



Priority 1: Employment, Skills and Jobs Board, 2013/4 Report

<p>Priority 1: Lead by example as employers and community leaders.</p> <p>In 2013/14 we intended to:</p> <p>(1) Protect and promote the well-being of our employees, volunteers & the community.</p> <p>(2) Support lifelong learning & employability of our employees & volunteers.</p> <p>(3) Improve the education, training & employment prospects for young people up to 25 years of age.</p>		
Progress status	Progress RAG 	Outcome RAG 
What we did in 2013/14	<p>For 2014 / 2015 most delivery work has been focused around the third sub priority:- Improve the education, training and employment prospects for young people up to 25 years of age as follows:</p> <ul style="list-style-type: none"> • Work with the public, private and voluntary sectors to increase the number of apprenticeships, traineeships and work experience opportunities. • Set a marketing strategy to communicate the range of apprenticeship and training programmes available. • Identify the skills gaps for an increased number of apprenticeship and alternative programmes and investment in training. • Continue to develop and increase the number and range of Communities First Job Club programmes. • Support the development of the Young Entrepreneur Programme with the Flintshire Business Entrepreneurship Network. • Implement skills development programmes in partnership with local employers. <p>One of the major challenges faced by the partnership was to quantify the impact of interventions.</p>	
What went well	<ul style="list-style-type: none"> • National Youth Engagement and Progression Framework. • Interim provision mapping and database design. • Self-Employment continues to illustrate improvement for young people, particularly with the success for Dragon's Den. 	
What didn't go so well	<ul style="list-style-type: none"> • The partnership was severely short-staffed for most of the year. • We need to improve our intelligence mechanisms. 	

Our evidence for this is:

(i) Achievement milestones

Brief description of key activities and milestones achieved in the year are:

National Youth Engagement and Progression Framework

- The new National Youth Engagement and Progression Framework has enabled new standardised performance information and analysis to and the local implementation plan highlights a number of consistent themes about labour market information, harmonised information systems across the county and ensuring an up-to-date mapping of provision in order to improve understanding.

Information Sharing Protocol

- An Information Sharing Protocol (ISP) is complete and is being quality assured.

Apprenticeships

- Flintshire has provided Board level leadership with the development of the Construction Industry Training Apprenticeship Scheme this will create at least 50 additional apprenticeships per year. Regionally, we are working with Welsh Government to promote the range of apprenticeships and training programmes available to young people, this rapidly progressed from a local priority to a national priority.

Engagement with Businesses

- Work has been undertaken with the Deeside Enterprise Zone to engage businesses to work closely with schools around the Science, Technology, Engineering and Mathematics (STEM) subjects identifying business needs. Argoed High School's head has started working with local employers, Coleg Cambria and Higher Education Institutions (HEI) to analyse employer expectation and how key skills can be embedded.

Communities First Activity

- Communities First is continuing to work in partnership with Business Supporting Communities and Groundwork to take forward the Jobs Growth Wales & Young Recruits Programme and further opportunities are being explored. Especially to support community-based job opportunities for young people in Flintshire who require more intensive support in the work place. We will also be helping many young people who require more intensive support.

(ii) Achievement measures

There are three key measures to illustrate progress with this priority in lieu of baseline setting for revised targets for levels of qualification held among the local population and further examination of unemployment figures.

NEET

With the NEET measurement (measured within year), progress is consistent and high performing. The NEET measurement is a measurement of 16 year olds only and at 2.3% is the second lowest in Wales.

	2009	2010	2011	2012
Flintshire	3.7	2.8	2.7	2.3

Registered 18 – 24 year old unemployment

January 2010	1,185	9.5%
January 2011	1,000	7.9%
January 2012	1,040	8.4%
January 2013	890	7.2%
January 2014	710	5.8%

The table above illustrates the progress made with bringing unemployment levels down for 18 – 24 year olds in Flintshire. In 2010 young people were feeling the impact of the recession and downturn as employers placed training and apprenticeship programmes on the “back-burner”.

Apprenticeship Programmes

The Apprenticeship Programmes offered by the Council and Coleg Cambria have seen the following: (information to be confirmed).

(iii) What we will do in 2014 onwards

From 2014 the partnership will build upon the excellent impact already made by improving life opportunities for young people over the previous year. We will be looking to deliver a combination of:

1. Disseminating lessons from effective programme delivery.
2. Ensure that Flintshire is at the heart of the North Wales Economic Ambition Board’s activity.
3. Develop new programmes.
4. Securing funding and resources for the delivery of programmes.



