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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

*Rydym yn croesawu gohebiaeth yn Gymraeg.
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.*



Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate

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

Gofynnwch am / Ask for: Democratic Services

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Thursday, 13 July 2023

Dear Councillor,

COUNCIL

A meeting of the Council will be held Hybrid in the Council Chamber Civic Offices, Angel Street, Bridgend, CF31 4WB /remotely via Microsoft Teams on **Wednesday, 19 July 2023 at 16:00.**

AGENDA

1. Apologies for absence
To receive apologies for absence from Members.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest from Members/Officers in accordance with the Members' Code of Conduct adopted by Council from 1 September 2008.
3. Approval of Minutes 5 - 28
To receive for approval the minutes of 21/06/23
4. To receive announcements from:
(i) Mayor (or person presiding)
(ii) Members of the Cabinet
(iii) Chief Executive
5. To receive announcements by the Leader
6. Capital Programme Update Quarter 1 2023-24 29 - 48
7. Corporate Plan Delivery Plan 2023-24 and Performance Framework 49 - 96
8. Proposals for the Joint Overview and Scrutiny Arrangements following the transition to a single Public Services Board (PSB) for Cwm Taf Morgannwg 97 - 116
9. Appointments to the Standards Committee 117 - 120
10. Information Report for Noting 121 - 128

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11. To receive the following Questions from:

Cllr Freya Bletsoe to the Cabinet Member for Finance, Resources and Legal

Reports over the weekend in The Times newspaper have highlighted that still, years later public building such as schools, offices, libraries etc have significant levels of asbestos in the fabric of those buildings. The report highlights that despite knowing of these issues authorities are doing little or nothing to remove the asbestos and to therefore mitigate the risk to human health.

As legally a register of asbestos should be kept on a room by room basis of each premises affected, and I have no doubt that a significant number of premises that BCBC manage or maintain will have asbestos in them, can I ask what this authority is doing to mitigate the workplace harm of teachers, librarians and office staff from the long term effects of asbestos and what is this authority doing to safeguard children who are being educated in rooms that have asbestos in them – as per our statutory obligations under the WFG Act?

Could I also ask as an elected member and Chair of Scrutiny to see the up-to-date risk register and associated reports for asbestos that is contained in the premises we oversee.

Cllr Ian Williams to the Cabinet Member for Finance, Resources and Legal

With footfall in Bridgend Town Centre struggling to hit pre pandemic levels can I ask the Cabinet Member for Finance, Resources and Legal what measures are being taken to work with bus companies to safeguard existing bus routes (See attached) and mitigate any further cuts to ever decreasing services?

Is the Cabinet Member prepared to make a commitment to this council that it will ensure that subsidies will not be cut and the lifeline for many residents that is local bus services will see no further cuts for the term of this current council.

Cllr Martin Williams to the Leader

Coity Walia Common is a unique landscape that covers over 1,000 hectare of our county borough stretching from Pencoed to Sarn, Coity to Bryncethin and beyond. The common is a diverse habit and a feature that we should be rightly proud of. However, it a largely forgotten corner of our county left to be maintained by volunteers on a meagre budget. Could the Leader please tell me how BCBC currently supports Coity Walia and what plans this authority has to protect this vital habitat for future generations.

Cllr Tim Thomas to the Cabinet Member for Climate Change and the Environment

Will the Cabinet Member make a statement on the quality of water from our rivers and seas within the County Borough?

12. Urgent Items

To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 4) of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be transacted at the meeting as a matter of urgency.

Note: This will be a Hybrid meeting and Members and Officers will be attending in the Council Chamber, Civic Offices, Angel Street Bridgend / Remotely via Microsoft Teams. The meeting will be recorded for subsequent transmission via the Council's internet site which will be available as soon as practicable after the meeting. If you have any queries regarding this, please contact cabinet_committee@bridgend.gov.uk or tel. 01656 643148 / 643694 / 643513 / .643696

Yours faithfully

K Watson

Chief Officer, Legal and Regulatory Services, HR and Corporate Policy

Councillors:

S Aspey
H T Bennett
A R Berrow
F D Bletsoe
S J Bletsoe
JPD Blundell
E L P Caparros
N Clarke
RJ Collins
HJ David
C Davies
C L C Davies
P Davies
S Easterbrook
M J Evans
N Farr
P Ford

Councillors

J Gebbie
W R Goode
RM Granville
H Griffiths
S J Griffiths
D T Harrison
M L Hughes
D M Hughes
RM James
P W Jenkins
M R John
M Jones
MJ Kearn
W J Kendall
M Lewis
J Llewellyn-Hopkins
RL Penhale-Thomas

Councillors

J E Pratt
E Richards
R J Smith
JC Spanswick
I M Spiller
T Thomas
JH Tildesley MBE
G Walter
A Wathan
A Williams
AJ Williams
HM Williams
I Williams
MJ Williams
R Williams
E D Winstanley
T Wood

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COUNCIL - WEDNESDAY, 21 JUNE 2023

MINUTES OF A MEETING OF THE COUNCIL HELD HYBRID IN THE COUNCIL CHAMBER CIVIC OFFICES, ANGEL STREET, BRIDGEND, CF31 4WB /REMOTELY VIA MICROSOFT TEAMS ON WEDNESDAY, 21 JUNE 2023 AT 16:00

Present

Councillor W J Kendall – Chairperson

S Aspey	H T Bennett	A R Berrow	F D Bletsoe
S J Bletsoe	E L P Caparros	N Clarke	RJ Collins
HJ David	C Davies	P Davies	S Easterbrook
M J Evans	N Farr	P Ford	J Gebbie
W R Goode	RM Granville	H Griffiths	S J Griffiths
D T Harrison	M L Hughes	D M Hughes	M R John
M Jones	MJ Kearns	M Lewis	J Llewellyn-Hopkins
J E Pratt	E Richards	R J Smith	JC Spanswick
I M Spiller	T Thomas	G Walter	A Wathan
A Williams	AJ Williams	HM Williams	I Williams
MJ Williams	R Williams	E D Winstanley	T Wood

Apologies for Absence

JPD Blundell, C L C Davies, RM James, P W Jenkins, RL Penhale-Thomas and JH Tildesley MBE

Officers:

Mark Galvin	Senior Democratic Services Officer - Committees
Lindsay Harvey	Corporate Director Education and Family Support
Rachel Keepins	Democratic Services Manager
Will Lane	Operational Manager Shared Regulatory Services
Carys Lord	Chief Officer - Finance, Performance & Change
Claire Marchant	Corporate Director Social Services and Wellbeing
Michael Pitman	Technical Support Officer – Democratic Services
Alex Rawlin	Corporate Policy & Public Affairs Manager
Zak Shell	Head of Neighbourhood Services
Mark Shephard	Chief Executive
Kelly Watson	Chief Officer Legal, HR and Regulatory Services

139. DECLARATIONS OF INTEREST

Councillor E Winstanley declared a personal interest in Agenda item 8, due to the fact that Maesteg Town Hall was operated by Awen Trust of which she was an employee.

140. APPROVAL OF MINUTES

RESOLVED:

That the minutes of the following meetings of Council be approved as a true and accurate record:

12 April 2023
17 May 2023

141. **TO RECEIVE ANNOUNCEMENTS FROM:**

Mayor

The Mayor listed a series of events he had recently attended including:

- Bridgend College Fashion Show.
- The Bridgend Forces Festival.
- Children's Literary Festival - Magic Gareth Grand Pavilion (Esplanade Avenue, Porthcawl, Wales, CF36 3YW).
- The Bridgend Unsung Hero Awards 2023, on Friday 2nd June at the Heronston Hotel.
- Bridgend Carers Garden Party.
- Bridgend Carers Centre, 87 Park Street CF31 4AZ.
- Steam Awards, Pencoed College, Thursday 8 June.
- Libraries County Book Quiz Grand Pavilion, Porthcawl, on behalf of Awen Cultural Trust, on Wednesday 14th June.

He also highlighted the Pyle & Kenfig Hill Veterans Association event held on Saturday, 10th June 2023 at the association headquarters located at Pyle Royal British Legion Club, as well as his invite to attend the Mayor's Civic Sunday held at Newport Cathedral on Sunday 11th June.

Finally, the Mayor stated that Sarah Murphy, the Leader, Councillor Jon-Paul Blundell, BCBC colleagues, CSC colleagues, Governors, PFA members, Keep Wales Tidy representatives and volunteers are excited to be invited to the Opening Ceremony of Cefn Glas Gardens school, highlighting the Local Places for Nature grant which has helped to make the grounds even more 'purposefully beautiful'. The School have recently won the 'Eco School Innovation Award' in the 'Tidy Wales Awards'.

Deputy Leader and Cabinet Member – Social Services and Health

The Cabinet Member for Social Services and Health confirmed how honoured she was to represent all 22 local authorities in the Senedd yesterday. This was for the launching of the Social Partnership Act or what is now termed as the Welsh Way. This will strengthen the involvement of the workforce and trade unions. This would also allow communities to be at the heart of our what we do, in order to promote wellbeing in our communities.

The inaugural Fostering Recognition Awards had recently been held, marking Foster Care fortnight, bringing local authorities together with Council Fostering Teams, to celebrate all their hard work and commitment that gives young people a beneficial start in life.

The Cabinet Member for Social Services and Health expressed her wholehearted gratitude to carers who made a huge difference and greatly improved the quality of life for those in care, through the unrelenting work they undertook in communities, which also made a huge impact on the lives of the young people in question.

Cabinet Member – Housing, Planning and Regeneration

The Cabinet Member for Housing, Planning and Regeneration provided Members with a brief update on the latest developments with the regeneration programme at Porthcawl. This incorporated information related to the new sea defences, as well as the new Cosy Corner development which includes a new seafront play area.

Cabinet Member – Climate Change and the Environment

The Cabinet Member for Climate Change and the Environment provided updates on the following:

A public consultation over plans for how irresponsible dog ownership could be tackled in the future with a closing date of 18 July is now open. Full details are available to view on the consultation pages of the council website.

- The 2023 Love 2 Walk Festival is currently taking place and features a range of different walks that take in areas such as Blackmill, Blaengarw, Bridgend, Porthcawl, Rest Bay and Kenfig Hill. Advance booking is necessary, and further details and a full list of the planned walks can be found on the Love 2 Walk website.

