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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

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Rhowch wybod i ni os mai Cymraeg yw eich
dewis iaith.*

*We welcome correspondence in Welsh. Please
let us know if your language choice is Welsh.*



Annwyl Cyngorydd,

Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

Deialu uniongyrchol / Direct line /: 01656 643148 / 643147 / 643694

Gofynnwch am / Ask for: Michael Pitman

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Dydd Iau, 28 Chwefror 2019

PWYLLGOR Y CABINET DROS FATERION RHIENI CORFFORAETHOL

Cynhelir Cyfarfod Pwyllgor Y Cabinet Dros Faterion Rhieni Corfforaethol yn Committee Rooms 2/3, Civic Offices Angel Street Bridgend CF31 4WB ar **Dydd Mercher, 6 Mawrth 2019** am **10:00**.

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau.
2. Datganiadau o fuddiant
Derbyn datganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau / Swyddogion yn unol â darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008.
3. Cymeradwyaeth Cofnodion 3 - 8
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y 10/01/2019
4. Gofal Cymdeithasol i Blant - Pecynnau Cymorth gan y Brifysgol ar gyfer Pobl sy'n Gadael Gofal - Polisi 9 - 52
5. Materion Brys
I ystyried unrhyw eitemau o fusnes y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol â Rhan 4 (pharagraff 4) o'r Rheolau Trefn y Cyngor yn y Cyfansoddiad.

Yn ddiffuant

K Watson

Pennaeth Gwasanaethau Cyfreithiol a Rheoleiddiol

Dosbarthiad:

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Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg

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MC Clarke
N Clarke
HJ David
DK Edwards
J Gebbie

T Giffard
CA Green
RM James
D Patel
CE Smith

CA Webster
DBF White
PJ White
HM Williams
RE Young

Agenda Item 3

PWYLLGOR Y CABINET DROS FATERION RHIENI CORFFORAETHOL - DYDD IAU, 10 IONAWR 2019

COFNODION CYFARFOD Y PWYLLGOR Y CABINET DROS FATERION RHIENI
CORFFORAETHOL A GYNHALIWDYD YN SWYDDFEYDD DINESIG, STRYD YR ANGEL,
PEN-Y-BONT AR OGWR CF31 4WB DYDD IAU, 10 IONAWR 2019, AM 10:00

Presennol

Y Cynghorydd PJ White – Cadeirydd

HJ David	DK Edwards	J Gebbie	T Giffard
CA Green	RM James	D Patel	CE Smith
CA Webster	DBF White	HM Williams	RE Young

Ymddiheuriadau am Absenoldeb

MC Clarke a/ac N Clarke

Swyddogion:

Susan Cooper	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Val Jones	Rheolwr Mabwysiadu Rhanbarthol
Andrew Rees	Uwch Swyddog Gwasanaethau Democrataidd – Pwyllgorau

184. DATGAN BUDDIANT

Datganodd y Cyng. DBF White ddatgan sy'n rhagfarnu dan eitem 5 yr Agenda - Monitro Perfformiad a Chynnydd Gwasanaeth Mabwysiadu Rhanbarthol Bae'r Gorllewin gan mai Cyngor Abertawe, sy'n rhan o Fae'r Gorllewin, yw ei gyflogwr. Felly, nid oedd yn bresennol yn yr ystafell gyfarfod pan ystyriwyd yr eitem. Datganodd y Cyng. DBF White fuddiant personol dan eitem 6 yr Agenda – Arolygiaeth Gofal Cymru – Arolygiad o Wasanaeth Mabwysiadu Bae'r Gorllewin - Cynllun Gweithredu ac arhosodd yn yr ystafell gyfarfod i glywed y cyflwyniad.

185. CYMERADWYO COFNODION

PENDERFYNWYD: Cymeradwyo cofnodion cyfarfod Pwyllgor y Cabinet ar Rianta Corfforaethol a gynhaliwyd ar 17 Hydref 2018.

186. PROSIECT AILFODELU GWASANAETHAU MAETHU

Adroddodd y Pennaeth Gofal Cymdeithasol i Blant ar y gwaith a wnaed yn rhan o brosiect Ailfodelu Gwasanaethau Maethu a'r newid i'r Gwasanaethau Maethu o ganlyniad i hynny.

Hysbysodd y Pwyllgor y cynhaliwyd adolygiad eang o'r gwasanaethau preswyl. O ran y gwasanaeth maethu, gellid datblygu rhagor ar y gwasanaeth a ddarperir a sicrhau arbedion effeithlonrwydd. Amlinellodd y cynigion a wnaed, y mentrau a roddwyd ar waith ynghyd â'r prif newidiadau a'r cynigion a gafwyd yn sgil yr adolygiad.

Dywedodd y Pennaeth Gofal Cymdeithasol i Blant fod y Tîm Maethu wedi'i rannu'n ddau faes penodol; mae gan y naill gyfrifoldeb dros ofalwyr sy'n berthnasau ac mae gan y llall gyfrifoldeb dros ofalwyr maeth cyffredinol. Hysbysodd y Pwyllgor y bydd y pum swydd bresennol sy'n ymwneud â chyswllt â gofalwyr yn cael eu cynnal. Bydd un ohonynt yn canolbwyntio ar ofalwyr sy'n berthnasau a'r pedwar arall yn gweithio â gofalwyr cyffredinol. O ran hyfforddiant, bydd y cwrs Skills to Foster yn cael ei ailstrwythuro a'i wneud yn gydnaws â'r cynllun hyfforddi a gynigir ar draws pob Cyfarwyddiaeth. Yn y

tymor hirach, bwriedir cryfhau'r hyfforddiant mewnol i ofalwyr maeth drwy ddatblygu a chynnal cyrsiau mewnol.

Er mwyn i daliadau a ffioedd fod yn gystadleuol ag Asiantaethau Maethu Annibynnol, dywedodd y Pennaeth Gofal Cymdeithasol i Blant fod yn rhaid i'r awdurdod dalu ffioedd i ofalwyr cyffredinol yn gynharach yn eu gyrfaoedd maethu. Byddai gofalwyr maeth yn cael ffi wedi iddynt gael eu cymeradwyo, a bydd disgwyl iddynt gwblhau'r rhaglen hyfforddi craidd o fewn y flwyddyn gyntaf. O ran uwchsgilio gofalwyr maeth, ac yn rhan o'r broses gymhwyso i dderbyn ffioedd, bydd y meini prawf y mae'n rhaid i ofalwyr eu bodloni i dderbyn y ffioedd uwch hefyd yn cynnwys presenoldeb mewn grwpiau cymorth. O ran taliadau bonws, byddai gofalwyr yn cael cynnig bonws o £250 os byddant yn cyfeirio ffrind i fod yn ofalwr maeth ym Mhen-y-bont ar Ogwr. Bydd y bonws hwn yn cael ei dalu pan fydd yr unigolyn newydd hwnnw'n cael ei gymeradwyo a phan fydd wedi cychwyn ar ei leoliad cyntaf.

Hysbysodd y Pennaeth Gofal Cymdeithasol i Blant y Pwyllgor fod proses newydd wedi'i rhoi ar waith sy'n adolygu lleoliadau Asiantaethau Maethu Annibynnol sydd wedi bodoli ers llai nag 16 wythnos. Nod hyn fydd trosglwyddo cynifer o'r lleoliadau hyn â phosib i'r ddarpariaeth fewnol. Nododd y bydd ymgyrch farchnata hirdymor yn cael ei gweithredu. Nod yr ymgyrch honno fydd sicrhau cynifer o ofalwyr maeth mewnol â phosib. Hysbysodd y Pwyllgor fod dau aelod o'r staff gwaith cymdeithasol sy'n gyfrifol am hyrwyddo ac am asesu ymgeiswyr am Orchmynion Gwarcheidiaeth Arbennig bellach wedi'u lleoli o fewn y Tîm Maethu. Hysbysodd y Pennaeth Gofal Cymdeithasol i Blant y Pwyllgor fod Swyddog Datblygu wedi'i benodi ac y bydd rhagor o gapasiti gwaith cymdeithasol o fewn y Tîm Maethu yn cael ei greu er mwyn ymgymryd â gwaith asesu.

Estynnodd y Cadeirydd groeso i Rebecca Walsh ac i Clive Richards ac fe'u gwahoddwyd i fynegi'u barn ac i sôn am eu profiadau fel gofalwyr maeth.

Hysbysodd Mr Richards y Pwyllgor y bu'n rhan o'r prosiect ailfodelu ar y cyd â'r Rheolwr Grŵp Dros Dro - Lleoliadau. Dywedodd fod popeth wedi'i drefnu'n dda. Dywedodd fod yn rhaid cyflwyno newidiadau ac ategodd fod gofalwyr maeth ymroddedig iawn i'w cael ym Mhen-y-bont ar Ogwr.