Key areas of work from 2014 will include:

- Develop a comprehensive mapping of service provision in order to improve education and training outcomes for young people.
- Development of apprenticeship frameworks, particularly among SMEs and in industry specific groups.
- Delivery of the Flintshire Youth Engagement and Progression Framework.
- Improved delivery of the Youth Guarantee.
- Delivery of an information sharing protocol.
- Further engage with local businesses to secure outcomes for young people and meet business needs.
- Promote the positive impact of Communities First Activity and expand the programme’s lessons into further interventions.

Priority 2: People are Safe Delivery Board, 2013/4 Report

In 2013/14 we intended to:

- Address the inappropriate availability & misuse of alcohol in our communities
- Reduce alcohol related harm including injuries
- Prevent & manage alcohol related anti-social behaviour and address environmental crime
- Improving Services for vulnerable people with a focus on those suffering domestic abuse, missing people and restorative approaches (ESVP) related anti-social behaviour & address environmental crime

Priority 2: 'People are Safe'		
Progress status	Progress RAG	Outcome RAG
		
What we did in 2013/14	<ol style="list-style-type: none"> 1. Signed up to the North Wales Community Safety Plan, 2014/7. 2. All secondary schools in Flintshire have received theatrical performances from the 'Cat's Paw' theatre company whose aim it is to raise greater awareness of domestic abuse and sexual violence amongst young people in year 9. A further breakdown of figures is provided below: <ul style="list-style-type: none"> ▪ Overall number of secondary schools receiving performances in 2013/4: 12 ▪ Overall number of performances delivered in 2013/4: 22 ▪ Number of schools accessing performances in Q4: 5 schools ▪ Estimated increase awareness of pupils (full report will be prepared by the end of school year): 90% 3. Performed as an effective Multi Agency Risk Assessment Conference (MARAC), addressing the support needs of high risk victims of domestic abuse. 4. Adopted intelligence led approach to identify crime and disorder trends through the monthly Anti-Social Behaviour and Crime Tasking Groups. 5. Contributed to the development of the North Wales Substance Misuse Needs Assessment. 6. Monitored and reviewed the performance of the Substance Misuse Action Plan Fund and the Youth 	

	<p>Crime Prevention Fund, amounting to in excess of £900k in 2013/4.</p> <p>7. Introduction of domestic abuse workplace policy for Flintshire County Council employees.</p>
What went well	<ol style="list-style-type: none"> 1. Effective partnership working on a local and regional level, strategically and operationally. 2. In July 2013 the Flintshire Community Safety Partnership was formally subsumed within the LSB. The statutory duties of the Community Safety Partnership will now be discharged through the work of the LSB, however the 'People are Safe' delivery board, which sits under the LSB, has been delegated to oversee the work of the Partnership. 3. A successful Christmas campaign was also launched to promote a safe drinking message, encouraging revellers of the county to 'know their limits' and behave responsibly over the festive season. 4. As part of the Council Plan's commitment to promote 'safer communities' all secondary schools have welcomed the 'Cat's Paw' Theatre Company, to deliver interactive performances around the subject areas of domestic abuse and sexual violence. It was delivered in an age appropriate manner, and very positive feedback has been received from all schools. 5. For the second consecutive year the community safety co-ordinated very successful events in Deeside College and Northop College in support of the White Ribbon campaign in relation to domestic violence. Partner agencies were involved and information was provided for students and college staff. Some young people felt able to raise issues about their own personal circumstances and were given specific guidance and details of access to professional support. 6. Task and finish groups and operations emanating from the ASB Tasking group to deal with specific issues that required a multi-agency approach, for example: <ul style="list-style-type: none"> ▪ Working with Cheshire services (mental health team) with regard to a vulnerable Flintshire resident based in Saltney. ▪ Developing specific action plans with regard to specific issues in towns such as Flint, Buckley and Connah's Quay

What did not go so well	<p>Substance Misuse services saw a slight increase in waiting between referral and treatment. The Welsh Government's KPI is for 80% of service users to receive treatment within 20 days. Flintshire figure for 2013/4 was 67.08%. In part this may be attributed to the low numbers of actuals which skews percentages, and also there have been a number of staffing difficulties experienced.</p> <p>The number of completed treatments for Flintshire stood at 69.53%, which is slightly under the KPI set by the Welsh Government. However Flintshire's performance is significantly better than the rest of North Wales.</p>
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Our evidence for this is:

