



Clydach Community Council Strategic Plan 2025-2028

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ON BEHALF OF CLYDACH COMMUNITY COUNCIL

Annwyl Gydogion/ Dear Neighbours,

We are pleased to announce the development of our Community Council's three-year plan for 2025 to 2028. This plan aims to set clear priorities, guide our actions, and enhance the quality of life for everyone in our community.

The main objectives of the plan are:

1. **Empowering Residents:** Enable residents to actively shape their community through improved engagement and access to resources.
2. **Fostering Inclusion:** Build a sense of belonging and equality by embracing diversity and addressing barriers to participation.
3. **Growing Council Services:** Develop and enhance services that respond to community needs and support long-term growth.

Your input is vital to shaping this vision. We invite you to participate in the consultation process, share your ideas, and voice your priorities. Together, we can build a plan that reflects the needs and aspirations of our community.

Please join us at our upcoming consultation meetings or share your thoughts via email mail@clydach.wales or our website www.clydach.wales

Thank you for your commitment to making our community thrive.

Cofion cynnes/ Warm wishes

Julian Nicholds
Cadeirydd/Chair, Community Council

Executive Summary

This Strategic Plan outlines the vision, rationale, and priorities for Clydach Community Council (CCC) for 2025-2028. Rooted in a commitment to empowering residents, fostering inclusion, and expanding council services to meet the diverse needs of the community, this plan reflects our ambition to improve the quality of life in Clydach.

The Council will focus on five core workstreams: **Finance, Human Resources and Staffing, Buildings and Outdoor Spaces, Events, and Environment**. Each workstream contributes to achieving our overarching goals of sustainability, community engagement, and service excellence. By 2028, CCC aspires to be recognised as a leader in inclusive, community-focused governance.

Vision

To create a thriving, inclusive, and empowered community in Clydach, where all residents can access the services and opportunities they need to live well and participate actively in civic life.

Rationale

This Strategic Plan addresses the evolving needs of Clydach's residents and the importance of building resilience in our local services, infrastructure, and community networks. It prioritises inclusivity, sustainability, and adaptability to ensure that CCC remains relevant and effective in the face of future challenges.

Strategic Aims

1. **Empowering Residents:** Enable residents to actively shape their community through improved engagement and access to resources.
2. **Fostering Inclusion:** Build a sense of belonging and equality by embracing diversity and addressing barriers to participation.
3. **Growing Council Services:** Develop and enhance services that respond to community needs and support long-term growth.

Using Our Resources to Meet the Needs of the Whole Community: A Strategic Priority for Clydach Community Council

As a key driver of local wellbeing, the Clydach Community Council is committed to using our resources effectively and equitably to address the needs of everyone in our community. By adopting an inclusive approach that reflects both national priorities and local aspirations, we can create a thriving, sustainable, and resilient community.

Aligning with UK and Welsh Government Priorities

In 2024, UK and Welsh Government policies emphasise sustainability, economic resilience, and community wellbeing. Key frameworks like the *Well-being of Future Generations (Wales) Act 2015* guide our actions, ensuring we promote prosperity, health, equality, and environmental stewardship. By aligning with these priorities, we reinforce our community's relevance in broader regional and national strategies.

Addressing the Community's Needs

1. Promoting Sustainability

The global push towards net-zero emissions and renewable energy solutions is mirrored locally through initiatives to enhance energy efficiency in community buildings, support green infrastructure, and champion biodiversity projects. These steps reduce our carbon footprint and improve quality of life.

2. Fostering Economic Growth

The current cost-of-living challenges necessitate targeted support for vulnerable groups, including low-income households and local businesses. Through grants, partnerships, and community-led initiatives, we can encourage entrepreneurship, create jobs, and bolster the local economy.

3. Enhancing Health and Wellbeing

Mental health and social isolation remain significant challenges post-pandemic. Community services, such as accessible green spaces, social hubs, and leisure facilities, must be prioritised to foster social interaction, physical activity, and mental health support.

4. Advancing Digital Inclusion

Bridging the digital divide is essential to ensuring equal access to education, employment, and services. By investing in digital literacy programmes and infrastructure, we can empower residents to navigate the increasingly digital world.