Soniodd Ms Walsh wrth y Pwyllgor am y newidiadau a gafwyd dros y blynyddoedd diwethaf a arweiniodd at ofalwyr maeth yn gadael Asiantaethau Maethu Annibynnol ac yn dychwelyd i Ben-y-bont ar Ogwr. Dywedodd Ms Walsh fod yn rhaid i ofalwyr maeth gydweithio â'r awdurdod er mwyn gwella bywydau plant ac i wario llai ar lleoliadau y tu allan i'r sir.

Diolchodd yr Aelod Cabinet - Cymunedau i'r gofalwyr maeth am eu sylwadau a diolchodd i'r swyddogion am eu gwaith. Diolchodd i'r gofalwyr maeth am eu hymdrechion i drawsnewid y gwasanaeth yn rhan o'r prosiect ailfodelu. Dywedodd fod hyn yn sicrhau bod y rhan fwyaf o'r gofalwyr yn rhai mewnol.

Gofynnodd y Pwyllgor faint o blant sydd mewn lleoliadau maethu a holwyd am y ffigurau sy'n ymwneud â lleoliadau maeth dros y 3 blynedd ddiwethaf. Hysbysodd y Pennaeth Gofal Cymdeithasol i Blant y Pwyllgor fod 279 o blant ym Mhen-y-bont ar Ogwr ar hyn o bryd mewn lleoliadau maeth. Roedd 58 ohonynt wedi'u lleoli ag Asiantaethau Maethu Annibynnol, roedd 156 wedi'u lleoli â gofalwyr mewnol ac roedd 65 wedi'u lleoli â gofalwyr sy'n berthnasau. Dywedodd ei bod yn galonddid gweld bod nifer y lleoliadau maethu yn mynd yn y cyfeiriad cywir a bod llai o blant yn cael eu lleoli drwy Asiantaethau Maethu Annibynnol. I'r perwyl hwn, roedd 70 o blant wedi'u lleoli drwy Asiantaethau Maethu Annibynnol y flwyddyn flaenorol.

Gofynnodd y Pwyllgor i'r gofawlyr maeth pa welliannau a wnaed o'u safbwynt nhw. Dywedodd Ms Walsh fod yr hyfforddiant wedi gwella am fod angen rhoi sylw i nifer o agweddau gwahanol er mwyn paratoi gofawlyr maeth ar gyfer y rôl. Ategodd y gall gofawlyr maeth gysylltu â'r Adran dros y ffôn a gallant gael hyfforddiant a mynediad i gronfa o adnoddau. Roedd modd gwella'r hyfforddiant oherwydd ymdrechion y tîm o swyddogion a gofawlyr maeth. Dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles fod gofawlyr maeth yn cael eu hystyried yn rhan o dîm mwy a gall y gwasanaeth ymateb yn fwy hyblyg i'r angen a bod yn rhagweithiol ac nid adweithiol. Ategodd fod hwn yn gyfnod cyffrous a bod angen cynnal y momentwm. Soniodd am lwyddiant y parti Nadolig diweddar a ddenodd dros 100 o bobl a dywedodd y cafodd hi a'r Aelod Cabinet y fraint o fod yn bresennol hefyd. Siaradodd hefyd am bwysigrwydd hyfforddi gofawlyr maeth er mwyn gwella eu sgiliau nhw a sgiliau eu teuluoedd.

Dywedodd y Rheolwr Grŵp Dros Dro - Lleoliadau y bu'n bosib defnyddio teuluoedd estynedig y gofawlyr maeth fel adnodd. Mae gan ofawlyr maeth lais cliriach ac mae'r tîm a'r gofawlyr maeth wedi gweithio'n galed i sicrhau bod gofal maeth wedi'i wreiddiol o fewn teuluoedd a bod gofawlyr yn rhan o'r tîm ehangach.

Diolchodd y Pwyllgor i'r gofawlyr maeth am ei hymroddiad i wella bywydau plant. Gofynnodd y Pwyllgor a gafwyd cynnydd yn nifer y plant sy'n cael eu maethu sydd ag anghenion cymhleth. Dywedodd Ms Walsh y cafwyd cynnydd yn nifer y plant mewn gofal maeth sydd ag anghenion cymhleth a bod y tîm yn darparu cymorth drwy roi sgiliau i ofawlyr maeth er mwyn cadw'r lleoliadau yn fewnol. Dywedodd Mr Richards fod y dirwedd o ran maethu wedi newid oherwydd y cyfryngau cymdeithasol ac oherwydd yr heriau a ddaw yn sgil perthnasau plant maeth. Ategodd mai'r peth pwysicaf oedd sicrhau sefydlogrwydd a threfn ym mywydau plant a dywedodd na ddylent orfod symud o'r naill ofalwr maeth i'r llall.

Gofynnodd y Pwyllgor a oedd gan ysgolion ran i'w chwarae i gefnogi'r broses faethu. Dywedodd Mr Richards fod ysgolion yn fwy rhagweithiol bellach a'u bod yn adnabod anghenion yn syth, yn arbennig felly yn y sector cynradd.

Gofynnodd y Pwyllgor a oedd awdurdodau lleol eraill sy'n lleoli plant o fewn y sir hon yn creu problemau. Hysbysodd y Pennaeth Gofal Cymdeithasol i Blant y Pwyllgor fod yr awdurdod hwn yn cydweithio'n dda â'r awdurdodau lleol sy'n lleoli plant yma a bod y trefniadau'n gadarn. Ategodd nad oedd yn gwybod am ddim problemau.

Gofynnwyd erbyn pryd y bydd yr adolygiad o'r strwythur ffioedd wedi'i gwblhau. Atebodd y Pennaeth Gofal Cymdeithasol i Blant drwy ddweud bod yr adolygiad bellach yn ei drydydd cyfnod. Dywedodd fod ffioedd yn amrywio a bod cyfle i ddylanwadu ar Asiantaethau Maethu Annibynnol drwy ddileu'r elfen gystadleuol. Dylai'r adolygiad o'r strwythur ffioedd fod wedi'i gwblhau erbyn y gwanwyn. Hysbysodd y Pennaeth Gofal Cymdeithasol i Blant y Pwyllgor hefyd bod y Cyngor yn delio â phob achos yn unigol ac ategodd fod angen troedio'n ofalus. Nododd nad oedd dim cynlluniau ar droed i symud plant os nad hynny oedd y peth gorau iddynt.

Hysbysodd Ms Walsh y Pwyllgor y dylid ystyried creu canolfan sy'n agored i bawb, lle gall gofawlyr maeth, gweithwyr cymdeithasol a theuluoedd gwrdd, a hynny am fod rhai ymweliadau wedi digwydd mewn mannau cyhoeddus yn y Swyddfeydd Dinesig. Hysbysodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles y Pwyllgor fod nifer o ymweliadau cyswllt yn digwydd yn y Swyddfeydd Dinesig a bod trefniadau amgen yn cael eu hystyried oherwydd prinder llefydd parcio ac am nad yw'r Swyddfeydd yn gyfeillgar iawn i blant. Nododd fod angen ystyried datrysiaid mewn cydweithrediad â phartneriaid ac y dylai hyn fod yn flaenoriaeth. Ategodd fod y cyhoedd yn gallu gweld yr ymweliadau cyswllt sy'n digwydd yn y Swyddfeydd Dinesig ac y dylid

dod â hyn i ben ar unwaith. Dywedodd Aelodau'r Pwyllgor fod angen iddynt gael gwybod am fannau diogel i gynnal yr ymweliadau cyswllt â theuluoedd.

Dywedwyd bod gofalwyr maeth wedi'u colli i Asiantaethau Maethu Annibynnol a bod angen darn o waith i adolygu'r ffioedd. Hysbysodd y Pennaeth Gofal Cymdeithasol i Blant y Pwyllgor y telir ffi sylfaenol i ofalwyr a thelir lwfansau ychwanegol yn ystod gwyliau, ar ben-blwyddi ac yn seiliedig ar oedran y plentyn pan gaiff ei fabwysiadu. Roedd gofalwyr maeth yn cael eu hannog i droi at Asiantaethau Maethu Annibynnol ond cydnabyddir erbyn hyn bod yr hyfforddiant a'r cymorth a ddarperir yn fewnol o well ansawdd. Nodwyd bod angen strwythur ffioedd cyffredin drwy'r wlad.

Dywedodd y Cadeirydd fod y gwasanaeth mewnol yn fwy cynhwysol ac mai lles plant yn hytrach nag arian yw'r peth pwysicaf. Diolchodd i'r gofalwyr maeth am eu cyfraniadau gwerthfawr i'r cyfarfod.

PENDERFYNWYD: Bod y Pwyllgor yn nodi'r wybodaeth yn yr adroddiad.

187. MONITRO PERFFORMIAD A CHYNNYDD GWASANAETH MABWYSIADU RHANBARTHOL BAE'R GORLLEWIN

Adroddodd y Rheolwr Mabwysiadu Rhanbarthol ar berfformiad a chynnydd Gwasanaeth Mabwysiadu Rhanbarthol Bae'r Gorllewin, gan gynnwys yr Adroddiad Blynyddol ar Ddangosyddion Perfformiad Rhanbarthol 2017/18.