Cabinet Member – Finance, Resources and Legal

The Cabinet Member for Finance, Resources and Legal made an announcement regarding Hybont and the recent public meeting he had attended, to gather information and understand what concerns residents held regarding the Hybont proposal.

He explained that at the time it was my understanding that the only by-product to be piped off site would be excess hot water, and that this would be used to help heat local community facilities. However, following the meeting, and clarification regarding the Hydrogen pipeline he learned that his original understanding was incorrect, and that alongside a heat network of water pipes there is a proposal to include a hydrogen pipeline to supply a hydrogen boiler for schools and other buildings around Ynysawdre.

The Cabinet Member expressed regret that his comprehension of Hybont was inaccurate and that subsequently his challenge regarding the pipeline was based on a misunderstanding of the project.

He stated that it was only right to offer an unreserved apology for any upset or anxiety his actions may have caused.

He continued to provide a further update regarding the repayment of loans that had been made to Thurrock Council as part of our Treasury Management Strategy.

Cabinet Member – Community Safety and Wellbeing

The Cabinet Member for Community Safety and Wellbeing provided an update on the community hub scheme that is being trialled in the Garw and Ogmere valleys.

Available between 10am and 1.30pm on both days, the customer service advisors can help with queries and applications for Blue Badges, housing and homelessness applications and council tax enquiries. They can also support people who want to access pest control services or report highways issues such as street lighting or potholes, or waste issues like fly-tipping, graffiti or dog fouling.

This same level of support is also available at all Awen-staffed libraries across the county borough.

For all other matters, residents are advised to visit our website for more information or to use the council's digital self-service options, or to phone the council directly on 01656 643643.

The Cabinet Member also highlighted June as Pride month, congratulating the organisers and volunteers who helped to make the recent Pride Cymru event in Cardiff such a resounding success and stressing the importance of the Council's work in supporting the LGBTQ+ community and helping to promote equality and diversity as part of the Proud Councils network. The Summer Pride event was scheduled for the 24th June.

Chief Executive

The Chief Executive announced the return of Armed Forces Week in Bridgend County Borough, and how this will be marked in different ways including a ceremonial re-signing of the Armed Forces Covenant on Friday 23 June at the Civic Offices to mark its tenth anniversary.

There will also be the raising of the Armed Forces flag outside the Civic Offices, followed by a parade featuring serving troops as well as cadets, veterans and their families, through Bridgend town centre on Saturday the 24th of June. It will begin from Carnegie House at 11am and will head down Wyndham Street and Dunraven Place.

The event will also feature military vehicles, activities, live music and stalls representing the Armed Forces, charities, local organisations and more. It will finish at approximately 1.45pm with a 'drumhead' service.

The Chief Executive also highlighted that the local authority were actively encouraging former members of the armed forces and those who are preparing to re-enter civilian life to consider applying for roles within Bridgend County Borough Council. The current scheme guaranteed an interview to former armed forces personnel.

142. TO RECEIVE ANNOUNCEMENTS BY THE LEADER

The Leader provided an update on the Neath Port Talbot £250 million adventure resort in the upper Afan Valley on the border with Bridgend County Borough, on the edge of the upper Llynfi valley. Intended to trigger a new wave of employment and tourism in the valleys, major works are taking place to prepare the site, and around £20 million will have been invested into the project by autumn 2023.

The Leader provided updates on the temporary closure of footpaths that would be required, the engagement with local residents that had taken place as well as the employment opportunities that would be created from the development.

A site meeting with all Llynfi Valley Members, Afan Valley Members and Wildfox Resorts will be arranged and Caerau members have been invited as the local members to a new quarterly stakeholder forum.

The Leader also provide an update on the Bus Transition Fund, which has been developed as part of a collaboration between local authorities, Welsh Government, Transport for Wales and the public transport industry. The fund provides immediate financial support to bus operators in Wales so that vital services have been able to continue.

Plans are being revised as Welsh Government develop a longer term, sustainable funding model that bridges the gap to a franchising of services.

The Leader made reference to the recent incident in which a light aircraft crashed in shallow waters just 50 yards off Porthcawl's Town Beach as well as the large tracts of

land in the Garw Valley sadly destroyed by wildfire, recognising and thanking the various emergency services that had swiftly responded in both cases.

Finally, the Leader highlighted the deliberate nature of the wildfire and that of over 400 others and mentioned the work the Local Authority was doing alongside South Wales Police and South Wales Fire and Rescue urging residents to report any suspicious activity to Crimestoppers on 0800 555 111, and to follow some very simple rules that are designed to keep everybody safe by avoiding accidental fires.

143. **PRESENTATION BY THE CHIEF COMMISSIONER OF SOUTH WALES POLICE**

The Chief Executive presented a report that introduced the South Wales Police Chief Commissioner Alun Michael and the Deputy Commissioner Emma Wools to the meeting, in order to give a presentation on the work of the Police, including some new initiatives.

The Chief Commissioner gave an introduction and referred to the Police and Crime Plan that had been introduced a number of years ago and developed year on year since that time. This reflected what the Police were getting in terms of feedback from the likes of the public and local Councillors and how the South Wales Police were looking to react to change.

He emphasised that partnership working with key stakeholders and partners such as BCBC was at the heart of the work of the Police. He added that in recent times, confidence in policing had become an issue, following events that had taken place in the Metropolitan Police, which had cast a dark shadow over policing in general. However, he wished to make the point that South Wales Police had a different reputation with regards to protecting the public at a high level.

He wished to point out, that levels of crime in the area had reduced and these compared favourable on an All Wales level.

In today's presentation the Deputy Commissioner and himself, would look at 3 main aspects of work, namely Neighbourhood Policing, with funding having been received from Central Government for further Police Officers and PCSO's, a number of whom had been promoted to Police Constables since there had been made additional funding for these positions. Also, topics of discussion would revolve around Violence against Women, including sexual violence and work ongoing to reduce Racism.

The Deputy Commissioner then shared with Members some slides that covered the above areas of ongoing Police work, following which the Mayor invited questions from Members.

The Deputy leader and Cabinet Member for Social Services and Health confirmed that she was pleased to see the strides that had been made in relation to Domestic Violence against women in particular and, that lived experiences are being used to formulate policy, but sought some explanation on how this was being carried out. She also asked if there would be Performance Indicators put in place to gauge the success of this work. She also asked if she could have some reassurance how the Police were actively dealing with any referrals made to them in respect of the welfare of young people. She also pointed out that if there were a lot of repeat offenders re-offending, then did this not reflect that the processes in place were not as effective as they should be.

In terms of repeat offending the Police Crime Commissioner advised that repeat offenders were educated through the form of Agency working, ie with partners as well as involvement through a number of key Criminal Justice bodies, working on this and the

issue of lived experiences. The Deputy Police Commissioner stated that issues such as the above examples were not resolved through form filing or the completion of questionnaires, but more involved victims and survivors of abuse talking to the likes of the Police, Probation service and other key partners. For younger people who were the subject of abuse, there was a piece of work entitled 'Young Voices' that a pathway for those suffering from abuse to speak personally to higher dignitaries in the Police including up to the level of herself, the Chief Constable and the Chief Commissioner, where the issues they had experienced would be addressed if need be, at the highest possible level. There were statutory services that provided avenues of support (in between Court Orders), to both support and intervene with the aim of reducing offenders and changing their behavioural patterns. There were also a number of different metrics used that measured and evaluated various impacts and outcomes, with again, a view to reduce re-offending and cases of harm. She was able to share examples of this with Members on request.

The Police Commissioner added, that the Police also targeted cases of low level violence as this was often a precursor to violence of a higher level then subsequently occurring. He added that a lot of individuals developed this type of nature due to their upbringing or subsequent life's events having a detrimental impact upon them.

A Member pointed out that she was very pleased with the work of the PCSO's in Coity Higher. She was aware that Hate Crime was seemingly fairly low in the County Borough, though she questioned if all incidents relating to this were actually being recorded. The likes of bullying, trolling and on-line toxicity seemed to be becoming more and more apparent in society. Some Councillors including herself, sometimes felt vulnerable to the above. She asked therefore, how the Police could work with Councillors and other politicians in order that they may in turn, feel more protected. The Member also stated that the Council's Highway Authority needed to work more closely with the Police, in order to fully resolve reported highway issues.

The Police Commissioner acknowledged that the last point the Member made was a common issue and that any action required resulting from any issue or complaint, needed to be taken ownership of and dealt with by either or both organisations jointly, as opposed to this falling between two stools and not resolved by either. In terms of Hate Crime, there was a problem now in what was allowed to be acceptable in terms of placing in Social Media platforms, for example, the 'Dark Web' which had originated abroad.

The Deputy Commissioner added that the Police were actively focussing on hate crime/incidents. Some Scrutiny work had been carried out in terms of how data was recorded in order to improve accurate levels of incidents, to actively take action to improve methods of dealing with these. There had also been further work done with Welsh Government on the subject of Hate/Race crime. Women were 27 times more likely to face hate crime than men. The Police were also scoping some work with two key partnership providers and as part of this work, were looking to consult with a range of different community groups and partners and she added that it would be beneficial if there was some elected Member involvement in this too.

The Cabinet Member for Housing, Planning and Regeneration, confirmed that an Action Plan had just been released by Welsh Government, called the LGBTQ Plus. He asked the police representatives what work had been done to ensure homophobia, misogyny, biphobia and transphobia is being combated both within the community and in the forces, ie such as the South Wales Constabulary, so that when job applications are made to the Police they are considered not just on their own merit, but also with a level of understanding and compassion.

The Chief Commissioner advised that there were a number of younger Police Officers and PSCO's now with the new recruitment surge having taken place, resulting in some of the older Officers having retired and the recruitment process had involved applicants with some of those attitudes and values firmly in place. He assured that there was a strong commitment from both the Chief Constable and himself, to root out and deal with some of the above examples given. The main ethos of the Police was to 'prevent acts of crime', so that's why a police force was needed in the first instance, hence eradicating bad habits and attitudes some people have in society against others. He added that Police Officers now actually participate in activities such as PRIDE, to promote groups such as this and assist in combating any hate crime and disorder.