5. Celebrating Diversity and Inclusion

Supporting the needs of our diverse population is vital. Through targeted outreach, we aim to include all demographics—young and old, Welsh speakers, and those from diverse cultural backgrounds—ensuring everyone's voice is heard.

A Call to Collaboration

Achieving these goals requires collaborative effort. The council seeks to work alongside local residents, businesses, charities, and government bodies to harness our collective potential. By pooling resources, fostering dialogue, and maintaining transparency, we ensure that the needs of every individual are recognised and met.

Through careful planning and alignment with Welsh and UK priorities, the Clydach Community Council will make the best use of our resources to build a community that works for everyone, now and in the future.

Engaging Young People in the Life of the Community: A Strategic Priority for Clydach Community Council

The inclusion and active participation of young people in community life are vital to the sustainability, vibrancy, and wellbeing of Clydach. This strategic priority reflects broader national objectives in the UK and Wales, which emphasise addressing economic inequalities, supporting youth development, and fostering cohesive communities. As part of our strategy, we are committed to addressing the financial, social, and structural barriers young people face while ensuring their voices shape local services and opportunities.

Understanding the Current Issues

1. Economic Pressures

The ongoing cost-of-living crisis is having a profound impact on families, with young people being disproportionately affected by financial instability. Rising costs of education, housing, and essential goods limit their ability to engage fully in community activities and pursue personal development. In Wales, poverty and inequality remain central challenges, with over 30% of children estimated to live in poverty, highlighting the urgency for targeted local action.

2. Mental Health and Wellbeing

Mental health concerns are increasingly prevalent among young people, exacerbated by pressures from social media, academic expectations, and financial uncertainty. In line with Welsh Government priorities, which place significant focus on improving access to mental health services for youth, our council must prioritise safe, inclusive spaces that support emotional wellbeing and social connection.

3. Opportunities for Engagement

Many young people in Clydach feel disconnected from decision-making processes and lack access to relevant, inclusive activities that reflect their interests and needs. This disengagement can perpetuate cycles of exclusion and limit the potential of our community.

Strategic Focus Areas

To address these challenges, Clydach Community Council commits to the following actions:

1. Financial Support and Access

- Develop low-cost or free youth activities and programmes that reduce financial barriers.
- Collaborate with local businesses and organisations to fund scholarships, internships, and training opportunities tailored to young residents.

2. Youth Participation in Decision-Making

- Establish a youth council or advisory board to ensure that young people's voices are directly heard and influence local policies and initiatives.
- Conduct regular consultations with young people and families to identify their priorities and evaluate existing services.

3. Fostering Wellbeing and Inclusivity

- Create safe spaces within the community where young people can connect, learn, and thrive, such as youth hubs and recreational facilities.
- Partner with schools, mental health organisations, and local groups to provide accessible support services.

4. Skills Development and Future Opportunities

- Provide programmes that equip young people with essential life skills, including financial literacy, digital skills, and career guidance.

- Facilitate volunteering and leadership opportunities within community projects to build confidence and civic engagement.

Alignment with National Priorities

This strategy aligns with Welsh Government objectives under the *Programme for Government 2021–2026*, which prioritises eradicating child poverty, promoting mental health and wellbeing, and strengthening youth engagement. The UK’s focus on “Levelling Up” also underlines the importance of reducing disparities across regions, ensuring that all young people, regardless of background, have access to opportunities.

Listening to the Community

Our commitment to listening and responding to the diverse needs of all community members is central to our approach. Through open forums, surveys, and ongoing engagement, we aim to ensure that every voice in Clydach is heard and valued. The services we develop will reflect the collective aspirations of the community, fostering a sense of ownership and pride.

Conclusion

By prioritising the engagement of young people, Clydach Community Council is not only addressing immediate challenges but also investing in the long-term resilience and vitality of our community. Together, we can create a supportive environment where all young people have the opportunity to contribute, thrive, and shape the future of Clydach.