Adroddodd y Rheolwr Mabwysiadu Rhanbarthol fod Gwasanaeth Mabwysiadu Rhanbarthol Bae'r Gorllewin bellach yn rhan o'r Gwasanaeth Mabwysiadu Cenedlaethol fel un o'r pum cydweithrediad rhanbarthol a enwyd. Amlinellodd drefniadau rheoli ac arolygu'r Gwasanaeth Cenedlaethol sy'n cynnwys Bwrdd Llywodraethol, Grŵp Ymgynghorol a Chyfarwyddwr Gweithrediadau a Thîm Canolog.

Nododd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles ei bod yn debygol, yn sgil newid ffiniau'r Bwrdd Iechyd, y bydd gofyn i Ben-y-bont ar Ogwr ddod yn rhan o gydweithrediad y Fro, y Cymoedd a Chaerdydd. Fodd bynnag, cytunwyd y byddai Pen-y-bont ar Ogwr yn parhau i fod yn rhan o gydweithrediad Bae'r Gorllewin, ac na fyddai'n trosglwyddo i ranbarth newydd cyn mis Ebrill 2020 ar y cynharaf.

Adroddodd y Rheolwr Mabwysiadu Rhanbarthol ar gyraeddiadau allweddol y flwyddyn ac ategodd fod nifer y plant sydd wedi'u lleoli ychydig yn uwch nag yr oedd y flwyddyn flaenorol. Cafodd rhagor o blant eu lleoli â rhieni mabwysiadu Bae'r Gorllewin nag mewn lleoliadau rhyngasiantaethol yn ystod y flwyddyn. Nododd y cafwyd cynnydd yn nifer y plant a allai ddarparu'r rhieni mabwysiadu â deunyddiau Hanes Bywyd. Ar gyfartaledd, roedd yr amser yr oedd yn ei gymryd i gymeradwyo rhieni mabwysiadu, o'r cyfnod ymholi i asiantaeth yn dod i benderfyniad, wedi gostwng o 9.7 mis i 8.2 mis. Cymharer hyn â'r meincnod cenedlaethol o 8 mis. Buddsoddwyd yng ngwefan Gwasanaeth Mabwysiadu Rhanbarthol Bae'r Gorllewin, gan ei gwneud yn fwy rhyngweithiol, yn haws ei defnyddio ac roedd bellach yn cynnwys y cynnig rhagweithiol. Roedd tudalen i'r aelodau hefyd yn cael ei datblygu a cheir tudalennau sy'n gyfeillgar i blant fel y cânt eu hannog i ddefnyddio'r safle we. Dywedodd wrth y Pwyllgor fod gwaith datblygu a gweithredu'r model Trosglwyddo/Symud Ymlaen, sy'n cynorthwyo i baratoi plant i'w mabwysiadu ac i sicrhau deunydd Hanes Bywyd, wedi parhau ar draws y rhanbarth. Ychwanegodd fod y staff yn derbyn hyfforddiant.

Hysbysodd y Rheolwr Mabwysiadu Rhanbarthol y Pwyllgor fod gwaith yn mynd rhagddo i wella mynediad i'r wefan ac i ddatblygu strategaeth farchnata a recriwtio i Gymru gyfan.

Gofynnodd y Pwyllgor a oedd y gwasanaeth mabwysiadu yn cael yr un cyhoeddusrwydd â'r gwasanaeth maethu. Hysbysodd y Rheolwr Mabwysiadu Rhanbarthol y Pwyllgor fod llawer o waith yn cael ei wneud i godi proffil mabwysiadu ac i godi ymwybyddiaeth yn ei gylch. Soniodd y Pennaeth Gofal Cymdeithasol i Blant fod y gwasanaeth maethu yn llawer mwy lleol ei naws a bod mabwysiadu yn wasanaeth mwy cenedlaethol a rhanbarthol ei naws.

Cyfeiriodd y Pwyllgor at y gwaith datblygu ychwanegol y bwriedir ei wneud ar y system Technoleg Gwybodaeth fel y gellir ei chynnwys yn y system adrodd. Soniwyd hefyd y byddai cipio data yn waith mwy cymhleth. Dywedodd y Rheolwr Mabwysiadu Rhanbarthol wrth y Pwyllgor fod y gwaith sy'n digwydd ar y cyd ag Adran TGCh Cyngor Castell-nedd Port Talbot i gipio data yn parhau. Dywedodd fod cipio data yn gofyn am lawer o adnoddau ac ategodd fod angen gweithio ar draws y 3 awdurdod yn y rhanbarth. Roedd symud y systemau TGCh sydd o fewn y gwasanaeth mabwysiadu i System Wybodaeth Gofal Cymunedol Cymru yn cael ei ystyried gan fod y system bresennol yn gallu bod yn feichus.

Gofynnodd y Pwyllgor pa ymgyrch farchnata fu'n llwyddiannus a pham. Ym marn y Rheolwr Mabwysiadu Rhanbarthol, ni chafwyd un ymgyrch farchnata a fu'n fwy llwyddiannus na'r lleill. Dywedodd fod y gwasanaeth yn cydweithio â'r Gwasanaeth Mabwysiadu Cenedlaethol i ddatblygu ffyrdd newydd o weithio.

Gofynnodd y Pwyllgor beth oedd Cwnsela Cofnod Genedigaeth yn ei olygu. Esboniodd y Rheolwr Mabwysiadu Rhanbarthol fod y rhain yn geisiadau oddi wrth oedolion sydd wedi'u mabwysiadu ac sy'n chwilio am wybodaeth hanesyddol sy'n ymwneud â'u mabwysiadu.

Llongyfarchodd y Pwyllgor y gwasanaeth ar lwyddo i leoli brodyr a chwiorydd gyda'i gilydd. Hysbysodd y Rheolwr Mabwysiadu Rhanbarthol y Pwyllgor yr aethpwyd ati i hyrwyddo buddiannau'r plant er mwyn denu rhieni mabwysiadu posibl.

Gofynnodd y Pwyllgor am eglurder ynghylch y gwahaniaeth rhwng rhieni mabwysiadu Bae'r Gorllewin a rhieni mabwysiadu rhyngasiantaethol. Esboniodd y Rheolwr Mabwysiadu Rhanbarthol mai'r rhanbarth sy'n cymeradwyo rhieni mabwysiadu Bae'r Gorllewin ac mai awdurdodau lleol neu asiantaethau eraill sy'n cymeradwyo rhieni mabwysiadu rhyngasiantaethol. Gall rhieni mabwysiadu gael manylion y plant sydd i'w mabwysiadu drwy safle ar-lein rhyngweithiol o'r enw Link Maker. Nid yw pob plentyn ar y safle hwn ond bwriedir gwneud newidiadau i drefniadau Cofrestr Fabwysiadu Cymru. Bydd hon yn cael ei lletya gan Link Maker a bydd pob plentyn yng Nghymru wedi'i gofrestru ar y system hon.

Dywedodd y Pwyllgor ei bod yn galonddid gweld y gwaith a wnaed ar y teithiau bywyd ac roedd am iddo gael ei gofnodi ei fod yn ddiolchgar i'r gwasanaeth, a hynny am fod mabwysiadu plant yn llawer anos mewn cyfnod o gyni ariannol.

Yng ngoleuni'r newid sydd ar fin digwydd i ffiniau'r Bwrdd Iechyd, dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles fod gwaith yn parhau i drosglwyddo gwasanaethau i Gwm Taf. Nododd nad yw'r gwasanaeth mabwysiadu yn barod i drosglwyddo am fod Cwm Taf yn rhan o ranbarth mabwysiadu mwy sy'n cynnwys pum awdurdod lleol. Rhaid ystyried llawer o ffactorau wrth drosglwyddo a byddai'n cymryd rhagor o amser i drosglwyddo'r gwasanaeth mabwysiadu i'r rhanbarth newydd.

PENDERFYNWYD: (1) Bod y Pwyllgor wedi ystyried a nodi perfformiad a chynnydd y Gwasanaeth Mabwysiadu Rhanbarthol;

(2) Ystyried ymgyrchoedd marchnata mabwysiadu'r dyfodol a'r modd y gall aelodau etholedig helpu i hyrwyddo'r ymgyrchoedd hyn.

188. AROLYGIAETH GOFAL CYMRU - AROLYGIAD O WASANAETH MABWYSIADU BAE'R GORLLEWIN - CYNLLUN GWEITHREDU

Rhoddodd y Rheolwr Mabwysiadu Rhanbarthol drosolwg o ganfyddiadau ac argymhellion arolygiad Arolygiaeth Gofal Cymru o Wasanaeth Mabwysiadu Bae'r Gorllewin.