A Member pointed out that sometime ago in 2009, Sir Paul Stephenson recommended that police patrols didn't need to include 'doubling up' of Officers. However, lone Police Officers can generate some anxiety, particular with vulnerable groups and in winter hours of darkness. We also have transport providers, ie railway stations and community bus stops and bus stations, where some people feel similarly vulnerable using these in the evenings or later at night. He asked if there was any partnership working taking place, that could address issues such as this.

The Chief Commissioner confirmed that lone policing was an operational issue that was considered by the Chief Constable of Police. There was a balance to be struck in terms of the point just made, in that if for example, two PCSO's worked together in one specific location, then this would take one of them away from patrolling another area of that community. This could then be looked at as a method whereby the Police were not fully utilising the resources available to them. However, in terms of the transport issue so raised, representatives of British Transport Police were represented on the Task Force and at an All Wales level, so he confirmed that he would raise this issue with them. Looking more at community safety in general, the Police Commissioner advised that the Police were continually actively working with local authorities with the aim of making streets safer, particularly for women and younger people and this included at main transport hubs, bus stops and bus/railway stations.

For more information on debate that took place at the meeting please click [here](#)

As this concluded consideration of this item, including the question answer session, the Mayor thanked the Police representatives for attending Council, following which, they retired from the meeting.

RESOLVED: That Council noted the report and the accompanying presentation from the South Wales Police representatives.

144. **REVENUE BUDGET OUTTURN 2022-23**

The Chief Officer – Finance, Performance and Change submitted a report, in order to provide Council with an update on the Council's revenue financial performance for the financial year ended the 31st of March 2023.

She advised that in February 2022 Council approved a net revenue budget for the financial year 2022-2023 of £319.5m. Due to a technical adjustment in the final settlement the Council's settlement was increased by £4,336 and this was reported to Council on 9th March 2022.

The final outturn position for 2022/2023 was shown in Table 1 of the report. The overall outturn for the last financial year is a net underspend of £2.057m and this has been utilised to supplement earmarked reserves, primarily to supplement the cost of living

fund for known pressures in the current financial year. The underspend is small in comparison to the overall net budget (0.6%) for 2022/2023 and therefore no transfers have been made to the council fund.

Within the outturn position directorate budgets provided a net overspend of £8.2 million whilst council wide budgets had a net underspend of £9.5 million. The out-turn position also takes into account the additional council tax income which was collected over budget during the financial year.

The 2022/23 financial year was a difficult one for the Council advised the Chief Officer – Finance, Performance and Change. The overall underspend on the council budget significantly masked underlying budget pressures which were reported during the year. The main financial pressures are in the service areas of social services and well-being, homelessness and home to school transport.

During 2022-2023 social services experienced significant pressures to meet statutory duties against a backdrop of an exponential increase in demand in children social care and an increase in the number of independent residential placements within children services, alongside pressures in learning disability and older persons residential placements. The council will need to give further consideration to the sustainable resource required specifically in children services to improve the quality of outcomes for children and families in Bridgend.

The council has seen a significant increase in the provision of temporary accommodation to support individuals who become homeless. It did receive grant funding from Welsh Government during the last financial year to support this service, however £2.5m of this was on a one off basis. This is another service that will require close financial monitoring during the current financial year.

In addition, the council had to address funding pressures during the last financial year in relation to pay and price costs that had not been anticipated earlier in the year. Elected members were briefed on this in year pressure in the Autumn of last year. These pressures are likely to continue into the current year and therefore money has been carried forward to meet those pressures.

The Welsh Government Hardship Fund which supported local authorities during the pandemic period ended on the 31st of March 2022. However local authorities did continue to administer four elements of this funding in the last financial year. The details of this are shown at Table 2 in today's report and the total claim made in 2022 - 23 was £6.2m.

The report detailed progress made against the savings requirements for the period prior to 2022/2023 and those identified in the last financial year . These were detailed at section 3.2 of the report.

There is a great deal of information in the report in section 3.3 which details the position for each main service area. The financial position of many of these services has been reported throughout the last financial year. Whilst there are some service specific issues, there are savings reported in all revenue budgets in relation to staff vacancies. Throughout the year many services have been unable fill vacancies at all levels despite advertising posts on many occasions. Directorates continue to look at how these vacancies can be filled to maintain service levels therefore these savings are not likely to continue into this financial year.

In terms of the wider council budget, there is some detail in Table 1 in the report with regards to these. The other Corporate Budgets line shows an underspend of £5.9m.

Within this is underspend against a redundancy budget, pay and price (this is fully allocated for the current year), contingency budget and the Covid funding that was agreed in the 2022/23 budget when we did not know the financial impact for the Council of the pandemic. These will be reviewed as part of the budget planning process for the 2024/2025 revenue budget.

The report also provides an update with regards to the earmarked reserves that the council is currently holding. During 2022/2023 directorates drew down funding from specific earmarked reserves and these were reported to members through the quarterly monitoring reports. The final drawdown from reserves was £18.9m and this was summarised in table 5 of the report.

The net under spend position of £2m in the last financial year along with the unwinding of some existing earmarked reserves that were no longer required, has enabled funding to be put back to some reserves. The most significant of these was £1.3m towards the Cost of Living Fund, £530,000 contribution to capital for refurbishment works undertaken by valleys to coast and other sums to support minor works and feasibility studies in the new year.

A full breakdown of the movements on Earmarked reserves at 31 March 2023 was provided at Appendix 4 to the report. It should be noted that the monies the Council has in reserves has fallen over the past year by a net figure of £14m. This is a change to the position in recent years when the council was able to increase its reserves due to underspends in the revenue budget. The council received financial support during the pandemic and a number of the grants that it has received for many years are not now being paid. This funding masked the pressures in certain service areas which is reflected in the outturn position for 2022/2023. This position will have to be closely monitored in future years as services cannot be funded from reserves in the longer term.

The Cabinet Member – Finance, Resources and Legal welcomed the £2m to support the cost of living pressures, but he asked for some reassurance that the underspend in the Corporate Base budget is available if required, to cover the Council's liabilities going forward.

The Chief Officer – Finance, Performance and Change reiterated that some of the underspend was in relation to Pay and Inflation costs that were not accounted for in the budget of the last financial year, though these costs would be incorporated in the MTFs this current year. Therefore, that allocation would be fully required.

She added that the cost of living crisis is still very much evidenced and there may be more requests for support for that area of the budget during the present financial year. We would therefore look very closely at our central budgets in order to ascertain whether we require to make any adjustments to these in the future.

The Deputy Leader and Cabinet Member – Social Services and Health emphasised that whilst noting the financial pressures of £8.174m, currently the Authority was nearly £11m in terms of an overspend in Children's Services, which as Members were aware, was a statutory service that the local authority were obligated to meet in order to fully support these financial challenges.

A Member expressed his concern over the level of vacancies in the Council Directorates that were at present not being filled, even though there was scope within the budget to fill these positions.

The Chief Executive confirmed that the Council's Workforce Strategy had accounted for this and that there were a varying number of proposals that the Authority would look to

put in place to address this. These included amongst others, recruiting from within, including through the apprenticeship scheme and looking at the grading of jobs where there was a very competitive market, such as in the area of Social Care.

RESOLVED: That Council noted the revenue outturn budget position for 2022/23.

145. **CAPITAL PROGRAMME OUTTURN 2022-23**

The Chief Officer – Finance, Performance and Change presented a report, to provide members with an update on the capital outturn position for the financial year 2022-2023 and to note the actual Prudential and Other indicators for 2022/23.

She advised that on 23 February 2023, Council approved a capital budget of £69.9m for 2022/23 as part of the capital programme covering the period 2022/23 to 2031/32. This programme has been revised and approved by Council during the year and the programme approved in March 2023 totalled £58.4m.

The programme was to be met by £21.8m of BCBC resources, including the use of capital receipts, contributions from earmarked reserves and borrowing. The balance of £36.5m was to be funded from external sources.

The details of the individual schemes showing the budget available last year compared to the actual spend, was detailed at Appendix A to the report. Since the last report was considered by members in March 2023, there had been some minor amendments made to the programme and these were detailed in paragraph 3.1.2 of the report. The revised budget for 2022/23 explained the Chief Officer – Finance, Performance and Change was, therefore, £58.76m.

The total capital spend in the last financial year was £29.2m and after slippage into 2023/24 of £27.9m and some adjustments to grant funded schemes, this represented an underspend of £795,000.

She explained that slippage has occurred for a number of reasons including delays in starting projects to enable more detailed survey works to be completed, supply chain issues and discussions with external funders. These issues were reported to members during the year. Details of the main areas of slippage were provided for Council at paragraph 3.1.4 of the report.

The majority of the underspend will be returned to the Council's capital funding provision to contribute to future capital schemes, added the Chief Officer – Finance, Performance and Change.

The Chief Officer – Finance, Performance and Change confirmed that the Capital Strategy gives an overview of how capital expenditure, capital financing and treasury management activity contributes to the provision of services, along with an overview of how associated risk is managed and the implications for future sustainability. To ensure that we monitor this, a number of prudential indicators were included in the Strategy which was approved by Council. In line with the requirements of the Prudential Code for Capital Financing, the Council is required to establish procedures to monitor both performance against all forward-looking indicators and the requirements specified.

She concluded by stating that Appendix B of the report, detailed the actual indicators for 2022/2023 based on the capital programme outturn. These confirmed that the council is operating in line with the approved indicators.

A Member referred to page 80 of the report and the £1.115m from the UK Shared Prosperity Fund and asked the Executive if it was fact that BCBC were the only local authority part of the Cardiff Capital Region City Deal, not to use this fund in 2022/23.

The Chief Executive advised that Cabinet had recently considered revisiting the manner by which it protects its finances including the ways in which it commits to projects etc, in future. Presently, our budget principles were predicated on not becoming involved in projects and funding opportunities etc, until any finance for these was fully committed. BCBC had always been cautious and prudent when it came to protecting its finances, he added. Any change to the above, would require firstly adopting an alternative approach to the Council's financial rules and regulations presently adopted.

RESOLVED: That Council noted the Capital Outturn 2022/23 (Appendix A to the report) and the actual Prudential Indicators and other Indicators for 2022/23 (at Appendix B).

146. **TREASURY MANAGEMENT OUTTURN 2022-23**

The Chief Officer – Finance, Performance and Change submitted a report, the purpose of which, is to comply with the requirement of the Chartered Institute of Public Finance and Accountancy, to provide an overview of Treasury Management activities for the last financial year and to report on the Treasury Management Indicators for 2022/23.