1. Finance

The Community Council in Clydach (CCC) seeks to serve as an essential pillar in fostering an inclusive, resilient, and prosperous community. In line with its vision and strategic aims, CCC is committed to continuously improving its governance, ensuring financial transparency, and promoting meaningful engagement with all residents.

Commitment to Excellence in Governance

Improving council procedures and implementing robust financial due diligence are foundational to CCC's work. Effective governance ensures that all decisions are transparent, accountable, and aligned with the community's best interests. By adopting best practices in financial management, CCC can allocate resources efficiently, fund key projects effectively, and maintain trust with its stakeholders. This commitment is vital in an era where public confidence in governance relies heavily on transparency and demonstrable impact.

Funding Community Projects and Engagement

To achieve its aims, CCC is dedicated to securing adequate funding for projects and initiatives that address the needs and aspirations of Clydach's residents. Whether through council-managed budgets, external grants, or partnerships, every funding decision will be guided by the principle of fairness, inclusivity, and long-term benefit to the community.

Putting Residents at the Heart of Decision-Making

The Council's strategic aims are grounded in the recognition that Clydach's strength lies in its people. Ensuring that residents have opportunities to contribute to decision-making processes fosters a stronger sense of ownership and belonging. By addressing barriers to participation and prioritising the needs of diverse groups, CCC can better represent the interests of all.

Responding to Evolving Contexts

The socio-political landscape, shaped by changes introduced by the UK and Welsh Governments, underscores the importance of adaptability in community governance. Recent legislative updates and funding shifts have highlighted the need for local councils to enhance their responsiveness and sustainability. CCC

recognises that addressing current challenges—such as economic pressures, environmental priorities, and social equity—requires innovative approaches and strategic foresight.

Alignment with Strategic Aims

1. **Empowering Residents**

CCC aims to empower residents by improving access to resources, fostering collaboration, and providing platforms for civic participation. Regular consultation events, digital engagement tools, and targeted outreach will enable residents to influence decisions and drive local change.

2. **Fostering Inclusion**

Building an inclusive community is a priority. CCC will work to eliminate barriers to participation, celebrate diversity, and ensure equitable access to services and opportunities. Programmes aimed at addressing the needs of underrepresented groups will form a core part of this strategy.

3. **Growing Council Services**

By investing in sustainable infrastructure, enhancing service delivery, and supporting community-led initiatives, CCC will ensure that its services remain responsive and relevant to Clydach’s evolving needs. Continuous evaluation and feedback mechanisms will underpin efforts to grow and improve council services.

Through these commitments, CCC strives to create a thriving and empowered Clydach community, rooted in shared values, mutual respect, and a common vision for the future

Main Aim	Expected 2028 Outcome	Key Objectives	Cost (£)
Ensure sustainable financial practices	Achieve a balanced budget with increased reserves	Regularly review income streams Apply for grants Reduce unnecessary expenditure	
Improve transparency and accountability	Publish accessible, detailed financial reports annually	Introduce quarterly public finance meetings Launch a finance portal on the CCC website	
Maximise community value from spending	Demonstrate measurable impact of funding decisions	Implement community-focused budgeting- Conduct annual resident satisfaction surveys	

2. Human Resources and Staffing

Background

Clydach Community Council (CCC) plays a vital role in ensuring the well-being and development of the local area. As a key institution within the community, CCC is uniquely positioned to address the diverse and evolving needs of residents by delivering tailored services, fostering community engagement, and promoting inclusivity. To achieve this, it is essential to establish a robust operational framework grounded in excellent staffing and human resource (HR) practices.

The Council's vision of creating a thriving, inclusive, and empowered community underpins this approach. Effective HR procedures ensure staff are well-supported, motivated, and equipped to deliver the services that meet the needs of residents. Additionally, fostering a culture of mutual respect and care between staff, councillors, and the community is critical to the Council's success.

Rationale

The rationale for prioritising good staffing and HR practices is rooted in the Council's strategic aims and the wider legislative and societal context. CCC is committed to empowering residents, fostering inclusion, and growing its services. To achieve these goals, the Council must be agile, professional, and resilient.