Hysbysodd y Rheolwr Mabwysiadu Rhanbarthol y Pwyllgor fod cynllun gweithredu wedi'i ddatblygu er mwyn ymateb i argymhellion Arolygiaeth Gofal Cymru ac y caiff hwn ei fonitro gan y Bwrdd Rheoli Mabwysiadu Rhanbarthol. Rhoddodd ddiweddariad ar bob un o'r argymhellion a gwelwyd bod cynnydd wedi bod ers cyhoeddi adroddiad yr Arolygiad.

Canmolodd y Pwyllgor y gwaith a'r arfer dda yn y rhanbarth a gydnabuwyd gan Arolygiaeth Gofal Cymru. Fodd bynnag, mynegodd bryder ynghylch trosglwyddo'r gwasanaeth y flwyddyn nesaf i ranbarth y Fro, y Cymoedd a Chaerdydd. Holodd hefyd a oedd digon o adnoddau wedi'u neilltuo er mwyn trosglwyddo'r systemau TGCh o ganlyniad i'r newid ffiniau. Hysbysodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles y Pwyllgor y cytunwyd i oedi rhagor cyn trosglwyddo'r gwasanaeth mabwysiadu i'r rhanbarth newydd ac y bydd blwyddyn bontio. Ateggodd fod gwaith cwmpasu hefyd yn cael ei gynnal. Os bydd angen cyfnod pontio sy'n hwy na blwyddyn, bydd achos yn cael ei baratoi i ofyn am estyniad. Neilltuwyd swm o arian i drosglwyddo'r gwasanaeth. Soniodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles hefyd fod 1.5 o swyddogion wedi'u neilltuo i weithio ar y prosiect a bod angen cynnal gwaith cwmpasu i weld a oes digon o adnoddau ar gael. Soniodd y Pennaeth Gofal Cymdeithasol i Blant wrth y Pwyllgor am y ffrydiau gwaith niferus sydd i'w cael o fewn System Wybodaeth Gofal Cymunedol Cymru a fyddai'n ei gwneud hi'n haws trosglwyddo'r systemau TGCh. Holodd y Pwyllgor a oedd cyfle i drosglwyddo unwaith i System Wybodaeth Gofal Cymunedol Cymru. Dywedodd y Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles y gallai hyn fod yn bosib am fod Cynghorau Rhondda Cynon Taf a Merthyr Tudful yn defnyddio System Wybodaeth Gofal Cymunedol Cymru.

PENDERFYNWYD: (1) Bod y Pwyllgor yn nodi adroddiad Arolygiaeth Gofal Cymru yn sgil yr arolygiad o Wasanaeth Mabwysiadu Bae'r Gorllewin, y Cynllun Gweithredu cysylltiol ac adroddiad Arolygiaeth Gofal Cymru yn sgil yr adolygiad o'r Trefniadau Mabwysiadu Cenedlaethol;

(2) Bod y Pwyllgor yn diolch i'r Gwasanaeth Mabwysiadu Rhanbarthol am ganlyniad yr arolygiad a'i fod yn gofyn am adroddiad fel y gall fod yn hollol sicr bod yr holl argymhellion a wnaed yn y Cynllun Gweithredu yn cael sylw.

189. EITEMAU BRYD

Ni chafwyd dim eitemau bryd.

Daeth y cyfarfod i ben am 11:40

BRIDGEND COUNTY BOROUGH COUNCIL

CABINET COMMITTEE CORPORATE PARENTING

6th MARCH 2019

REPORT OF THE CORPORATE DIRECTOR, SOCIAL SERVICES AND WELLBEING

CHILDREN'S SOCIAL CARE – UNIVERSITY SUPPORT PACKAGES FOR CARE LEAVERS

1. Purpose of Report

- 1.1 To present to the Committee the Policy on University Support Packages for Care leavers for comment. The Policy is attached at **Appendix 1** and is being presented to Cabinet on 19th March 2019 for approval.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 This report assists in the achievement of the following corporate priority/priorities:-

1. **Supporting a successful economy** – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
2. **Helping people to be more self-reliant** – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.

3. Background

- 3.1 As noted in the previous report of 30th January 2018, the Local Authority has, for many years, provided young care leavers with financial assistance to attend university and higher education courses. This financial support has enabled young people to meet the costs of term time and vacation accommodation, pay for tuition fees and receive weekly maintenance payments.
- 3.2 Such assistance has been provided to young people in the absence of an agreed and ratified policy and it has been acknowledged that the approach to the levels of support offered has developed through custom and practice within children's social care. Such an approach cannot guarantee consistency of practice or ensure equity of the financial support provided to individuals.
- 3.3 There is currently no identified budget specifically from which this financial support can be drawn from and to date it has come out of the care leavers generic support budget.
- 3.4 In September 2016, the Cabinet Secretary for Education published the Diamond Report which proposed a costed package of recommendations for the future funding of higher education in Wales. Welsh Government has accepted these recommendations and is implementing them during the academic year 2018/19.

- 3.5 The Local Authority is currently supporting nine care leavers to attend university, and has identified that over the next three years this number is likely to increase. This is very positive and, in order to achieve the best outcomes for young care leavers, it is necessary to devise a policy that ensures appropriate levels of financial support, fairness and consistency so that Bridgend can sustain suitable levels of support into the future.
- 3.6 The Social Services and Wellbeing (Wales) Act 2014, (SSWBA), lays down the Local Authority's responsibilities with regards to care leavers over the age of 18 who wish to continue their education and sets out what financial assistance the Local Authority MUST provide. This will be the basis from which the policy is developed.
- 3.7 In her Hidden Ambitions spotlight report published in February 2017, the Children's Commissioner for Wales, Sally Holland, asks local and national government to pledge their support to realising the ambitions of young people leaving care. The Commissioner wants to ensure that young people leaving care have the same expectations in terms of care and support as their peers and to have an education that helps them to fulfil their potential. To show commitment to care experienced children and young people Welsh Government wants to guarantee financial support for care leavers going onto higher education.
- 3.8 Welsh Government will no longer be providing students with Tuition Fee Grants. Instead students will be eligible for, and will be supported to apply for:
- a Tuition Fee Loan to cover the total amount of their £9,000 fees each year which they will have to pay back once earning over an agreed amount;
 - the non-repayable Welsh Government Living Costs Grant of £8,100 a year and an additional £1,125 maintenance is also available should they require it.
- 3.9 Bridgend County Borough Council (BCBC) has recognised a need to devise a policy that ensures appropriate levels of financial support, fairness and consistency to its care leavers, so that they are not disadvantaged financially and encouraged to take some financial responsibility for their own education and future.
- 3.10 On 30th January 2018 Cabinet received a report which set out three financial proposals to support care leavers attending University.
- 3.11 All three options were consistent in ensuring that BCBC is compliant with the Social Services and Wellbeing (Wales) Act, 2014 in that it funds vacation time accommodation and provides each student with a £2,000 bursary payment as a minimum. The different options proposed vary in what is provided to each student in addition to this minimum requirement.

4 Current Situation/Proposal

- 4.1 On 18th September 2018, Cabinet received a report on the consultation and the three options. Option 3 was approved, namely:
- The student pays their tuition fee of £9,000 per year through a repayable loan. BCBC provides the student with a weekly incentive payment during term time (e.g. £25 per week).

- The student pays for their accommodation and living costs during term time through loans/grants.
 - Any additional maintenance / discretionary payments made to individuals will be based on an individual assessed need basis.
- 4.2 The policy that has been developed outlines the arrangements to deliver this approach. Care leavers would be supported to apply for loans and grants to pay for their tuition fees. Children’s social care would provide the student with a weekly allowance and a bursary in addition to the grants they are entitled to access. The student would not be expected to start repaying the loan until they are in full time employment and receiving a salary which enables them to do this without compromising them financially. The repayment of such a loan would not commence until the individual is in receipt of an annual income of £25,000 a year.
- 4.3 The tuition fee will be the largest cost repayable as per the conditions noted above.
- 4.4 This option would allow greater independence and financial security on a weekly basis by enabling the student to manage a weekly allowance provided by Children’s social care giving the student the flexibility to manage monies for food and social activities.
- 4.5 The policy promotes the students personal financial investment in their own education and by making applications for loans and grants will place them on an even financial platform as the majority of other students.
- 4.6 The policy also enables Children’s Social Care to financially support care leavers by making discretionary payments to students who may find themselves in times of hardship depending on their personal circumstances.
- 4.7 The policy will encourage money management which is in line with the ethos behind the Diamond Report. This report emphasizes a “move towards improved maintenance and support arrangements for all full time and part time undergraduate students, with the highest level of grant support covering the full cost of maintenance for those most in need, together with subsidised loans to cover full cost of tuition fees.’ There is a clear principle of ‘no upfront fees’ within the report that also encourages financial support equivalent to the national living wage.
- 4.8 The policy allows the student financial independence and security on a weekly basis by means of a weekly allowance not forgetting that the student will have access to a substantial grant and bursary. The care leaver will be supported financially but there will be a more equitable balance between a loan (from the student loan company), a grant and discretionary payment from BCBC. Loans would be accessed through the student loan company which is a non profit making government owned organisation set up in 1989. Care leavers will also continue to receive emotional and practical support. Students as care leavers will be eligible for on-going support and advice from Children’s Social Care and they will also be able to access the same from student welfare services to support them in the management of these monies.