Achievement Measures	2013/14 Milestones & Performance	Performance RAG
Completion of North Wales Community Safety Plan	Action Completed	GREEN
Implementation of Flintshire County Council's Domestic Abuse Workplace Policy for employees	Action Completed	GREEN
Fewer high risk repeat victims of domestic abuse	28%	GREEN
Numbers of schools accessing Cats Paw Theatre Productions	100%	GREEN
Percentage of young people reporting increased awareness following Performances of Cats Paw Production	90%*	GREEN
Achieve a waiting time of less than 20 days from referral to treatment (KPI 2)	67.08%	RED
Treatment Completes (KPI 6)	69.53%	AMBER

*Provisional until the end of the 13/14 school year

(iii) What we will do in 2014 onwards

The key priorities identified within the Community Safety Plan are captured in the table below, along with the objectives and indicators:







The People are Safe Board have now adopted these regional priorities, and reports to both the LSB and Safer Communities Board on progress or challenges. At the next 'People are Safe Board' meeting members will seek to identify specific actions relating to Flintshire.

Priority	Objectives	Indicators
Domestic Abuse and Sexual Violence	People are more confident, and aware, to report domestic abuse and sexual violence offences	<ul style="list-style-type: none"> ▪ Number of domestic violence incidents reported to North Wales Police ▪ Number of sexual offences reported to North Wales Police
	Young people are aware of the nature and implications of sexual violence, and where to access support	<ul style="list-style-type: none"> ▪ Well informed young people in relation to sexual violence (monitored via post intervention surveys)
	Deal effectively first time with high risk cases of domestic abuse through successful MARAC intervention	<ul style="list-style-type: none"> ▪ Number of cases referred more than once to MARAC
Acquisitive Crime	Identify locally emerging trends in relation to acquisitive crime and develop targeted and appropriate responses to those trends	<ul style="list-style-type: none"> ▪ Number of reported offences of acquisitive crime
	Jointly address those who cause the greatest harm in our communities	<ul style="list-style-type: none"> ▪ Number of offences committed by repeat offenders in relation to acquisitive crimes
Anti-Social Behaviour	Support high risk and repeat victims of anti-social behaviour	<ul style="list-style-type: none"> ▪ Number of repeat high risk victims of anti social behaviour
	Providing appropriate interventions to locally identified anti-social	<ul style="list-style-type: none"> ▪ Number of reported anti-social behaviour incidents


	behaviour problems in our communities	
Substance Misuse	Improving availability and quality of education, prevention and treatment services and related support, with the emphasis on the relationship between alcohol, drugs and crime.	<ul style="list-style-type: none">▪ Meeting the Welsh Government's Key Performance Indicator on substance misuse services

Priority 3: Health, Wellbeing and Independence Board, 2013/4 Report

In 2013/14 we intended to:

Priority 3. – People enjoy good health, wellbeing and independence.		
Sub priority areas-		
1. Ensure co-ordinated and integrated approaches to the planning, commissioning and delivery of services		
2. Promote independent living & well-being (ESVP).		
3. Respond to welfare reform & manage its impacts.		
Progress status	Progress RAG	Outcome RAG
1. Ensure co-ordinated and integrated approaches to the planning, commissioning and delivery of services		
2. Promote independent living & well-being		
3. Respond to welfare reform & manage its impacts.		