1. Supporting Residents' Needs

A skilled and motivated workforce is key to providing high-quality, responsive services. By investing in staff through training, fair policies, and supportive HR procedures, CCC ensures its team is equipped to adapt to the changing needs of the community, from health and well-being initiatives to environmental sustainability.

2. Adapting to Legislative Changes

Recent reforms by the UK and Welsh Governments, including updates to employment law, equality and diversity standards, and local governance expectations, demand that councils adopt best practices in staffing and HR. Compliance with these changes not only ensures legal adherence but also enhances the Council's reputation and ability to deliver on its vision.

3. Promoting Inclusion and Equity

An inclusive workplace that values diversity strengthens the Council's capacity to connect with all sections of the community. Through HR policies that address recruitment, retention, and staff well-being, CCC can model the values of equality and inclusion it seeks to promote in the community.

4. **Building Long-Term Resilience**

Effective HR procedures foster a positive and respectful work environment, reducing staff turnover and enhancing productivity. This resilience is critical for meeting future challenges, such as economic shifts, environmental pressures, and demographic changes within the community.

5. **Embedding Mutual Respect and Care**

By prioritising mutual respect and care in its organisational culture, CCC can ensure harmonious and collaborative relationships among staff, councillors, and residents. This approach not only enhances morale but also strengthens the Council's ability to deliver services aligned with its strategic aims.

Conclusion

By prioritising good staffing and excellent HR practices, Clydach Community Council ensures it is well-placed to meet the current and future needs of its residents. This commitment supports the Council's broader vision of creating a thriving and inclusive community, while aligning with its strategic aims of empowering residents, fostering inclusion, and growing council services. A well-supported, motivated team working in a culture of mutual respect and care is central to achieving this vision.

Main Aim	Expected 2028 Outcome	Key Objectives	Cost (£)
Build an empowered, skilled workforce	Staff retention rate increased by 25%;	Develop a performance review system	
	training uptake at 100%	Implement annual training programmes	
		Promote staff wellbeing and inclusion Staff satisfaction surveys show >85% positive response	
Create new roles for priority areas	Recruit to meet service demands Achieve a staff-to-service ratio aligned with community needs	Conduct workforce assessments biannually	

3. Buildings and Outdoor Spaces

As part of our strategic aims, the operation of two distinct community buildings aligns with our vision of creating a thriving, inclusive, and empowered community in Clydach. These facilities are tailored to meet the diverse needs of residents and groups, providing high-quality spaces and services that foster connection, inclusivity, and opportunity.

Community Hub: A Building for Diverse Needs

This building is designed to serve as a dynamic and inclusive community hub. It provides good-quality, versatile rooms and facilities that accommodate a range of community activities and services. Its tenants are purposefully chosen to reflect and support the needs of Clydach residents. Key features include:

- **A Café:** A welcoming, social space that encourages connection and provides refreshments for visitors, ensuring inclusivity through affordable offerings.
- **A Nursery:** Supporting families by offering childcare services, creating opportunities for working parents and fostering early childhood development.

This building is not just a functional space; it is an evolving asset that enhances community resilience and adaptability. By hosting organisations and services that directly benefit residents, we aim to create a shared environment that builds trust and strengthens communal ties.

The Village Hall: A Historical and Cultural Focal Point

The Village Hall, located in the heart of Clydach, has been a cornerstone of community life for generations. It has hosted countless events, gatherings, and activities that have enriched the lives of residents.

Our intention is to preserve and enhance this cherished space as a hub for local groups, social activities, and cultural events. The Village Hall will continue to serve as a focal point for residents, supporting:

- **Intergenerational Activities:** From youth clubs to senior groups, ensuring all age groups can access services and participate.
- **Community Events:** Providing a venue for celebrations, workshops, and meetings that strengthen community bonds.

By maintaining the hall's historical significance while modernising its facilities, we ensure it remains a vibrant and functional asset for current and future generations.

Outdoor Spaces: A Commitment to the Village Green and Beyond

In addition to our community buildings, we recognise the importance of outdoor spaces like the Village Green at Waverley Park. These areas are vital for physical well-being, mental health, and social cohesion, offering residents places to gather, play, and relax.