5. Effect upon Policy Framework and Procedure Rules

- 5.1 There is no impact on the Policy Framework and Procedure Rules.

6. Equality Impact Assessment

- 6.1 An EIA was completed which shows there will be an impact on a small group of young people. The EIA is attached at **Appendix 2**. However the intention of the Policy is to ensure this cohort of young people receive financial support.

7. Well-being of Future Generations (Wales) Act 2015 Implications

- 7.1 The implementation of the duties and responsibilities under the Social Services and Wellbeing Act (Wales) (SSWBA) 2014, in turn, supports the promotion of two of the seven goals of the Well-Being of Future Generations (Wales) Act 2015 within the County Borough of Bridgend. By promoting an environment that maximises people's physical and mental well-being and by supporting children, young people, adults and their carers and families to fulfil their potential no matter what their circumstances, the wellbeing goals of a Healthier and more equal Bridgend and Wales are supported.

- 7.2 The Wellbeing of Future Generations (Wales) Act 2015 provides the basis for driving a different kind of public service in Wales, with five ways of working to guide how the Authority should work to deliver wellbeing outcomes for people. The following is a summary to show how the five ways of working to achieve the well-being goals have been considered in this report:

- Long Term – Social Services is demand led and the SSWBA focusses on wellbeing outcomes for the future. There is a requirement to meet the needs of people in the longer term and, as such the Local Authority has acknowledged the need to develop a policy to financially support its care leavers to attend university.
- Prevention – the report is about the consultation on three financial options. This will ensure that need is anticipated and resources can be more effectively directed to better support care leavers and manage demand.
- Integration – the implementation of the SSWBA requires local authorities to work with partners, to ensure care and support for its care leavers who wish to attend university is provided. The report evidences consultation with education professionals with this regard and with a view to enabling care leavers to access employment.
- Collaboration – This will be managed in order to provide the best possible intervention for care leavers wishing to attend university.
- Involvement – the key stakeholders are the people who use social care. There is considerable engagement including surveys, stakeholder meetings, feedback forms and the complaints process. The provision of accessible information and advice helps to ensure that the voice of adults, children and young people is heard.

8.0 Financial Implications

- 8.1 Those young people who are already in University continue to receive support as per our current arrangements.
- 8.2 Financial implications are within the body of the report above.
- 8.3 In summary
- The Authority pays weekly incentive for 40 weeks (e.g. £25 per week)

- Student receives tuition fee of £9,000 from Tuition Fee Loan
- Student funds accommodation and maintenance costs from Living Costs Grant
- Discretionary payments will also be considered

8.4 As with all students there will be a risk that the student will find it hard to manage financially. However they will continue to receive emotional and practical support from the leaving care team.

8.5 The student will benefit from the weekly incentive payment in addition to the loans and grants available to them. The Bursary (one third of £2,000) will be provided at the completion of each academic year to support the student over summer vacation from university. The incentive payment can be made weekly or monthly to support the student.

8.6 There will be no additional cost to the Local Authority by the introduction of this Policy.

9.0 Recommendation

9.1 Corporate Parenting Committee is asked to comment on the Policy prior to it being presented to Cabinet on 19th March 2019 for approval.

Susan Cooper
Corporate Director, Social Services and Wellbeing
February 2018

10. Contact Officer: Elizabeth Walton-James
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11. Background Documents
 None

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CHILDRENS SOCIAL CARE

University Support Packages For Care Leavers Policy

Issued: January 2019

Review Date	January 2022	By: Head of Children's Social Care
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Contents

1.	Introduction	p3
2.	Legislative Context	p3
3.	Policy Objectives	p3
4.	Eligibility Criteria	p3
5.	Policy Scope	p4
6.	Financial Support	p4
7.	Financial Schedule/Position	p5
8.	Repayment Arrangements	p5
9.	Monitoring, Support and Engagement	p5
10.	Policy Implementation	p6
11.	Policy Review	p7
	Appendix 1 - BCBC Financial Position as of academic year (2018/19)	p8

1. INTRODUCTION

- 1.1 This policy sets out how Bridgend County Borough Council will support eligible care leavers in Bridgend to attend university, whilst encouraging them to take responsibility and financial ownership for their educational attainment and future employment.**
- 1.2 A framework of financial, emotional and practical support is available for care leavers moving on to Higher Education, which is person-centered and reflective of individual needs, ensuring that young people have the resilience and life tools needed to achieve their full potential.

2. LEGISLATIVE CONTEXT

- 2.1 This policy has been written to comply with the provisions of:
- The Wellbeing of Future Generations (Wales) Act 2015
 - The Social Services and Wellbeing (Wales) Act 2014
 - The Children's Act 1989
- 2.2 Other legislation such as: the Human Rights Act 1998 and the Equality Act 2010 may also be relevant to particular circumstances, such as providing accessible information about the support that is available that can be understood by Individuals with various disabilities.

3. POLICY OBJECTIVES

- 3.1 The objectives of this policy are for eligible young care leavers in Bridgend to be supported to access Higher Education and to have consistent practical, emotional and financial support that enables them to maintain their university placement and gain their desired qualification.

4. ELIGIBILITY CRITERIA

- 4.1 As Corporate Parent, the Local Authority has a legal duty to provide care and support to children and young people in care. Any eligible care leaver in Bridgend, defined as follows and who has achieved the requisite qualification(s) required for university, will be eligible for the support outlined in this policy:
- A care leaver aged 18 or over who was being looked after by the Local Authority when he or she reached the age of 18;
 - A former care leaver under the age of 25 who reconnects to care for education or training purposes;

- A young person under the age of 21 who left care under a Special Guardianship Order.
- 4.2 The Local Authority may also give support in certain circumstances if the young person is under the age of 25 and left care under a Special Guardianship Order. Such circumstance is where the Local Authority may disregard any interruption in education if it is satisfied that the young person will resume the programme as soon as reasonably practicable. In these circumstances, it may provide the young person with suitable out-of-term time accommodation, or pay enough to secure suitable accommodation.

5. POLICY SCOPE

- 5.1 This policy and its associated procedures have been comprehensively revised in order to reflect legislation and best practice. Amendments to the policy will be subject to approval by the Local Authority.
- 5.2 The policy is applicable to:
- all elected Members and officers of the Local Authority;
 - eligible care leavers in Bridgend.

6. FINANCIAL SUPPORT

- 6.1 This policy requires that any care leaver who wishes to attend university should apply for all funding they are eligible for.
- 6.2 Care leavers will be supported by the Local Authority to apply for all financial support available to them, including:
- A Tuition Fee Loan to cover the amount of the care leaver's £9,000 university fees each year, which they will be required to repay once earning over an agreed amount;
 - The non-repayable, annual Maintenance Grant of £8,100 a year;
 - An annual Maintenance Loan of up to £1,125 should the care leaver require it;
- 6.3 The Local Authority will provide care leavers attending university with a higher education bursary to the value of £2000 over the life-time of the course they are attending. The bursary will be apportioned over the years of the course and paid to the student at the end of each academic year.
- 6.4 The Local Authority will also provide the care leaver with a weekly incentive payment during term time (£25 per week).
- 6.5 Additionally, the Local Authority will provide suitable accommodation

outside of term-time, or provide monies to the care leaver to secure suitable accommodation outside of term-time.

- 6.6 Having taken account of the young person's wishes, the Local Authority must be satisfied as to the character of the landlord or other provider and the suitability of the accommodation
- 6.7 Any additional discretionary payments made to individuals will be based on an individual assessed need basis. Examples of this include: monies to purchase course study materials and equipment; field trips; travel expenses; bond/rent in advance.
- 6.8 Setting up independent living money for the purchase of essential items, such as a fridge, cooker and bed can be held for the care leaver until they conclude their studies, or, if assessed as appropriate, they can access it prior to leaving for university.

7. FINANCIAL SCHEDULE/POSITION

- 7.1 Appendix 1 indicates the range of financial support eligible to care leavers who are commencing Higher Education studies. As figures are based on the academic year 2018/19, these will be subject to change.

8. REPAYMENT ARRANGEMENTS

- 8.1 The care leaver will not be required to start repaying their student loan to the student loan body until they are in full-time employment and receiving more than the minimum income 'repayment threshold', which is set by the government and is subject to change.
- 8.2 Should the care leaver decide to end their course early, they will still need to pay back any student loans that they have, and possibly any other bursaries or grants that they have received.

9. MONITORING, SUPPORT AND ENGAGEMENT

- 9.1 Young people, having been cared for by the Local Authority, will have had on-going input to prepare them for the transition into adulthood, with a focus on key life skills such as money management, healthy living and cooking skills, self-care and presentation skills. Consequently it is anticipated they will be better placed to manage independent living.
- 9.2 As Corporate Parent, the Local Authority will continue to work on key life skills with young people throughout their Higher Education career. Therefore any financial and practical support for Higher Education will be

on the understanding that young people will remain in contact with the Local Authority and engage in the pathway planning process.