She advised that Treasury Management is the management of the council's cash flows, borrowing and investment, and its associated risks. The Council is exposed to financial risk and therefore, the successful identification, monitoring and control of that risk are central to the Council's prudent financial management.

The treasury management strategy for 2022/2023 was approved by Council on the 23rd of February last year, she confirmed.

The report outlined the economic context within which the Treasury Management activity took place last year. The issues included:

- The war in Ukraine that kept global inflation rates high;
- The economic backdrop in January to March 2023 was characterised by high energy and commodity prices, high inflation which has impacted on household budgets and spending. The Consumer Price Index rose to 10.1% in the 12 months to March 2023;
- Interest rates were increased on a number of occasions during the year to try to curb inflation. The bank rate started the year at 0.75% and increased 8 times during the year to 4.25%, as at 31st March 2023.

The Council's Treasury Management activities are undertaken in line with the requirements of the Chartered Institute of Public Finance and Accountancy and our Treasury Management activities were reported to the Governance and Audit Committee, Cabinet and Council throughout 2022-2023.

A summary of the Treasury Management activities during last year were shown in Appendix A to the report, whilst Table 1 in the report, summarised the Council's position with regards to External Debt and Investments.

In summary therefore advised the Chief Officer – Finance, Performance and Change:

- No long term debt was taken out during the year;

- No debt was rescheduled during the year as there was no financial benefit to the Council to do this. This would be kept under review in the current year;
- There was a small increase in the number of Salix interest free loans the Council has;
- The total external borrowing that the Council is managing was £99.93m at the end of March 2023;
- The balance of Investments at the year end was £74.5m which is reduction of £10 million as compared with March 2022;
- The income being earned via the investments is increasing as the base rate has increased.

When investing the Council's monies, due regard is given to ensure the security and liquidity of the investments before seeking the highest rate of return.

Finally, explained the Chief Officer – Finance, Performance and Change, the Treasury Management Code required the Council to set and report on a number of Treasury Management indicators. The indicators either summarised the expected activity or introduced limits upon that activity. Details of the estimates for 2022/23 set out in the Council's Treasury Management Strategy compared to the actual at year end were shown at Appendix A of the report. This detail indicated that the Council operated within the approved limits throughout the financial year.

The Cabinet Member – Finance, Resources and Legal confirmed that he was pleased to confirm, that the loan the Council had made to Thurrock Council had now been paid back in full, with interest of almost £9k.

RESOLVED: That Council:

- Noted the annual treasury activities for 2022/23.
- Noted the actual treasury management indicators for 2022/23 against those approved in the treasury management strategy for that year.

147. **LICENSING ACT 2003 - APPROVAL TO PUBLISH CUMULATIVE IMPACT ASSESSMENT - BRIDGEND TOWN CENTRE**

The Operational Manager – Shared Regulatory Services presented a report, asking Council for approval the publication of a Cumulative Impact Assessment (CIA) to cover Bridgend Town Centre. This matter was reported to Cabinet for noting on 20 June 2023.

At its meeting on 18 December 2019 Council approved the publication of a Cumulative Impact Assessment (CIA) for Bridgend town centre to inform decision making within the Council's Statement of Licensing Policy. The CIA expired in December 2022.

The effect of publishing a CIA is significant and it makes it clear to prospective applicants, that the licensing authority is of the opinion that the number of venues in a specified area is such that it is likely that granting further licences would be inconsistent with the authority's duty to promote the licensing objectives.

A copy of the CIA for 2019 to 2022 was attached at Appendix A to the report. A review commenced in 2022 and South Wales Police has requested that the CIA remain in its current form, details of which are attached at Appendix B. Premises names had been removed from this Appendix.

A review commenced following a request from South Wales Police. It included a statutory consultation as required by Section 5 of the Licensing Act 2003 and a public consultation. The consultation took place between 14 December 2022 and 8 March 2023. The purpose of the consultation was to gather evidence on the problems being experienced to inform the adoption of a CIA for the next three-year period. Given that a CIA has the potential to prevent any new licensed premises in an area, the Council must set out the evidential basis for adopting such a policy. It must be satisfied that the number of licensed premises in Bridgend Town Centre has reached such a critical point that granting further licences would be inconsistent with the authority's duty to promote the licensing objectives.

The CIA currently applies to the following Bridgend town centre streets

- Market Street;
- Derwen Road;
- Wyndham Street;
- Nolton Street (from its junction with Ewenny Road, to its junction with Merthyr Mawr Road, but not the area between Merthyr Mawr Road and the junction with Court Road Bridgend).

The South Wales Police had determined that there had been an increase of 34% of crime and disorder during the night time economy period in Bridgend town centre.

The format of a CIA is that it should be evidential, setting out the statistics and evidence of problems obtained through local consultation. A draft CIA was attached at Appendix C to the report. This included the South Wales Police data comprising recorded crime in the area, and occurrences within the area.

A Member asked how the Licensing Authority ensured that premises licence holders adhered to their conditions of licence.

The Operational Manager – Shared Regulatory Services, confirmed that this was monitored through inspection by the Council's Enforcement Officers in conjunction with the South Wales Police Enforcement team.

A Member asked in terms of Door Control staff at licensed premises, if they still had radio contact with each other through portable hand radios in order to assist each other if anti-social behaviour took place at such premises.

The Operational Manager – Shared Regulatory Services confirmed that he would check this point and come back to the Member with a response outside of the meeting.

A Member felt that it would benefit town centres if Public Orders could be brought back into operation to prevent the consumption of alcohol in streets.

The Cabinet Member – Housing, Planning and Regeneration advised that this type of Order was very difficult to enforce, hence why they were no longer in being.

A Member felt that whilst it was beneficial to look at the night time economy situation in town centres, the day time economy should also be looked at in order to boost inward investment.

A Member added that the regulatory services also needed to look at drunken behaviour in the day time in Bridgend town centre, as this activity did not always just occur in the evenings/early hours of the next day.

The Leader concluded debate, by confirming that he would address some of the above points particularly those that related to anti-social behaviour with the Police as part of the joint working Safer Streets Initiative.

RESOLVED: That Council approved the publication of a CIA for Bridgend Town Centre to run from 21 June 2023 to the expiry of the current Statement of Licensing Policy in December 2024. The CIA to have effect in the following streets:

Market Street;
Derwen Road;
Wyndham Street;
Nolton Street (from its junction with Eweny Road, to its junction with Merthyr Mawr Road, but not the area between Merthyr Mawr Road and the junction with Court Road Bridgend).

148. **REVIEW OF COMMUNITY ARRANGEMENTS OF ALL TOWN & COMMUNITY COUNCILS**

The Chief Executive presented a report, in order to seek the agreement of Council to approve the Terms of Reference for a review of Community Arrangements of all Town & Community Councils in the Bridgend Council area and set up a Member Panel to oversee the review.

By way of background, he advised that the last full Community review was finalised in 2009 and would normally follow a 10-year cycle. The delays to the completion of the Bridgend Electoral Review and the pandemic resulted in insufficient time to undertake a full review in time for the Local Elections in May 2022, though reviews were undertaken in three County Borough locations before this date.

The Chief Executive advised, that a review can consider one or more of the following options:

- creating, merging, altering or abolishing communities;
- the naming of communities and the style of new communities and the creation of town councils;
- the electoral arrangements for communities (for instance, the council size; the number of councillors to be elected to the council, and community warding);
- grouping communities under a common community council or de-grouping communities

Whilst having a Terms of Reference for the review is not a statutory requirement, it was certainly best practice. This would set out the scope of the review, and include a timetable for carrying out the review, including dates for public consultation. The proposed Terms of Reference were attached at Appendix 1 to the report.

The adoption of the Terms of Reference by Council will commence the review. If Council chose to accept the final recommendations of the review, concluded after public consultation, it would be necessary to submit the recommendations to the Local Democracy and Boundary Commission for Wales which, following a final 6 week period for representations, will prepare an Order to implement the changes.

It was proposed that Council delegate the determination of Members to sit on the Panel to Group Leaders, with the Panel having 9 Members (5 Labour Members and 4 Opposition Members), including representation from the 4 towns and 3 valleys. The Chief Executive added, that the Panel would hopefully also be as far as possible, both politically and gender balanced.

He concluded his submission by confirming that any changes to the arrangement of communities will take effect at the next scheduled Town and Community elections in May 2027.

Members asked a number of questions, which were responded to by the Chief Executive and/or the Group Manager – Business Support, following which it was

RESOLVED: That Council agreed to:

- (1) Adopt Terms of Reference for a Community Arrangements Review of all Town & Community Councils in the Bridgend Council area.
- (2) Set up a Community Review Member Panel to review responses to the consultation and agree the draft and final proposals for any changes. The Member Panel will make their recommendations to Council for final approval.
- (3) Delegate the membership of the Panel to the Group Leaders to determine.

149. **TO RECEIVE THE FOLLOWING QUESTIONS FROM:**

Cllr E Caparros to the Leader

I am aware that Welsh Government are introducing legislation which will change the default speed limit from 30mph to 20mph in built up areas from the 17th of September this year. Whilst Members received a briefing on this in March this year, could you please outline the progress to date within BCBC, how the public consultation was received and whether we will be ready for the roll out of this legislation in Bridgend in September?

Response

The authorities Traffic Management section have been working with Welsh Government on producing maps that detail roads that would comply with the Welsh Government Scheme as well as those roads that may be considered as an exception to the general rollout.

These maps can be viewed on the Data Map Wales Website:
<https://datamap.gov.wales/maps/roads-affected-by-changes-to-the-speed-limit-on-re/view#/>

The preparation for the changes to the speed limit requires 100's of signs to be purchased and erected in advance of the changeover which need to be obscured until the changeover date.

Apart from new speed limit signage there will also be new signage in relation to traffic calmed areas and where a 30mph limit is to remain. As well as the circa 1,400's of signs to be erected there is also the requirement to remove a similar number of signs and road markings that are currently in place and this will all have to occur on or shortly after 17th September 2023.

Work is currently ongoing with designing to new locations for signage and agreeing locations so members and the public will see posts going into place and signs erected but covered over until that date.