We are committed to working collaboratively with stakeholders, including local groups and authorities, to ensure the upkeep of these spaces. This includes regular maintenance, accessibility improvements, and adapting to evolving community needs.

Upholding Buildings and Assets in the Context of 2025–2028 Challenges

The upkeep of all our buildings and assets is a cornerstone of our strategy, especially in light of recent changes introduced by the UK and Welsh Governments, as well as the ongoing financial and social pressures facing communities.

- **Sustainability:** We will adopt energy-efficient practices and explore funding opportunities to ensure our buildings and outdoor spaces are environmentally and economically sustainable.
- **Adaptability:** Recognising the challenges of 2025–2028, we will ensure our facilities are flexible to meet changing community demands, including providing space for support services during crises.
- **Engagement:** Collaborating with residents and stakeholders ensures that we remain responsive and accountable to community priorities.

Through this approach, we reaffirm our commitment to fostering a resilient, inclusive, and thriving Clydach for years to come.

Main Aim	Expected 2028 Outcome	Key Objectives	Cost (£)
Improve and maintain infrastructure	All facilities meet safety standards and accessibility requirements	Conduct annual inspections Prioritise accessibility upgrades	
Enhance recreational spaces		Install additional seating and play equipment	
Increased usage of outdoor spaces			
Promote sustainability in infrastructure	All new projects achieve eco-friendly standards	Switch to renewable energy sources	

4. Events and community projects

In line with the vision and strategic aims outlined by Clydach Community Council (CCC), holding community-focused events is an essential tool to foster a thriving, inclusive, and empowered community. These events serve as a practical means to address the challenges faced by residents in Wales and the UK, including the ongoing cost of living pressures anticipated between 2025 and 2028.

The cost of living crisis continues to strain families and individuals, particularly in communities like Clydach. Rising food prices, energy costs, and economic uncertainties have increased financial stress and social isolation for many. By providing accessible, inclusive, and engaging events, CCC aims to mitigate these challenges, offering opportunities for social interaction, emotional support, and access to resources in a welcoming environment.

Events are uniquely positioned to bring residents together, fostering a sense of belonging and shared purpose. They can also act as platforms for disseminating vital information, promoting local services, and showcasing Clydach's cultural and social vibrancy. Furthermore, well-designed events can bolster local businesses and organisations, contributing to the community's economic resilience.

Nature of Events

To address the diverse needs of Clydach's residents, the events will align with the strategic aims of empowering residents, fostering inclusion, and growing council services. The nature of these events includes:

1. **Community Support Events**
 - **Aim:** Provide practical assistance to residents facing financial or social challenges.
 - **Examples:** Free or low-cost workshops on budgeting, energy-saving, and cooking on a budget; drop-in sessions with local charities and support organisations; and food bank drives.
2. **Cultural and Social Gatherings**
 - **Aim:** Celebrate the community's diversity and promote social cohesion.
 - **Examples:** Seasonal festivals, multicultural events, local music and arts showcases, and intergenerational gatherings to bridge age gaps.
3. **Educational and Skill-Building Events**
 - **Aim:** Equip residents with skills and knowledge to navigate challenges effectively.
 - **Examples:** Career fairs, upskilling workshops, and classes on digital literacy or sustainable living practices.
4. **Health and Wellbeing Activities**
 - **Aim:** Address physical and mental health needs in a cost-effective way.

- **Examples:** Free fitness sessions in local parks, mindfulness workshops, community gardening projects, and mental health awareness days.

Youth and Family-Focused Programmes

- **Aim:** Support young people and families, particularly those affected by financial hardship.
- **Examples:** Affordable holiday clubs, family activity days, and youth-led initiatives encouraging creativity and leadership.

Key Considerations

- **Affordability:** Events will remain free or low-cost to ensure accessibility for all residents, particularly those on limited incomes.
- **Inclusivity:** Every event will be designed to welcome participants of all backgrounds, abilities, and ages.
- **Sustainability:** Events will prioritise environmentally friendly practices, such as waste reduction and promotion of local suppliers.
- **Collaboration:** CCC will work with local organisations, businesses, and residents to co-create events that reflect the community's unique character and needs.