- 9.3 The pathway plan must set out the level and nature of the financial, emotional and practical support to be provided, and by whom, together with details of the accommodation the young person is to occupy, including an assessment of its suitability.
- 9.4 The pathway plan must also set out the arrangements for the care leaver and their personal advisor (PA) to keep in touch. The PA must have face-to-face contact with the care leaver. They may also encourage regular exchanges of communications via text, e-mails and telephone conversations, whichever being the most appropriate. The PA will also undertake regular visits to the accommodation where the young person lives.
- 9.5 Where the Local Authority has supported the young person to access suitable accommodation, they must arrange a review of the young person's pathway plan as soon as is practicable after the end of a period of 28 days beginning on the day on which the accommodation is first provided and determine at what intervals subsequent quarterly reviews will be carried out.
- 9.6 Where the young person is finding university life difficult, the Personal Advisor must take reasonable steps to meet with the young person and any professional person from the university to ensure the young person is supported to overcome those difficulties, in order to avoid disengagement and minimise the risk of the young person dropping off or being excluded from their course.
- 9.7 The Local Authority will also have a contingency plan in place in the event of the young person's pathway plan ceasing to be effective.
- 9.8 The young person will also have access to advocacy services throughout their time of study and whilst in higher education until they reach the age of 25yrs.

10. POLICY IMPLEMENTATION

10.1 The authority will:

- ensure the effective application of this policy through support and monitoring
- monitor and update the procedures as required
- liaise with appropriate external agencies from time to time to ensure that the policy and procedures are kept up to date
- distribute the policy and procedures widely to staff

11. POLICY REVIEW

- 11.1 The Local Authority is committed to the continuing development of the policy and will endeavor to maintain its accuracy and relevance. The policy will be reviewed in response to any proposed additions or amendments.

DRAFT

Appendix 1

Source	Description	Annual Amount	Repayable	Payment schedule
Student Finance Wales	Tuition Fees	£9,000	Yes	Paid directly to the University
Student Finance Wales	Welsh Assembly Learning Grant/ Help with living costs Grant	*£8,100	No	Apportioned termly to student
Student Finance Wales	Maintenance Loan	*£1,125	Yes	Apportioned termly to student
Student Finance Wales	Childcare Grant	*85% of childcare cost	No	Termly to student
Student Finance Wales	Parents Learning Allowance	*£1,557	No	Apportioned termly to student
Student Finance Wales	Adult Dependent Grant	*£2,732	No	Apportioned termly to student
Student Finance Wales	Disabled Student Allowance	Depending on circumstances as assessed by SFW.	No	Termly to student
BCBC	Bursary	£667**	No	Annual payment to student
BCBC	Incentive payment	£1,000	No	£25 per week for 40 weeks to student
Higher Education Institution	National Scholarship Programme	Variable dependent on HEI	No	Termly to student
BCBC	Vacation Accommodation	Discretionary depending on student requirement.	No	Direct to student or Landlord as deemed appropriate.

*Maximum

**based on apportionment of £2,000 over a three year course

All figures are based on Student Finance Wales 2019/20 entitlements and are dependent on the student meeting the specific eligibility criteria for each grant.

Non repayable elements of financing are subject to conditions. If you leave your course early or an overpayment has been made to you, a repayment will be required.

Equality Impact Assessment Toolkit

Equality impact assessment (EIA) screening form

Please refer to the [guidance notes](#) when completing this form.

This form has been developed to help you to identify the need for EIA when developing a new policy, strategy, programme, activity, project, procedure, function or decision (hereafter all understood by the term policy). You must also complete this form when reviewing or revising existing policies. It will also help to prioritise existing policies that may need to undergo a full EIA.

Unless they are 'screened out' following this initial prioritisation process, policies **will** be required to undergo full EIA in priority order. Refer to the **above** guidance notes on when an equality screening should happen, and some initial principles to bear in mind when getting started.

No new or revised policy should be approved unless an equality screening and, if required, a full EIA has taken place.

The following sections must be completed for all new policies:

Name of policy being screened: Financial support for Care Leavers in University

Brief description of the Policy: The policy will set out how the Local Authority will financially support its care leavers whilst they are in University.

Does this policy relate to any other policies? There is no formal or ratified policy in place in relation to this. The Local Authority has been providing financial support to care leavers attending university for many years on a case by case basis and has been developed through custom and practice within children's services.

What is the aim or purpose of the policy? The aim of the policy is to ensure that the Local Authority provides an appropriate level of advice on accessing financial support to care leavers whilst they attend university and that any financial support from the Local Authority is provided with fairness and equity.

Who is affected by this policy (e.g. staff, residents, disabled people, women only?) Category three Care Leavers who are attending University (Age 18 – 24)

Who is responsible for delivery of the policy? Children’s Social Care, SS&WB Directorate

The following sections must be completed for all policies being reviewed or revised:

Is this a review of an existing policy? No – It will be a new policy

If this is a review or amendment of an existing policy, has anything changed since it was last reviewed?
Has an EIA previously been carried out on this policy? N/A

If an EIA exists, what new data has been collected on equality groups since its completion? N/A

Screening questions

1. **Is this policy an important or ‘large scale’ function, and/or is it likely the policy will impact upon a large number of staff, residents and/or contractors?**

No

[\(Guidance\)](#)

2. Is it possible that any aspect of the policy will impact on people from different groups in different ways? (See guidance for list of 'protected characteristics' to consider)

Characteristic	Yes	No	Unknown	Explanation of impact
Age		x		
Disability		x		
Gender reassignment		x		
Pregnancy and maternity		x		
Race		x		
Religion/belief		x		
Sex		x		
Sexual orientation		x		
Civil Partnerships and Marriage		x		

Yes

No

Unknown

[\(Guidance\)](#)

Please expand on your answer:

3. What is the risk that any aspect of the policy could in fact lead to discrimination or adverse affects against any group of people? (See guidance for list of protected characteristics?)

The policy may lead to a reduction in the amount of financial support from the Local Authority provided to care leavers attending university which in turn could lead to this group of young people having to take out financial loans.

What action has been taken to mitigate this risk?

[Guidance](#)

The Local Authority will ensure that appropriate advice is provided to enable young people intending to attend university to access relevant grants and loans, information on repayment schemes will also be included.

4. Could any aspect of the policy help BCBC to meet the main public sector duties? Bear in mind that the duty covers 9 [protected characteristics](#). [Guidance](#)

Duty	YES	NO	Unknown
Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act		x	
Advance equality of opportunity between persons who a relevant protected characteristic and persons who do not share it		x	

Foster good relations between persons who share a relevant protected characteristic and persons who do not share it		x	
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Please set out fully your reasoning for the answers given to question 4 including an awareness of how your decisions are justified.

6. Could any aspect of this “policy” assist Bridgend County Borough Council with its compliance with the Welsh Language Standards and the Welsh Language (Wales) Measure 2011 which are to consider:- No

- whether the policy would impact on people’s opportunity to a) use the Welsh language in a positive or negative way and b) treat both languages equally;
- how the policy could be changed to have a positive effect or increase the positive effect on a) people’s opportunity to use the Welsh language and b) treating both languages equally;
- how the policy could be changed to minimise or remove any adverse effects on a) people’s opportunity to use the Welsh language and b) treating both languages equally.

6. Are you aware of any evidence that different groups have different needs, experiences, issues and/or priorities in relation to this policy?

No

[\(Guidance\)](#)

Please explain fully the reasons for this judgement including an awareness of how your decisions are justified.

This will be a new policy that will need consultation and cabinet approval.

7. Is this policy likely to impact on Community Cohesion? No

Conclusions

8. What level of EIA priority would you give to this policy? [\(Guidance\)](#)

HIGH - full EIA within 6 months, or before approval of policy

7. Will the timescale for EIA be affected by any other influence e.g. Committee deadline, external deadline, part of a wider review process? Deadlines for cabinet consultation and approval need to be met

[\(Guidance\)](#)

8. Who will carry out the full EIA? Equality officer and Kate Giltrap -16+ Team manager

EIA screening completed by: Kate Giltrap

Date: 09.11.2017

When complete, this initial screening form and, if appropriate, the full EIA form must be sent to [Paul Williams](#).

Full Equality Impact Assessment Guidance

This guidance should be used following the completion of an initial screening EIA form for which there is separate guidance.

1. What is a [Full Equality Impact Assessment](#)?

A Full Equality Impact Assessment is a systematic process of evidence gathering and analysis aimed at ensuring that public authorities are meeting their equality duty to better promote equality.

The Equality Act 2010 defines protected characteristics as Age, Disability, Gender reassignment, Marriage and civil partnership, Race, Religion or belief, Pregnancy and Maternity, Sex, Sexual orientation.