Application of Welsh Government guidelines for exceptions to the 20mph default limit identified locations that meet the exception criteria and improve road safety. Initial engagement suggests support for proposals for roads that meet the exception criteria as well as suggesting minor amendments to the original proposals. Apart from exceptions revocation of certain traffic orders will need to follow a statutory process to make a road enforceable at the new 20mph default limit.

To advance these exceptions and revocations to the statutory consultation stage, data is being gathered that is required for the legal to commence the Traffic Order making process as the specific locations are measured subject to suitable sites being identified for positioning the highway signage.

It is anticipated that the majority works will be completed for the 17th September when the change will take place, however, due to the thousands of signs involved it is anticipated that there will be ongoing works post that date, and potential amendments subject to how the proposals operate in practice.

Supplementary question from Cllr Caparros

The proposed change in speed limits has been a hot topic on social media. I welcomed the BCBC on-line consultation on the proposals and so am asking how successful was this and will the feedback given impact on what we see on the ground in our communities?

Response

There were a high number of responses received to the consultation which were in the process of being considered, however, as a result of these Officers have made certain changes to that which was originally proposed. The Head of Operations – Community Services advised that there had been a positive feedback to the first stage of the consultation. This was not the legally required stage of the consultation though, as that would take place under the traffic order implementation stage of proceedings. A large number of the public are supportive of 20mph zones though there had been a general lack of support for some of the proposed exemptions. Officers are therefore looking at all of these consultation responses and making some adjustments, particularly with regard to amending some of the proposed exemptions.

We are also consulting on the exemption roads that are to be kept at 30mph, as opposed to them automatically reducing to 20mph zones. Some of the feedback revealed that that residents were not saying that they disagreed with a specific street being affected by a reduction to 20mph, but more that they did not agree to any speed reduction, full stop.

Supplementary question from Cllr M Evans

It has been mentioned that the majority of the works to be undertaken as part of the scheme will be completed by the deadline date of 17 September 2023. However, I understand that work will be ongoing following this date, erecting road signage and associated works that go with this. Have you a deadline when all such works will be completed.

Response

No, but work in relation to posts being erected for the signage has already commenced. There is a considerable amount of work to be carried out, as there are nearly 1,400 signs to be displayed. Some of the signs that presently display 30mph will require changing to 20mph and there will not just be one change of sign required at a given road, but repeater signs also. However, it is the intention to complete most of the work by the September date.

Cllr T Thomas to the Leader

Will the Leader briefly outline his policy proposals to adopt '15 minute towns' within the County Borough?

Response

National planning policy (Future Wales & Placemaking Charter) is trying to ensure that people can meet most of their daily needs within a reasonable walk or cycle ride from home, with safe cycling and local transport options.

The '15-minute town' concept has recently hit the headlines with some people viewing it as a conspiracy theory to control the movements of our communities.

Please let me assure you, this is not the case. There are no restrictions on movement at all, and we do not have the powers to restrict people's movements. This is an established principle of placemaking and planning that has re-emerged across the world as we try to tackle the climate emergency and move towards a 'net zero' society.

In the context of the county of Bridgend, we want our residents to be able access services within a 20-minute period either by walking or cycling, with public transport provision also available as a fallback option to ensure there is a range of sustainable travel options available within each neighbourhood.

Again, in the context of Bridgend, this principle will help enable our residents to access retail, leisure, education, primary healthcare and employment close to their place of residence and within the local neighbourhood. It also means having access to greenspace nearby and a local environment that encourages active travel to promote health and wellbeing. It is a place where people want to live, so affordable housing must be part of it.

The Replacement Local Development Plan (RLDP) aims to make neighbourhoods across the Borough more liveable. Therefore, the 20-minute neighbourhood principle has been considered and embedded into the RLDP from the outset of plan preparation.

Further information is provided in the RLDP Background Paper 19: The 20-Minute Neighbourhood

<https://www.bridgend.gov.uk/media/14775/background-paper-19-20-minute-neighbourhood.pdf>

Supplementary question from Cllr Tim Thomas

I think that anything that encourages local services to be as close to people's homes as possible, should be warmly encouraged. I further note with interest, the inclusion of employment opportunities and spatial planning. What we have here is a policy juxtaposition between the 15 minute towns and the Cardiff City Regional Deal and on

one hand, we have been told that the main benefits of the Cardiff City Regional Deal might not be in direct investment to our County Borough, though through jobs in neighbouring local authority areas, our residents can travel to. On the other hand, we have potentially signed up to the principle of 15 minute towns. How can these conflicting policies be reconciled?

Response

There is no conflict in respect as referred to above, the Cardiff Capital Region City Deal is actually funding the re-development of for example the Ewenny site in Maesteg, the largest brownfield site in our valleys and as part of that development, there will be an Enterprise Hub providing incubation space for brand new spaces as a result of the Cardiff Capital Region City Deal investing in our valleys, our communities and in the development of new areas for new businesses.

Supplementary question from Cllr Jonathan Pratt

There is a 15 minute village in Porthcawl which is a blueprint, though my area of Newton does not fit into this. Are there any thoughts how we can improve this geographically rather than just having a 15 minute radius from the centre of town and how will that fit in 15 minutes over a particular geographical area.

Response

If you look at our Replacement Local Development Plan which the above is included within, the new communities that we are going to develop will have employment opportunities, educational provision, community provision and green spaces. These will therefore be very much aligned to the principles of 15 minute towns. I acknowledge that there is more work to do though, particularly in existing settlements. It is more difficult in areas where development has already taken place, particularly where there are settlements surrounded by protected countryside such as in Newton. We will be aspiring though to continue with this type of initiative. Newton is in close proximity to Porthcawl though and you can see there is a very good example of how we are trying to ensure that some of those services are in one place, as part of the new major Waterfront development. The replacement LDP as Members will recall, was considered by Council at it's October 2022 meeting.

Cllr Maxine Lewis to the Cabinet Member - Housing, Planning and Regeneration

Where are we with the development of a Valleys Regeneration Strategy, as it is identified in the new corporate plan.

Response

As you state, the new Corporate Plan 'Delivering Together' for 2023-28 puts the Valleys at the centre of our priorities. We've already started by significantly investing in schools, our country parks, Maesteg Town Centre and digital connectivity.

In order to continue reviving and regenerating our Valleys to meet their potential we are leading on the development of a strategy document. The strategy will include detailed actions and projects, that harnesses the valleys potential and guide the opportunities which will bring about a series of high quality developments that will contribute to a wider, cohesive vision for the Bridgend Valleys.

The plan will be flexible and have the ability to adapt to changing economic/market conditions and meet the requirements and aspirations of the community, private, third and public sector.

We are at the point of commissioning the strategy, and following further direction by Cabinet last week, the Objectives that we will be commissioning on the basis of are:

- Reviewing relevant studies, plans and strategies developed over the past 10 years relevant to the Bridgend Valleys of the Llynfi, Garw and Ogmore.
- To create a coherent basis for securing future funding, attracting investors and delivering a comprehensive range of regeneration projects.
- To design a dynamic long-term masterplan document that guides future growth and development for the three valleys areas, whilst respecting and reinforcing its strengths.
- To identify and focus on key sites and to produce an action plan for delivery including estimated overall project costs, phasing, funding, timing, and delivery organisations.

We want to create a strategy which incorporates mixed use regeneration, which includes proposals for improved infrastructure within and around the valleys.

We also critically want to work with key partners in the development of the strategy and reinforce their respective roles in delivering against any proposal as: developers, police, community councils, funders, designers, the community, tenants, transport providers, the local planning authority and other relevant internal departments.

There are various projects already in motion, being developed as part of our new Shared Prosperity Fund (SPF) programme, which includes investment in commercial properties in our valley communities, and support property owners and prospective tenants in improving our Valley high streets.

We are also preparing a programme to support resilient communities, encouraging a locally- led bottom up approach, which follows on from our previously successful Leader Rural Development, Reach programme. This would seek to deliver value for money projects with local community groups, various organisations and Community Councils.

Our new SPF Programme will also provide opportunities to fund local feasibility studies to support locally led community project ideas with the aim of leading into future funding bids. It will support a variety of grants to business, and support for local tourism.

These will fit well within the objectives of the strategy and enable us to hit the ground running, while a longer term approach is being considered.

Supplementary question from Cllr Lewis

Can you tell me how the Shared Prosperity Fund will compliment the Valleys Regeneration Strategy?

Response

Properties within our valleys have deteriorated over the past few years and the above Fund will assist in the renovation and refurbishment of both residential and commercial properties, in order to bring them back into use. The Fund will further our aim of restoring the valleys to make them more vibrant. There are two funds for the Llynfi, Ogmore and Garw valleys. The first fund is the Bridgend Valleys Placemaking Property Improvement Grant. This will assist in enhancing building frontages and bringing

commercial floor space back into beneficial use. The grant will also help to convert vacant upper floor space into new residential accommodation above commercial units. The second fund is called Empty Property Survey Grants. This will offer those eligible who apply, the opportunity to undertake building condition surveys, architectural assessments and concept design, in order to progress the re-development of empty commercial properties.

Supplementary question from Cllr D Hughes

I welcome the development of a Strategy document to revive and regenerate the valleys and agree that it is critical that work here is done alongside Community Councils, organisations and the general community to meet the requirements and aspirations of these communities. When the Leader visited Ogmores Valley Life Centre for its 30th Anniversary celebrations, he said that BCBC were proud to support sports activities in the Ogmores Valley. The independent survey that was carried out and funded by the European Agricultural Fund for Rural Development and Welsh Government, which formed the basis for the Ogmores Valley Community Council Strategy and Action Plan 2022-27, it revealed that the second highest priority for residents there was the provision of parks and sporting facilities. Residents reaffirmed this at a public meeting on 17 June, when they endorsed the submission of EOIs for the redevelopment of 2 sites in Ogmores Vale. One for use as a memorial park and the other for a MUGA. What also came through loud and clear, was the support for an all weather pitch facility and improvements at the Planka playing fields. Something residents believe they have been promised for many years. Will this Strategic Plan be able to provide support for current and future proposals such as these. Finally, I know that the Cabinet Member is passionate about regeneration of the valley areas and therefore I look forward to all stakeholders working together for the benefit of our communities.