By hosting a diverse programme of events, CCC seeks to enhance the quality of life for Clydach residents, strengthen social bonds, and build a resilient, empowered community prepared to face future challenges.

Main Aim	Expected 2028 Outcome	Key Objectives	Cost (£)
Engage the wider community in Cultural Events and Projects		Celebrate local heritage and diversity New cultural events added	
Bring the community together through seasonal events			
Provide opportunities for community groups to lead events and projects in Clydach	Volunteer network grows	Fund community-led initiatives Launch a volunteer reward scheme Provide training for volunteers	
Enable engagement in free events and projects which support the whole community			

5. Environment

The climate crisis presents a global challenge with far-reaching consequences, affecting ecosystems, economies, and individual well-being. In Clydach, Swansea, we are uniquely positioned to make a meaningful impact by involving the community in environmental care initiatives. This aligns with our **vision** of creating an inclusive, thriving community where all residents can participate actively in civic life.

In recent years, communities across Wales and the UK have experienced the effects of climate change, including increased flooding, heatwaves, and disruptions to local ecosystems. Globally, these pressures are compounded by rising energy demands, resource scarcity, and growing inequalities. From 2025 to 2028, Clydach must respond to these challenges by embracing sustainability and fostering a collective sense of responsibility for our shared environment.

Engaging the community in environmental activities serves multiple purposes:

1. **Strengthening Community Resilience:** By working together to address local environmental issues, residents can build stronger networks and improve collective problem-solving.
2. **Raising Awareness:** Community projects can educate individuals about the impact of their actions and inspire more sustainable lifestyles.
3. **Enhancing Well-being:** Participation in environmental activities, such as tree planting or clean-up campaigns, promotes physical activity, mental health, and social cohesion.
4. **Mitigating Climate Impacts Locally:** Practical projects like improving green spaces and reducing waste can directly contribute to reducing Clydach's carbon footprint.

Essential Work to Reduce Environmental Impact

To meet the urgent demands of the climate crisis, we need to focus on several priority areas:

- **Biodiversity Restoration:** Protecting and enhancing local green spaces by planting native species, supporting pollinators, and managing invasive species.
- **Reducing Waste and Promoting Recycling:** Increasing awareness of waste reduction and improving recycling rates through local education campaigns and accessible facilities.
- **Energy Efficiency:** Encouraging residents and businesses to adopt energy-saving practices and renewable energy sources to reduce carbon emissions.

- **Flood Mitigation:** Implementing natural flood management strategies, such as tree planting and improving drainage systems, to address local flooding risks.
- **Sustainable Transport:** Promoting cycling, walking, and the use of public transport to reduce reliance on cars.

Addressing Wider Pressures

Wales, like the rest of the UK, faces a cost-of-living crisis, which has heightened financial pressures on individuals and families. These challenges can make it harder for people to prioritise environmental action. By embedding sustainability into everyday life, we can help ensure that environmental care is accessible and equitable, regardless of economic circumstances. Initiatives such as community food growing projects or energy efficiency schemes can simultaneously alleviate financial strain and reduce environmental impact.

By involving residents in environmental care activities, we can create a shared sense of purpose and demonstrate how small, local actions contribute to addressing global challenges. This aligns with the **strategic aims** of empowering residents, fostering inclusion, and growing council services to build a more sustainable and resilient future for Clydach.

Main Aim		Expected 2028 Outcome	Key Objectives	Cost (£)
Tackle climate change locally		Reduce community carbon footprint by 25%	Launch a tree planting initiative	
			Support renewable energy projects	
Protect local biodiversity		Wildlife survey indicates a 20% increase in key species	Expand protected green areas	
			Run public awareness campaigns	
Encourage sustainable practices		75% of households participate in recycling schemes	Partner with waste management services-	
			Introduce community composting hubs	

Implementation and Monitoring

CCC will review this Strategic Plan annually, ensuring progress is tracked and shared transparently with residents. Regular feedback will be sought through community forums and surveys to adapt plans as required.

By 2028, Clydach Community Council aims to foster a more inclusive, empowered, and vibrant community that residents are proud to call home.