Additionally, in considering the impact on protected characteristic groups, we must consider the impact (positive or negative) of the “policy” on the Statutory Requirements of the Welsh Language Measure (2011) and the Welsh Language Standards imposed on the council as described within the full EIA template.

Full Equality Impact Assessments follow the same format and process as a Screening Impact Assessment but **require greater resources in terms of time and commitment to gather and analyse a wider range of evidence** than would normally be required for a Screening Impact Assessment. This extra commitment should be taken into account during the early planning stages of relevant policies.

Assessing the impact of proposed changes to policies and strategies is not just something the law requires, it is a positive opportunity to ensure decisions are based on robust evidence and that:

- decisions include a consideration of actions that would help to avoid or mitigate any unfair impact on individuals or groups who share protected characteristics;
- decisions are based on evidence;
- the decision-making process is transparent;
- there is a record of the equality considerations which have been taken into account.

For additional guidance on financial decision making see the following code of practice
<https://www.equalityhumanrights.com/en/advice-and-guidance/making-fair-financial-decisions>

2. When do you undertake a Full Equality Impact Assessment?

Equality Impact Assessments are an integral part of the policy and strategy drafting process and must be done in the early stages of the policy and strategy planning. The assessment should inform the policy or strategy and must be considered carefully **before** a decision is made.

A Full Equality Impact Assessment **must be undertaken** if:

- a Screening Equality Impact Assessment has recommended that a Full Equality Impact Assessment be undertaken and /or;
- the policy or strategy is a major one in terms of scale or significance to BCBC's activities and there is a clear indication that it is likely to have an impact upon people who share a protected characteristic;
- although the policy or strategy is minor, it is likely to have a major impact upon people who share a protected characteristic.

3. Who is responsible for undertaking a Full Equality Impact Assessment?

The lead person who drafts or reviews a policy or strategy within the commissioning service area is responsible for conducting the assessment. Assessments are always more productive if undertaken by a small team of, for example, 3 people. Involvement of, or consultation with, BCBC's Equality Officer and Consultation and Engagement Officer is critical to ensure compliance.

Team members need enough knowledge of the service to make valid judgements and have an awareness of the needs and issues faced by people with protected characteristics. It is essential that the author or the reviewer of a policy and at least one other member of the team involved has undertaken EIA Training. The team's role is to discuss and share potential equality issues relating to the planned policy, gather and analyse evidence and inform the EIA.

4. Gathering Evidence

Expert groups: Early informal consultation with people who share protected characteristics can alert you to the possible effects of a planned policy or strategy which you can take into consideration when developing a policy or practice.

Desktop research: Identify, collect and analyse relevant quantitative and qualitative data, published research or information gathered by the Council, government and other bodies such as voluntary, community and trade union organisations to help your analysis. This evidence must be referred to or referenced within the EIA.

Local research: Some service areas routinely collect community views on planned new services or changes to strategies or projects. However it is important to recognise that some individuals and communities face a range of social, economic, cultural, communication, physical and / or sensory barriers to participation. To overcome these barriers a more proactive and often creative approach is sometimes needed to encourage and support their participation. It is important to review existing methods of gathering information, including customer satisfaction surveys, parents, tenants, resident meetings etc and identify how issues affecting people who share protected characteristics can be gathered, analysed and fed back to inform the EIA. This may require some changes to traditional consultation practice, venues need to be accessible and additional support may be required if you are to engage and record the views of protected characteristic individuals and communities.

Lack of Information: Any gaps and inadequacies in data should be documented within the EIA and must include a statement setting out how and when you will gather that information. Consider the possibility of collaborative research with other departments and partners. It is important that lack of data does not lead to a lack of action in tackling inequality.

5. Using evidence to inform EIA

It is crucial to use the evidence you collect to inform your assessment. This will help demonstrate that you have met the general duty and have shown due regard to eliminating discrimination, advancing equality and fostering good relations. A large part of your analysis will involve identifying differences between groups in relation to their needs, experience and barriers they face.

You should also analyse evidence to identify potential multiple disadvantages. For example, an Asian woman could have difficulties accessing services because of factors related to both gender and her race. You may also want to compare your evidence with other similar organisations, national sources of evidence, evidence from within the Council. For example:

- the percentage of ethnic minority people using services
- the number of women employed at a senior level.

- customer satisfaction levels for different equality groups.
- The data in Analysis of Economic inequality in Wales

6. Publication of a Full EIA

Full equality Impact assessments must be published.

Full Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Financial Support for Care Leavers in University
Date assessment completed	10.08.18

At this stage you will need to re-visit your initial screening template to inform your discussions on consultation and refer to [guidance notes on completing a full EIA](#)

1. Consultation

		Action Points
Who do you need to consult with (which equality groups)?	No specific 'equality group' identified. Care leavers, LAC, Children Social Workers and Education consulted with.	
How will you ensure your consultation is inclusive?		

<p>What consultation was carried out? Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use</p>	<p>On line consultation. Care leavers and LAC were directed to the consultation by their social workers and some were supported to completed the consultation</p>	
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Record of consultation with people from equality groups

Group or persons consulted	Date, venue and number of people	Feedback, areas of concern raised	Action Points
<p>Example: Bridgend Deaf Club</p>	<p>BSL Users meeting Date and venue 25 people in attendance.</p>	<p>Deaf people may be unaware of new service as information not available on BSL video.</p>	
<p>No equity groups identified</p>			

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2. Assessment of Impact

Based on the data you have analysed, and the results of consultation or research, consider what the potential impact will be upon people with protected characteristics (negative or positive). If you do identify any adverse impact you **must**:

- a) Liaise with the Engagement Team who may seek legal advice as to whether, based on the evidence provided, an adverse impact is or is potentially discriminatory, and**
- b) Identify steps to mitigate any adverse impact – these actions will need to be included in your action plan.**

Include any examples of how the policy helps to promote equality.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	No impact identified	

Disability	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).	No impact identified	
Race	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.	No impact identified	

Religion and belief	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on people of different religious and faith groups.	No impact identified	
Sexual Orientation	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on gay, lesbian and bisexual people.	No impact identified	
Age	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on older people and younger people.	No impact identified	

Pregnancy & Maternity	Impact or potential impact	Actions to mitigate
	No impact identified	
Transgender	Impact or potential impact	Actions to mitigate
	No impact identified	
Marriage and Civil Partnership	Impact or potential impact	Actions to mitigate
	No impact identified	

Under the Welsh Language Standards, EIAs must also consider:

- whether the policy would impact on people's opportunity to a) use the Welsh language in a positive or negative way and b) treat both languages equally;
- how the policy could be changed to have a positive effect or increase the positive effect on a) people's opportunity to use the Welsh language and b) treating both languages equally;
- how the policy could be changed to minimise or remove any adverse effects on a) people's opportunity to use the Welsh language and b) treating both languages equally.

Welsh Language	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on Bridgend County Borough Council, the Welsh Language, Welsh Culture, Welsh Language (Wales) Measure 2011 and the Welsh Language Standards.	No impact identified	

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The following Section only applies where there is a potential impact (negative, positive or neutral) on children

United Nations Convention on the Rights of the Child (UNCRC)

The UNCRC is an agreement between countries which sets out the basic rights all children should have. The United Kingdom signed the agreement in 1991. The UNCRC includes 42 rights given to all children and young people under the age of 18. The 4 principles are:

1. Non-discrimination
2. Survival and development
3. Best interests
4. Participation

This section of the Full EIA contains a summary of all 42 articles and some will be more relevant than others, depending on the policy being considered however, there is no expectation that the entire convention and its relevance to the policy under review is fully understood. The Engagement Team will review the relevant data included as part of its monitoring process. The EIA process already addresses two of the principle articles which are non-discrimination and participation. This section covers “Best interests” and “Survival and development”.

Some policies will have **no direct impact** on children such as a day centre for older people.

Some policies will **have a direct impact** on children where the policy refers to a childrens' service such as a new playground or a school.

Some policies will **have an indirect impact** on children such as the closure of a library or a cultural venue, major road / infrastructure projects, a new building for community use or change of use and most planning decisions outside individual home applications.

What do we mean by “best interests”?

The “Best interest” principle does not mean that any negative decision would automatically be overridden but it does require BCBC to examine how a decision has been justified and how the Council would mitigate against the impact (in the same way as any other protected group such as disabled people).

- The living wage initiative could be considered to be in the “Best interests”. The initiative could potentially lift families out of poverty. Poverty can seriously limit the life chances of children.
- The closure of a library or cultural building would not be in the “Best interests” of children as it could limit their access to play, culture and heritage (Article 31.)

Please detail below the assessment / judgement of the impact of this policy on children aged 0 – 18. Where there is an impact on “Best interests” and “Survival and development”, please outline mitigation and any further steps to be considered.

Impact or potential impact on children aged 0 - 18	Actions to mitigate
No impact identified	

It is essential that you now complete the action plan. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Service Development Plan.