Response

We will work with all stakeholders to progress work as described above as we have an awful lot of very passionate community groups and individuals who look to participate in community events and I am certain that they will look to make their voices heard in this consultation and to this end I look forward to working with all relevant parties to progress and move matters forward. The main part of the Strategy will be focussing on regeneration and we will look to see what we can achieve through SPF and any other available funding available, to encourage growth and renewal of businesses and public space within our valleys for residents who live there and visitors alike. Cabinet has been discussing opportunities here with the Council's Corporate Management Board. The Strategy will also look to bring together regeneration, leisure and play facilities. The MUGA has been long talked about and hopefully through joint working, this can be realised through obtaining funding to progress this further forward. Ogmores Valley Community Council have been involved in discussions on this with BCBC's Community Asset Transfer (CAT) team. The Leader added, that there is an aspiration for the provision of an all-weather pitch in the Ogmores valley and direct support would be provided to the Community Council to take the next stages further forward through CAT, with assistance from the Coalfields Regeneration Trust and Cymru Football Foundation and other valley partners, who wish to be involved in the support of this and any other similar such projects.

Cllr Ian Williams to the Cabinet Member – Climate Change and Environment

Can the Cabinet Member please give me some indication as to what provision is being made in Bridgend for outdoor play and recreational facilities for older children in Bridgend County and when? At a meeting last December it was agreed to provide a play area in Newbridge Fields for older children but in a recent email I was told that this was

not being taken forward at the moment but it could be an option in the future. Could I therefore ask when this important provision will take place?

Response

There is a wide range of outdoor play and recreational provision across the county borough which is provided by us, community councils, private providers and specific interest groups.

Such provision covers many opportunities, for example, recreation pitches for ball sports, to 3G pitches located in schools for community use. There are also skateboard parks, multigame areas as well as open green spaces, cricket, bowls, athletics, skate parks, golf and tennis, as well as recreation centres run through Halo

Many groups are benefitting through community asset transfer in the receipt of grants that have allowed the upgrade of facilities and delivering benefits within the communities they are situated in.

In terms of provision made by the council formalised playgrounds are designed to meet a range of age groups. The council have committed to spending over £2,500,000 to date on refurbishing existing play areas and we have engaged with local councillors on site to discuss the needs at individual areas.

Specifically, at Newbridge Fields the play area accommodates for a range of ages from toddlers to teenagers. The refurbishment discussed keeping those play experiences that were appreciated and where possible refurbishment of the play area to factor in accessibility and inclusivity.

We are aware of the members desire to further improve the offer at Newbridge Fields, but this would entail the creation of new recreational experiences and the current funding is aimed at refurbishing the current play offer. The level of funding to create a new viable experience would require identifying and justifying the recreation theme, provision a suitable location amongst the existing facilities, appropriate design and build and then ongoing maintenance, all of which would have to be suitably funded.

The current focus is on refurbishment of our existing play areas across the borough so whilst there may be an opportunity in the future to examine enhanced recreational facilities at Newbridge Fields we are unable to provide a precise timeline for when this may be advanced

Supplementary question from Cllr I Williams

Can the Cabinet Member explain why the Council has failed to provide our children with a splash park, when all other neighbouring authorities have at least one, with Rhondda Cynon Taf CBC having two. Could I have an assurance that within the current term of this Council, Bridgend will have a splash park for the children in the County Borough, eliminating the need for families to travel to neighbouring County Borough's, which will assist in reducing our carbon footprint.

Response

You are aware from previous Finance reports considered at today's meeting, of the financial position BCBC is currently facing, particularly with the continued and ongoing pressures in Social Care and Children's Services. We would of course love to have a splash pool, but we have recently committed £1.5m to have 22 Children's play areas throughout the County Borough refurbished and this would soon be subject of a tender

process for the works. Should extra finance become available, then of course we could look at the provision of the above facility.

Supplementary question from Cllr M Lewis

I am really excited about the 6 children's play areas being upgraded in the Garw valley this year. Please could you confirm when the works will be completed.

Response

There are 6 such areas where refurbishment works are to be carried out, but actually 7 if you include the play area in Bettws. All 22 areas where work is to be scheduled are to be done in the order of those that are in most need, following the completion of Risk Assessment that have been undertaken. As stated, the tender process is being pursued and when this has been completed, it is anticipated that the works will commence in October 2023. However, in light of the number of areas, the extent of the works and issues of capacity, it is not likely that all areas will be completed until the next spring/summer period. Ward members had been involved previously, in order that it could be established which play areas in their Wards required priority in terms of them being refurbished.

Cllr Mark John to the Cabinet Member - Climate Change and Environment

Could I have a progress report on the Bridgend Heat Network.

Response

The Bridgend Town Heat Network Phase 1 Project proposes to deliver heat and electricity, via a gas powered combined heat and power (CHP) generator located within the Bridgend Life Centre, to the Bridgend Life Centre, Civic Offices, and the Bridgend Bowls Hall. A capital grant application was approved by UK Government via the Heat Network Investment Programme (HNIP) for £1,000,000 capital investment towards the construction of the heat network and £241,000 for pre-construction activities. The full agreed funding package consists of BCBC investment from the capital programme and prudential borrowing in addition to this HNIP grant.

The procurement for a main contractor is complete and a preferred contractor has been selected, however the construction cost has increased due to plant, labour, and material inflation in recent months meaning there is a shortfall of capital. The approved financial model was based on a Public Works Loan Board (PWLb) interest rate of 2.6%. However, interest rates have increased significantly since autumn 2022 resulting in higher financing costs that could result in cash flow difficulties, particularly in the earlier years of the project operation. BCBC officers are in discussion with the contractor to understand how costs can be reduced.

An Outline Business Case (OBC) has been created for Phase 2 of the network and the preferred solution is a water source heat pump system installed within the Glanrhyd hospital boundary, capturing heat from the Ogmor river with gas boilers as backup and to meet peak heat demand. Sites have been identified for private wire connected solar PV, and options exist for sleeved or directly connected wind power and additional solar power. Twenty buildings are included in the current design of proposed scheme including Glanrhyd and Princess of Wales Hospitals, South Wales Police Training Centre, Bridgend College, and schools.

Phase 1 would also be adopted into Phase 2 thereby replacing the gas generator with a zero carbon energy source. The financial modelling underpinning the Phase 2 OBC was

updated in March 2023 to account for inflationary driven increases in construction costs, and to use the most recent energy price projections and emissions factors. This showed the project is still financially viable.

A number of options were considered for the future development of both phases of the network. The preferred option was to transfer delivery of Phase 1 infrastructure into the Phase 2 development work currently underway and to explore commercial opportunities for ownership, delivery, and operation by a third party. Potential delivery partners could include including Cardiff Capital Region (CCR), Welsh Government (WG), and private sector companies and these are currently being explored and will be reported back in due course.

150. **URGENT ITEMS**

None.

The meeting closed at 19:55.

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Meeting of:	COUNCIL
Date of Meeting:	19 JULY 2023
Report Title:	CAPITAL PROGRAMME UPDATE QUARTER 1 2023-24
Report Owner / Corporate Director:	CHIEF OFFICER – FINANCE, PERFORMANCE AND CHANGE
Responsible Officer:	HUW POWELL CAPITAL ACCOUNTANT
Policy Framework and Procedure Rules:	Paragraph 3.5.3 of the Financial Procedure Rules requires that the Chief Finance Officer shall report quarterly to Cabinet and Council with an update on the Capital Strategy and the Prudential Indicators. This report fulfils that requirement. There is no impact on the policy framework or procedure rules.
Executive Summary:	<ul style="list-style-type: none"> • The report provides an update of the capital budgets and expenditure as at 30 June 2023, the revised capital programme for 2023-24 to 2032-33 and the projected Prudential and Other Indicators for 2023-24. • Appendix A shows the budgets and spend to 30 June 2023 for the individual schemes in 2023-24. • Appendix B provides details of the revised capital programme for 2023-24 to 2032-33. • Appendix C provides details of the projected Prudential and Other Indicators for 2023-24.

1. Purpose of Report

1.1 The purpose of this report is to:

- Comply with the Chartered Institute of Public Finance and Accountancy’s (CIPFA) ‘The Prudential Code for Capital Finance in Local Authorities’ (2021 edition) requirement to report performance against all forward looking indicators on a quarterly basis.
- provide an update of the capital programme position for 2023-24 as at 30 June 2023 **(Appendix A)**
- seek approval for the revised capital programme for 2023-24 to 2032-33 **(Appendix B)**
- note the projected Prudential and Other Indicators for 2023-24 **(Appendix C)**

2. Background

- 2.1 The Local Authorities (Capital Finance and Accounting) (Wales) Regulations 2003 as amended, contain detailed provisions for the capital finance and accounting controls, including the rules on the use of capital receipts and what is to be treated as capital expenditure. They modify accounting practice in various ways to prevent adverse impacts on authorities' revenue resources.
- 2.2 As well as the legislation, the Council manages its Treasury Management and Capital activities in accordance with the following associated guidance: -
- CIPFA's Treasury Management in the Public Services: Code of Practice
 - CIPFA's The Prudential Code for Capital Finance in Local Authorities
 - Welsh Government (WG) revised Guidance on Local Authority Investments
- 2.3 The Prudential Code for Capital Finance in Local Authorities requires Local Authorities to have in place a Capital Strategy which demonstrates that the Authority takes capital expenditure and investment decisions in line with service objectives and properly takes account of stewardship, value for money, prudence, sustainability, and affordability. To demonstrate that the Council has fulfilled these objectives, the Prudential Code sets out a number of Indicators that must be set and monitored each year. The Council's Capital Strategy 2023-24, incorporating the Prudential Indicators for 2023-24, was approved by Council on 1 March 2023.
- 2.4 On 1 March 2023 Council approved a capital budget of £69.045 million for 2023-24 as part of a capital programme covering the period 2023-24 to 2032-33.