What we did in 2013/14	<p><u>Sub priorities 1 and 2</u></p> <p>Statement of Intent relating to older people (over 65) with complex needs and county level action plan devised and implementation commenced</p> <p>Regional bid submitted to Welsh Government to secure Intermediate Care Funding</p> <p>Co-located one health and social care team in North West Flintshire</p> <p>Introduction of Enhanced Care Service within North West Flintshire</p> <p>Programme of work commenced to develop Flintshire's Single Point of Access</p> <p>Involvement in the regional development of a simplified and common assessment process for older people</p> <p>The Flying Start Project has expanded from a service for 743 children in 2012-2013 to a service to 1078 children during 2013-2014 delivered by four integrated and co-located locality teams.</p>
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	<p>Joint planning and delivery of service priorities by the Locality Leadership Teams</p> <p>Opening of Llys Jasmine Extra Care Home with specialist dementia accommodation in October 2013. There are a total of 61 one and two bedroom apartments, 15 of which are for people who have dementia. There are also 2 bungalows on site offering accommodation of people with Learning Disabilities.</p> <p>Significant work has taken place at a regional level to develop evidence based Service Models for the Prevention and Management of Falls in Acute, Care Home and Community Settings. Early signs of progress at a local level to improve the way that partner organisations respond to this agenda although there is significant work to be taken forward.</p> <p>The Transition Team is established. Work continues to take place to reduce the number of out of county placements although it is not possible to meet all young people needs within the county</p> <p>Carers receive a wide range of support services when they are known to service providers. The Carers Strategy Group provides strong leadership relating to the commissioning and monitoring of carer services.</p> <p>The Health, Social Care and Wellbeing Partnership wrote an End of Strategy Summary for the HSCWB Strategy containing details of achievements and key messages for the future.</p>  <p>Y:\Partnership Development and Per</p> <p><u>Sub priority 3</u></p> <p>The Advice Management Board (now called the Tackling Poverty Partnership) reviews and plans the mitigating actions to reduce the effects of Welfare Reform report to the LSB through this Board. During 2013/14 we:</p> <ul style="list-style-type: none"> ○ Targeted vulnerable households impacted by the welfare reforms with advice and support ○ Introduced amendments to the FCC housing allocation and rent arrears policies to ensure they were able to respond to the challenges created by the housing options benefit reforms ○ Developed an integrated single Gateway process with Flintshire CAB to provide a single point of access for advice and support ○ Continued with the Advisors' Network quarterly meetings
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	<p>to update all partner agencies on advice-related matters</p> <ul style="list-style-type: none"> ○ Supported the introduction of the Universal Credit pilot in Shotton
<p>What went well</p>	<p><u>Sub priorities 1 and 2</u></p> <p>Patient and carer feedback in response to the Enhanced Care Service has been positive</p> <p>The expansion of Flying Start from 1st April</p> <p>The co-location of health and social care staff within Holywell Community Hospital has been very successful for organisations and citizens.</p> <p>The opening of Llys Jasmine Extra Care including accommodation to meet the needs of people with dementia.</p> <p>The engagement and networking opportunities afforded through Locality Working.</p> <p><u>Sub priority 3</u></p> <p>Improved targeting for support and advice to vulnerable households; especially those affected by the spare room subsidy.</p> <p>Partnership agreement with Flintshire CAB to support the i) Single Gateway and ii) introduction of the Universal Credit pilot</p> <p>Successful outcomes from interventions of the Welfare Rights Team generated additional welfare benefit and tax credit totalling £2.3m p.a.</p>
<p>What did not go so well</p>	<p><u>Sub priorities 1 and 2</u></p> <p>Challenge of identifying an appropriate location for co-location</p> <p>Roll out of Enhanced Care has been affected by a need to review and reconsider the model as a results of lessons learned</p> <p><u>Sub priority 3</u></p> <p>Introduction of sufficient levels of suitable accommodation to remove the need to homeless households, especially those containing children, to be temporary housed, albeit in an</p>

	emergency, within Bed and Breakfast accommodation.
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Our evidence for this is:

(i) Achievement milestones

Sub priorities 1 and 2

- Structures are now in place to lead and deliver in the planning of integrated services etc.
- Full expansion of Flying Start took place on 1st April 2014
- Llys Jasmine opened October 2013
- Enhanced Care Service began in late August/early September 2013
- Statement of Intent to meet the needs of Older People with Complex Needs submitted to Welsh Government
- Intermediate Care Fund Bid to Welsh Government
- Publication of a report into Partnership Developments within Children Services recognised success and areas for improvement



Y:\Partnership
Development and Per

Sub priority 3

- On schedule for the introduction of the Universal Credit pilot in Shotton, in partnership with DWP
- Delivery of the Advisor Network events

(ii) Achievement measures (until 31st March 2014)

Sub priorities 1 and 2

- The Flying Start Project has expanded from a service for 743 children in 2012-2013 to a service to 1078 children during 2013
- Llys Jasmine is fully occupied and there is a waiting list for apartments when they become available.
- Approximately 54 patients have been supported by the Enhanced Care Service
- Statement of Intent agreed by Welsh Government. Flintshire action plan developed
- Welsh Government approved Flintshire bid for just over £1.9m of non recurring funding to support a range of developments to create improvements in the provision of Intermediate Care.

Sub priority 3

- Increased the percentage of homeless households prevented from becoming homeless from 83.4% in 2012/13 to 84.9% in 2013.14.

