accessed community based support Domestic Abuse was a parental factor in between 13% and 20% of Children in Need cases and a referral factor in between 7% and 34% in Children in Need cases

In addition:

- Male survivors spoke about the need for separate, distinct and safe places to access information and support
- Older people are not accessing (VAWDASV support) services and are the least likely group to report the abuse
- BME women are disproportionately affected by different forms of abuse and that survivors may face additional barriers to seeking help
- Disabled people experience disproportionately higher rates of domestic abuse and experience domestic abuse for longer periods of time, and more severe and frequent abuse than non-disabled people
- LBGTQ+ people encountered individual, interpersonal, structural and cultural barriers to accessing support services
- Gypsy and Traveller women face barriers to leaving an abusive relationship and seeking help

Regional Hate Crime Statistics April 2019 – March 2020

Local Authority	Number of reported hate crimes
Carmarthenshire	159
Ceredigion	75
Pembrokeshire	97
Powys	113

Protected Characteristic	No. of reported hate crimes Pembrokeshire
Race	63
Disability	14
Sexual orientation	12
Religion	4
Gender identity	3
Other	1
Total	97

- The number of reported hate crimes across in the Dyfed-Powys police area has increased. The highest number of reported hate crimes are crimes relating to race (ref: Victim Support)
- Three gender identify related hate crimes were reported in the Dyfed-Powys police area between April and December 2019 (see above).

However, the All Wales Hate Crime Research in 2013 showed there are significant barriers for transgender people to report hate crimes and identified the significant impact upon victims . . . The House of Commons Transgender Equality inquiry noted that confidential surveys of trans people suggest experience of hate crime is pervasive and everyday. The EHRC told them a study found that 40 percent of transgender respondents had experienced verbal abuse, 30 had experienced threatening behaviour, 25 percent had experienced physical abuse and four percent had experienced sexual abuse. While victims of transphobia can be targeted up to 50 times in one year, only three in 10 reported the incident. In the Welsh Government Consultation for their Welsh Government Action Plan to advance equality for transgender people respondents were particularly concerned about safety and harassment on public transport (ref: LDP2 Preferred Strategy Equality Impact Assessment)

Re-settlement of Refugees

Pembrokeshire featured strongly in the first ever Community Sponsorship of Refugees awards held in London in November 2018. Awards were given for a diverse range of community champions who have helped refugees settle via the Home Office-approved Community Sponsorship scheme. A family from Narberth were the winners in the Newcomers of the Year category while the town-based Croeso Arberth was one of three finalists in the Community Sponsorship Group of the Year. Pembrokeshire County Council were one of three nominations for the Local Authority Supporter of Community Sponsorship award (ref: Improvement Plan 2018 – 19)

EU Settlement Scheme

In November 2019, government data showed that there had been 29,240 applications to the scheme in Wales. Of these, 590 were Pembrokeshire applications (ref: Welsh Government)

Modern Day Slavery – see Employment section 12

Gypsy Traveller Communities – see Housing section page 30