3. Current situation / proposal

3.1 Capital Programme Quarter 1 Update 2023-24

- 3.1.1 This section of the report provides Members with an update on the Council's capital programme for 2023-24 since the budget was last approved by Council and incorporates any new schemes and grant approvals. The revised programme for 2023-24 currently totals £96.889 million, of which £60.553 million is met from Bridgend County Borough Council (BCBC) resources, including capital receipts, revenue contributions from earmarked reserves and borrowing, with the remaining £36.336 million coming from external resources, including General Capital Grant. Table 1 below shows the capital programme for each Directorate from the March 2023 approved Council position to Quarter 1:

Table 1 – Capital Programme per Directorate 2023-24

Directorate	Approved Council March 2023 £'000	Slippage Brought forward from 2022-23 £'000	New Approvals £'000	Virements £'000	Slippage to future years £'000	Revised Budget 2023-24 £'000
Education & Family Support	26,917	3,417	2,603	-	-	32,937
Social Services and Well-being	6,701	1,150	-	-	(4,472)	3,379
Communities	30,308	19,984	1,752	460	-	52,504
Chief Executive's	4,640	2,457	100	-	-	7,197
Council Wide	479	853	-	(460)	-	872
Total	69,045	27,861	4,455	-	(4,472)	96,889

Table 1 above includes £27.861 million slippage from 2022-23, which was detailed in the capital outturn report 2022-23, presented to Council on 21 June 2023.

- 3.1.2 Table 2 below summarises the current funding assumptions for the capital programme for 2023-24. The capital resources are managed to ensure that maximum financial benefit for the Council is achieved. This may include the realignment of funding to maximise government grants.

Table 2 – Capital Programme 2023-24 Resources

CAPITAL RESOURCES	£'000
<i>BCBC Resources:</i>	
Capital Receipts	20,032
Earmarked Reserves	25,925
Unsupported Borrowing	7,536
Supported Borrowing	3,951
Other Loans	2,264
Revenue Contribution	845
Total BCBC Resources	60,553
<i>External Resources:</i>	
S106	2,445
Grants	33,891
Total External Resources	36,336
TOTAL RESOURCES	96,889

- 3.1.3 **Appendix A** provides details of the individual schemes within the capital programme, showing the budget available in 2023-24 compared to the projected spend at 30 June 2023. There are currently no projected under or over spends on any of the schemes at year end.
- 3.1.4 However, one scheme has been identified as requiring slippage of budget to future years (2024-25 and beyond).

Porthcawl Grand Pavilion – £19.998 million

The financial profile has changed due to the delay in project initiation as a direct result of the project approval being received later than originally anticipated. Project initiation activities could not commence until receipt of the Memorandum of Understanding from the Department for Levelling Up which took place on 14 April 2023. Spend in the original profile was anticipated to commence in 2022-23, but this has now been moved into the 2023-24 financial year, resulting in £4.472 million being slipped to subsequent years to reflect the delayed project start.

- 3.1.5 There are a number of amendments to the capital programme for 2023-24, such as new and amended schemes, since the capital programme was last approved including:

Bryntirion Comprehensive School classrooms

When the Bryntirion Comprehensive classroom scheme was added to the programme in June 2022, the school were to fund £0.150 million of the £1.800 million budget. Due to considerable budget pressures at the school, they have requested to reduce the contribution to £0.100 million. This reduction has been agreed by the School Modernisation Strategic Board and the £0.050 million shortfall will now be funded by a virement from the School Capital Maintenance Grant, ensuring the scheme's overall budget remains at £1.800 million.

Free Schools Meals - £1.035 million

To support the roll out of the Universal Free School Meals programme, Welsh Government have awarded the Council a grant of £1.035 million to fund the building of an extension to the kitchen at Trelales Primary, as well as the purchase of kitchen pods for Cwmfelin Primary, Newton Primary and Bryntirion Infants schools. This funding is in addition to the £1.628 million award in August 2022.

Community Focused Schools - £2.398 million

Welsh Government has awarded the Council £2.398 million of funding to be used in 2023-24 and 2024-25 on a number of targeted small and medium scale capital schemes to safely adapt and effectively open schools outside traditional hours. Twenty two schemes have been identified and budgets allocated, ranging from £5,000 to £0.400 million per scheme.

Flying Start Childcare - £0.185 million

To support the delivery of Early Years Childcare, Welsh Government have provided £0.185 million to create Flying Start provisions at Ogmere Vale and Pontycymmer,

and the funding will be used to repurpose classrooms within Ogmores Vale Primary and Pontycymmer Nursery.

Parks/Pavilions/Community Centres CAT - £0.328 million

The Council has been successful in securing a grant of £0.328 million from the Lawn Tennis Association to support the renovation of tennis courts at Welfare Park Maesteg; Griffin Park Porthcawl; Caedu Park Ogmores Vale, and High Street Heol-y-Cyw. The total budget for the renovations is £0.519 million, and the match funding will come from the existing CAT capital budget.

20mph Default Speed - £0.924 million

Welsh Government has awarded the Council with £0.924 million of funding to support the implementation of the 20 mph default speed limit on restricted roads, which will come into force on 17 September 2023.

Fleet Vehicles - £1.000 million

The Council's Fleet requires an annual capital rolling programme for the replacement of vehicles and plant that are either age expired or required to deliver new services. The range of vehicles and plant vary depending upon the needs of individual departments, from social care, highway services, waste management or bereavement and green spaces. A capital allocation of £1 million should provide the purchasing approval which will be funded from within clients' existing revenue budgets, through revenue contributions to capital or prudential borrowing. The lead in times for delivery of vehicles is dependent upon availability and build times for specialist body types and can vary up to 18 months, with the specification as best as possible aligning with the Council's carbon reduction agenda. Due to the varying availability and lead times of the vehicles, £0.500 million has been added in 2023-24 and £0.500 million in 2024-25.

Fleet Vehicles - Waste

A report was presented to Cabinet in June 2022 in respect of the recycling and waste service post 2024. Delegated authority was given to the Corporate Director Communities to negotiate and finalise acquisition fees for the existing vehicles, plant and equipment utilised in the provision of the current service with Kier Services Limited. It is anticipated that a budget in the region of £460,000 will be required. This will be funded from unallocated capital in the capital programme and will be budgeted to be spent in 2023-24.

Non-Operational Assets / Community Asset Transfer

Council may be aware that a capital budget of £1 million was established in 2014-15 to enable the Council to take advantage of property investment opportunities, and this was included in the capital programme for non-operational assets. One purchase was made in August 2014 in respect of Waterton Cross, leaving a balance of £480,000.

The original purpose of the fund is no longer in line with The Prudential Code for Capital Finance in Local Authorities, which states that an authority must not borrow

to invest primarily for financial return, and that investing in assets for yield would prevent the Council from accessing borrowing from the Public Works Loans Board (PWLB), so this scheme is unlikely to progress further. However, Council will also be aware of previous reports to Cabinet and Council on the Community Asset Transfer (CAT) scheme, for which there is a current remaining capital budget of £611,000 to undertake further CATs in respect of parks, playgrounds and community centres, amongst other Council assets.

£0.592 million of this has already been committed to schemes. Cabinet has previously indicated that the CAT Fund should be replenished to encourage CATs, subject to the availability of finite capital resources, so that assets can be developed and safeguarded for future generations, particularly where value for money can be clearly demonstrated. Consequently, it is proposed to vire the £480,000 balance from the non-operational assets budget to the CAT budget, to provide further opportunities going forward.

Disabled Facilities Grant - £0.100 million

Cwm Taf Morgannwg have awarded the Council £0.100 million from their Housing with Care Fund, which will be used to fund equipment and adaptations to existing homes which are not supported by other Welsh Government adaptations grants (such as provision of storage space for equipment and mobility vehicles or wheelchairs), including supplementing the cost of Disabled Facilities Grants (DFG) over the £36,000 statutory maximum.

3.1.6 A revised Capital Programme is included as **Appendix B**.

3.2 Prudential and Other Indicators 2023-24 Monitoring

3.2.1 The Capital Strategy is intended to give an overview of how capital expenditure, capital financing and treasury management activity contribute to the provision of services along with an overview of how associated risk is managed and the implications for future sustainability. To this end a number of prudential indicators were included, and approved, by Council. In line with the requirements of the Prudential Code, the Chief Finance Officer is required to establish procedures to monitor both performance against all forward-looking prudential indicators and the requirement specified.

3.2.2 In March 2023, Council approved the Capital Strategy for 2023-24, which included the Prudential Indicators for 2023-24.

3.2.3 **Appendix C** details the actual indicators for 2022-23, the estimated indicators for 2023-24 set out in the Council's Capital Strategy and the projected indicators for 2023-24 based on the revised Capital Programme. These show that the Council is operating in line with the approved indicators.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty, and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies,

strategies, services, and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The Act provides the basis for driving a different kind of public service in Wales, with five ways of working to guide how public services should work to deliver for people. The well-being objectives are designed to complement each other and are part of an integrated way of working to improve well-being for the people of Bridgend. It is considered that there will be no significant or unacceptable impacts upon the achievement of the well-being goals or objectives as a result of this report.

6. Climate Change Implications

6.1 There are no Climate Change implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no Safeguarding and Corporate Parent implications arising from this report.

8. Financial Implications

8.1 These are reflected within the report.

9. Recommendations

9.1 It is recommended that Council:

- notes the Council's Capital Programme 2023-24 Quarter 1 update to 30 June 2023 **(Appendix A)**
- approves the revised Capital Programme **(Appendix B)**
- notes the projected Prudential and Other Indicators for 2023-24 **(Appendix C)**

Background documents

None

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	Budget 23-24 (Council June 23)	2022-23 Slippage b/f	New Approvals and Adjustments	Virement	Slippage to Future Years	Revised Budget 2023-24	Total Exp to date	Projected Spend	Over / (Under) spend	Impact on BCBC Resources
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000