- Met and exceeded all the indicator targets to demonstrate that advice and support services helped people to protect their income:
 - Increased the amount of additional Social Security and Tax Credits paid to Flintshire residents by over £347k on 2012/13; assisting 1,600 residents
 - Helped 50 residents to move to more affordable accommodation
 - Assisted 65 residents to access money management training
 - Increased the number of residents supported to successfully challenge adverse benefit decisions by 80%

(iii) What we will do in 2014 onwards

Sub priorities 1 and 2

- Ensure that the commitments made within the regional and county level action plans to take forward the Statement of Intent are implemented
- Support and provide leadership where necessary to ensure that the Intermediate Care Fund project delivers against the commitments made
- Expansion of the Flying Start to provide service to an additional 198 children
- With reference to the End of Strategy Report completed for both the Health, Social Care and Well being Strategy (see above) and Children and Young Peoples Plan, Identify further or additional priority areas for action for this Board and/or advocate for consideration through other Single Plan priority delivery.
- Strengthen the performance management role of the HWIB.
- Open a Flying Start Centre at the Bryn Deva School Site in the autumn of 2014.
- Respond to recommendations within the report into Partnership Developments(see above)
- Identify an appropriate mechanism through which to take forward cross cutting health improvement actions that support health, wellbeing and independence.

Sub priority 3





- Place a greater emphasis on preventing homelessness
- Continue to provide advice and support services to help people protect their income
- Support the implementation of Universal Credit (UC) within the Shotton Jobcentre Plus area

LSB: Single Integrated Plan – Priority 4

2013/4 Report

In 2013/14 we intended to:

- Ensure that we reduce our carbon footprint
- Future proof our business plans to respond to climate change

Priority 4. – Organisational environmental practices		
Sub priority areas-		
1. Ensure that we reduce our carbon footprint		
2. Future proof our business plans to respond to climate change		
Progress status	Progress RAG	Outcome RAG
1. Ensure that we reduce our carbon footprint		
2. Future proof our business plans to respond to climate change		

What we did in 2013/14	<p><u>Sub priority 1</u></p> <ul style="list-style-type: none"> ○ Continued our “Invest to Save” programme where building fabric and efficiency of heating systems have been upgraded to give the building a longer lease of life and make it more energy efficient. Examples of works carried out include installation of building management systems in key Council buildings and lighting refurbishment/replacement (Castell Alun and Hawarden High Schools). ○ Renewable technologies have been installed where practicable such as photovoltaics at Castell Alun and Argoed High Schools, County Offices Flint and Alltami Depot. Plus the second biomass woodchip boiler at Ysgol Bryn Garth, Penyffordd near Holywell. ○ New building designs particularly schools have been provided with options for energy reduction; Ysgol Caer Nant (Connah’s Quay) and the replacement school at Ysgol Taliesin (Shotton). <p><u>Sub priority 2</u></p> <ul style="list-style-type: none"> ○ Completed the climate change adaptation plan framework
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	<p>which provides the overview for the climate change adaptation project.</p> <ul style="list-style-type: none"> ○ Undertook strategic planning workshops with partners to develop and complete adaptation action plans for Assets and Highways
What went well	<p><u>Sub priority 1</u></p> <ul style="list-style-type: none"> ○ Partnership working on a local and regional level, strategically and operationally to update and provide quarterly carbon data. ○ Significant energy reductions and actual carbon usage, following a very mild, if stormy winter. ○ The Carbon Trust schools energy reduction programme was well received by the schools involved in this pilot (10 primary schools) <p><u>Sub priority 2</u></p> <ul style="list-style-type: none"> ○ Increased engagement across partners to develop the climate change adaptation action plans with positive endorsement of lead partners and individuals to the plans' commitments.
What did not go so well	<ul style="list-style-type: none"> ○ Strategic planning for information sharing especially around 'lessons learned'.

Our evidence for this is:

(i) Achievement milestones

- Completion of partner CO2 data (up to Q3)
- Completion of 3 of the 4 larger Council photo voltaic renewable energy schemes
- Structures now in place to lead and deliver the climate change adaptation action plans

(ii) Achievement measures (until 31st March 2014)

- Reduction in absolute CO2 of 8.09% (once weather corrected this value shows a 1.51% increase)

(iii) What we will do in 2014 onwards

- Review and set the targets in the carbon reduction strategy
- Continue to make prudent changes through 'Invest to Save' schemes
- Continue with a programme of carbon emission and energy reduction during maintenance and new build designs
- Develop the climate change adaptation action plans for the remaining strategic risks