3. Action Plan

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action
E.g. Information about the service to be available in BSL video on the website	Service manager	End of financial year	£XXS Staff time	X Service Plan

Please outline the name of the independent person (someone other the person undertaking the EIA) countersigning this EIA below:

Please outline how and when this EIA will be monitored in future and when a review will take place:

Signed: Kate Giltrap

Date: 10.08.18

4. Publication of your results and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

Please send completed EIA form to [Paul Williams, Equality Officer](#)

Equality Impact Assessments – Frequently Asked Questions

1: What is an Equality Impact Assessment (EIA)?

An EIA is a tool used to assess new policies/services/functions or changes to existing policies/services/function.

It involves examining a proposed policy/service/function or change to see whether it has the potential to affect different sectors of society in different ways and, in particular, whether there are likely to be any adverse impacts or negative consequences of the policy, service function or proposed change for any particular sector (s) of the diverse community.

Consultation with those most likely to be affected by the policy/service/function is an essential feature of an EIA. Where a negative or adverse impact is thought likely, measures to reduce or eliminate the negative or adverse impact must be considered.

2: What are the aims of an EIA?

The main aim of an EIA is to improve the quality of service and employment policies by ensuring that we think carefully about the likely impact of our work on different communities or groups.

Your role in carrying out an EIA is to assess whether there is an adverse impact caused by your policy, service, and function or in your proposals for change on one or more sectors of the diverse community.

3: An adverse impact

An adverse impact means negative consequences for one or more communities. The term disproportionate means significant differences in patterns of representation or outcome between groups.

When adverse or disproportionate impact is found it is important to take action to minimise, reduce or counterbalance the negative impact through other measures. Adverse or disproportionate impact may indicate direct or indirect discrimination on the part of BCBC and therefore a breach of the law.

A positive action policy, function or service targeted towards a sector of the diverse community which intentionally seeks to disproportionately impact on one or more sectors of the community is justifiable where there is evidence of the need for targeted information.

Examples of adverse/disproportionate impact that could be justified:

a) Specifically targeting management training towards groups currently under-represented in management levels of the organisation obviously has a disproportionate impact. However this is justified positive action.

b) The requirement by an employer for some roles to involve shift work would have a disproportionate impact on women by inadvertently discriminating against child-carers, who are more likely to be women. However, this may be justified if it is a key requirement of the role that they are performed round-the-clock, making shift-work inevitable

4: Why do we need to carry out EIA's?

There is a legal requirement to do so. EIAs help you identify improvements to services; make better decisions; identify how you can make your services more accessible and appropriate and to check whether there is anything you can do to promote equality and reduce inequalities.

5: Who should do an EIA?

Generally, those responsible for developing a policy or managing a function or service carry out the assessment. Where a function or service is jointly run between different departments or different organisations, care must be taken to ensure that every organisation involved can publish the EIA's (as they are required to by law), even if the work is done jointly, or the assessment was carried out by only one of the parties.

6: What areas should an EIA cover?

Equality Impact Assessments must cover the nine equality strands (race/ethnicity, gender, gender reassignment, age, disability, faith/religious belief, sexual orientation, pregnancy and maternity and civil partnerships and marriage) covered by current legislation. EIAs should also consider the impact of a policy on the Welsh language and Welsh culture.

Under the Welsh Language Standards, EIAs must also consider:

- whether the policy would impact on people's opportunity to a) use the Welsh language in a positive or negative way and b) treat both languages equally;
- how the policy could be changed to have a positive effect or increase the positive effect on a) people's opportunity to use the Welsh language and b) treating both languages equally;
- how the policy could be changed to minimise or remove any adverse effects on a) people's opportunity to use the Welsh language and b) treating both languages equally.

7: What will happen if I fail to comply?

Failure to conduct EIA could leave you open to legal challenge. Please see separate guidance on [recent legal cases](#)

Additional useful information can be found on the [BCBC Equalities Web Pages](#)

Case Law

Although the Equality Act came into effect in 2010, the extensive case law that existed on the previous individual duties is directly relevant to the interpretation of the single duty. In addition, the Equality Act has been tested, with one notable and ground breaking ruling made regarding cuts made by Birmingham City Council in social care.

The following is a summary of some key legal challenges which have brought under previous requirements in respect of EIAs. They should help you understand the above guidance and how courts will consider any approach which does not answer the above questions.

Birmingham City Council and Social Services judgement

The application of the duty concerned Birmingham City Council (BCC) and its decision to restrict eligibility for adult social care to only those individuals with 'critical' needs.

This meant that the Council would no longer offer free social care to those with substantial needs. Such needs include being unable: 'to carry out the majority of personal care or domestic routines' and 'the majority of family and other social roles and responsibilities'. For those who have substantial care needs but who do not have the means to fund care themselves, withdrawal of the support the Council provided would have a significant, detrimental impact on their day-to-day activities and lives.

BCC produced several equality impact assessments which purported to show 'due regard' to the disability equality duty. However, the judge held that 'due regard' had not in fact been shown. He noted the lack of assessment of the practical impact on those individuals affected by the change in eligibility. As a result, the judge found that both the budget and the resulting cuts to adult social care were unlawful and described the impact of the proposed move to 'critical only' care on disabled people as 'potentially devastating'.

Similarly, the courts found that BCC had not had 'due regard' in another judgment concerning cuts to funding to legal advice services. The Equality Impact Needs Assessment was found to have been driven by the hopes of the benefits to be gained from the new policy rather than focusing on the assessment of the degree of disadvantage to existing users, and how their needs could be alternatively met.

Brown -v- DWP

One of the leading cases, *Brown -v- Secretary of State for Work and Pensions* (2008) set out some general principles. Mrs Brown was disabled and lived with her husband in Sussex. She could not stand or walk for long periods without acute pain. In late 2007, she discovered that the government was proposing to shut down a number of post offices in Sussex, including the branch in her village. Because of her disability, this would make it very difficult for her to access another post office further away.

In a legal challenge to the decision, Mrs Brown claimed that the government had failed to comply with its duties under the Disability Discrimination Act 2005, in particular its duty to pay due regard to the equality duties as it had not carried out a disability equality impact assessment of the closure proposal.

The court set out the following principles:

- Those responsible for the duty to have due regard must consciously bring it to mind when considering the duty. If they don't or if their appreciation of the duty is incomplete or mistaken, the courts will deem that due regard has not been applied.
- The due regard duty must be fulfilled before and at the time that a particular policy is being considered. Compliance with the duty should not be treated as a rear-guard action after a decision to implement the policy in question.
- It must be exercised with rigour and with an open mind. Due regard involves more than a tick box exercise. The "substance and reasoning" of the decision must be examined. However, a failure to make explicit reference to the relevant positive equality duty will not, of itself, be fatal to a decision.
- It is good practice for public authorities to keep an adequate record showing that they had actually considered their equality duties and pondered relevant questions.
- The due regard duty cannot be delegated to a third party by the public authority charged with it.
- The duty is on-going.
- When applying the "due regard" test, the public authority must take into account whatever countervailing factors are relevant in the circumstances.

Kaur -v- London Borough of Ealing

This case dealt with the issue of whether a race impact assessment should have been carried out before the council decided to cut funding to a voluntary organisation, Southall Black Sisters (SBS). It provided services to Asian and Afro-Caribbean women who experience domestic abuse. In 2007-2008 they were partly funded by Ealing Borough Council.

The council decided in September 2007 that it would only fund borough-wide services provided to everyone experiencing domestic violence irrespective of gender, sexual orientation, race, faith, age, or disability.

SBS said that this would have a disproportionate adverse impact on black and minority ethnic (BME) women and pointed out that the council had not done a race equality impact assessment.

The council then undertook a “draft equality impact assessment”, which indicated that the impact on BME women would be monitored when the new arrangements were in place.

However, it did not carry out a full equality impact assessment. A few months later, the council confirmed its earlier decision to fund a single borough-wide service provider. The claimants, service users of SBS, successfully applied to judicially review this decision.

The court quashed the council’s decision and reiterated the importance of undertaking an equality impact assessment, and also the importance of carrying out an impact assessment before formulating policy.

R (Chavda and Others) v London Borough of Harrow

In the case of R (Chavda and Others) v London Borough of Harrow, the High Court ruled that Harrow Council's decision to restrict adult care services to people with critical needs only was unlawful.

In making its ruling the High Court stated that Harrow Council had failed to carry out an equality impact assessment that gave proper and explicit consideration to disability when it introduced a policy change that had a significant impact on hundreds of disabled people.

Other cases

There are a number of other examples of successful cases that have resulted in the courts' quashing the decisions of public authorities.

These include:

- refusing to allow a Sikh girl to wear a kara through the rigid application of a school uniform policy in *Watkins-Singh -v- Governing Body of Aberdare Girls High School*
- refusing to license a particular model of taxi for use as a hackney cab despite disabled groups making representations that many wheelchair users could not travel safely in *Lunt and another -v- Liverpool City Council*
- approving planning permission for a development of chain stores and luxury flats on a site overwhelmingly occupied by BME businesses and tenants in *Harris -v- London Borough of Haringey*

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