Education & Family Support

HIGHWAYS SCHEMES BAND B SCHOOL	3,300	100				3,400		3,400		
BRIDGEND NE REPLACING BRO OGWR	10,525					10,525	160	10,525		
YSGOL GYFYN GYMRAEG LLANGYNWYD		100				100		100		
LAND PURCHASE BAND B SCHOOLS	2,028					2,028		2,028		
GATEWAY TO THE VALLEYS SEC SCH		32				32		32		
GARW VALLEY SOUTH PRY PROVIS.		70				70		70		
PENCOED PRIMARY SCHOOL BAND A		53				53		53		
GARW VALLEY PRIMARY HIGHWAYS WORKS		30				30		30		
PENCOED PRIMARY SCHOOL HIGHWAYS WORKS		56				56		56		
ABERCERDIN PRIMARY HUB	267	10				277		277		
BRYNTEG COMP ALL WEATHER PITCH	386	16				402		402		
CHILDRENS DIRECTORATE MINOR WORKS		255				255	1	255		
SCHOOLS TRAFFIC SAFETY	71	(3)				68	(2)	68		
SCHOOL MODERNISATION		386				386	62	386		
PENCOED PRIMARY CLASSROOM EXTENSION	450	52				502	9	502		
COETY PRIMARY SCHOOL EXTENSION	500	44				544		544		
BRYNTIRION COMP SIX CLASSROOMS	1,602	30	(50)	50		1,632	1	1,632		
EUCATION S106 SCHEMES		169				169		169		
MYNYDD CYNFFIG PRIMARY SCHOOL MOBILES		79				79		79		
SCHOOLS CAPITAL MAINT GRANT	3,976	703		(50)		4,629	167	4,629		
WELSH MEDIUM GRANT - BRIDGEND	550					550		550		
WELSH MEDIUM GRANT - OGMORE		65				65	65	65		
WELSH MEDIUM GRANT - PORTHCAWL	550					550		550		
WELSH MEDIUM - HIGHWAYS		22				22	2	22		
FREE SCHOOL MEALS	1,944	591	1,035			3,570	270	3,570		
COMMUNITY FOCUSED SCHOOLS	548	158	1,433			2,139	10	2,139		
Y G BRO OGWR MOBILE CLASSROOMS	220	29				249	14	249		
PORTHCAWL WELSH MEDIUM SEEDLING SCHOOL		370				370		370		
FLYING START CHILDCARE			185			185		185		
TOTAL Education & Family Support	26,917	3,417	2,603	-	-	32,937	759	32,937	-	-

Social Services and Wellbeing

BRYN Y CAE-UPGRADE HFE'S		40				40		40		
TY CWM OGWR		41				41		41		
WELLBEING MINOR WORKS		110				110		110		
BAKERS WAY MINOR WORKS		10				10		10		
CHILDRENS RESIDENTIAL HUB		444				444	251	444		
TELECARE TRANSFORMATION	692	201				893		893		
COMMUNITY CENTRES		197				197		197		
BRYNGARW HOUSE		8				8		8		
PORTHCAWL GRAND PAVILION	6,009				(4,472)	1,537		1,537		
YSGOL BRYN CASTELL HARD COURT		99				99		99		
TOTAL Social Services & Wellbeing	6,701	1,150	-	-	(4,472)	3,379	251	3,379	-	-

	Budget 23-24 (Council June 23)	2022-23 Slippage b/f	New Approvals and Adjustments	Virement	Slippage to Future Years	Revised Budget 2023-24	Total Exp to date	Projected Spend	Over / (Under) spend	Impact on BCBC Resources
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000

Communities

Street Scene

COMMUNITY PLAY AREAS	1,786	120				1,906		1,906		
PARKS/PAVILIONS/OTHER CAT	528	83	328	480		1,419	108	1,419		
ABERFIELDS PLAYFIELDS		11				11		11		
CITY DEAL	2,454	132				2,586		2,586		
COYCHURCH CREM WORKS		559				559	371	559		
ACCESSIBILITY & SAFETY ROAD							(21)			
REMEDIAL MEASURES - CAR PARKS	85	50				135		135		
CIVIL PARKING ENFORCEMENT CAR	38					38		38		
20 MPH DEFAULT SPEED		382	924			1,306	5	1,306		
ROAD SAFETY SCHEMES		38				38	(2)	38		
PYLE TO PORTHCAWL ATR PHASE 1							(5)			
PENCOED TECH PARK ACT TRAVEL							(118)			
HIGHWAYS STRUCTURAL WORKS	520	46				566	50	566		
CARRIAGEWAY CAPITAL WORKS	250					250	(11)	250		
HEOL MOSTYN JUNCTION		168				168		168		
PROW CAPITAL IMP STRUCTURES	66	19				85	1	85		
HIGHWAYS MAINTENANCE GRANT	1,000					1,000	(539)	1,000		
CARRIAGEWAY & FOOTWAYS RENEWAL							(458)			
REPLACEMENT OF STREET LIGHTING	400					400	69	400		
RIVER BRIDGE PROTECTION MEASURES		22				22	5	22		
COMMUNITIES MINOR WORKS		484				484	(15)	484		
ULEVT FUND 2		299				299	240	299		
FLEET TRANSITION-ULEV		220				220	13	220		
NET ZERO CARBON FLEET		264				264		264		
PORTHCAWL BUS STATION CCRMETRO	798	2,980				3,778	2	3,778		
PENPRYSG ROAD BRIDGE	24	(11)				13		13		
RESIDENTS PARKING BRIDGEND TC	100	9				109		109		
FLEET VEHICLES	700	419	500	460		2,079	104	2,079		
AHP WASTE		6				6		6		
CORNELLY CEMETERY EXT		217				217	3	217		
PORTHCAWL CEMETERY EXT		177				177	3	177		
S106 HIGHWAYS SMALL SCHEMES		42				42		42		
UNADOPTED ROADS	400	33				433	(2)	433		
TONDU WASTE DEPOT UPGRADE FIRE		17				17		17		
PUFFIN CROSSING KENFIG HILL		14				14	(17)	14		
TOTAL Streetscene	9,149	6,800	1,752	940	-	18,641	(214)	18,641	-	-

Regeneration & Development

EU CONVERGANCE SRF BUDGET	389					389		389		
COSY CORNER (PRIF)	522	788				1,310	785	1,310		
PORTHCAWL REGENERATION PROJECT	2920					2,920	250	2,920		
ECONOMIC STIMULUS GRANT		484				484	17	484		
COASTAL RISK MANAGEMENT PROGRAM		764				764	345	764		
EWENNY ROAD INDUSTRIAL ESTATE		3,493				3,493		3,493		
ARBED PHASE 1 CESP	1271	2				1,273	18	1,273		
LLYNFI VALLEY DEVELOPMENT PROGRAMME		2,177				2,177		2,177		
BRIDGEND HEAT SCHEME	2850	462				3,312		3,312		
MAESTEG TOWN HALL CULTURAL HUB	1500	952				2,452	316	2,452		
TOWN & COMMUNITY COUNCIL FUND	50	182				232		232		
PORTHCAWL THI	124					124		124		

PS S S	Budget 23-24 (Council June 23)	2022-23 Slippage b/f	New Approvals and Adjustments	Virement	Slippage to Future Years	Revised Budget 2023-24	Total Exp to date	Projected Spend	Over / (Under) spend	Impact on BCBC Resources
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
COMM PROP ENHANCEMENT FUND	134					134		134		
CWM TAFF NATURE NETWORK		209				209	148	209		
URBAN CENTRE PROPERTY ENHANCE	511	51				562		562		
2030 DECARBONISATION	400					400		400		
SHARED PROSPERITY FRAMEWORK	774	1,115				1,889		1,889		
TOTAL Regeneration & Development	11,445	10,679	-	-	-	22,124	1,879	22,124	-	-

Corporate Landlord

CAPITALASSET MANAGEMENT FUND	0	773				773		773		
RAVENS COURT	440	6				446		446		
DDA WORKS	0	82				82		82		
MINOR WORKS	1130	367				1,497		1,497		
FIRE PRECAUTIONS MINOR WORKS	0	110				110	15	110		
BRYNCETHIN DEPOT FACILITIES	0	551				551	(5)	551		
NON OPERATIONAL ASSETS		480		(480)						
WATERTON UPGRADE	8144					8,144		8,144		
EVERGREEN HALL	0	89				89		89		
INVESTING IN COMMUNITIES		47				47		47		
Total Corporate Landlord	9,714	2,505	-	(480)	-	11,739	10	11,739	-	-

TOTAL Communities	30,308	19,984	1,752	460	-	52,504	1,675	52,504	-	-
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Chief Executive

MANDATORY DFG RELATED EXPEND	1,750	260	100			2,110	474	2,110		
DISCRETIONARY HOUSING GRANTS	200	129				329	(6)	329		
HOUSING RENEWAL AREA	100	215				315	4	315		
ENABL-SUP FOR IND LIVING GRANT	270					270	(58)	270		
HOMELESSNESS AND HOUSING		530				530		530		
HEALTH & WELLBEING VILLAGE	480					480		480		
AFFORDABLE HOUSING		844				844		844		
TOTAL Housing/Homelessness	2,800	1,978	100	-	-	4,878	414	4,878	-	-

ICT INFRA SUPPORT	400	366				766	181	766		
DIGITAL TRANSFORMATION	180					180		180		
CCTV SYSTEMS REPLACEMENT		113				113	22	113		
ICT DATA CENTRE REPLACEMENT	1,260					1,260		1,260		
TOTAL ICT	1,840	479	-	-	-	2,319	203	2,319	-	-

TOTAL Chief Executive	4,640	2,457	100	-	-	7,197	617	7,197	-	-
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Council Wide Capital Budgets

CORPORATE CAPITAL FUND	200	373				573		573		
UNALLOCATED	279	480		(460)		299		299		
	479	853	-	(460)	-	872	-	872	-	-

GRAND TOTAL	69,045	27,861	4,455	-	(4,472)	96,889	3,302	96,889	-	-
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PRUDENTIAL AND OTHER INDICATORS 2022-23 and 2023-24

The Prudential Indicators are required to be set and approved by Council in accordance with CIPFA’s Prudential Code for Capital Finance in Local Authorities.

Table 1 shows the 2022-23 actual capital expenditure, the capital programme approved by Council on 1 March 2023 and the projected capital expenditure for the current financial year which has incorporated slippage of schemes from 2022-23 together with any new grants and contributions or changes in the profile of funding for 2023-24.

Table 1: Prudential Indicator: Estimates of Capital Expenditure

	2022-23	2023-24	2023-24
	Actual	Estimate	Projection
	£m	(Council Mar 23)	£m
	£m	£m	£m
Council Fund services	29.230	69.045	96.889
TOTAL	29.230	69.045	96.889

All capital expenditure must be financed, either from external sources (government grants and other contributions), the Council’s own resources (revenue, reserves and capital receipts) or debt (the ‘net financing requirement’ - borrowing, leasing and Private Finance Initiative). The planned financing of the expenditure has been projected as follows:

Table 2: Capital financing

	2022-23	2023-24	2023-24
	Actual	Estimate	Projection
	£m	(Council Mar 23)	£m
	£m	£m	£m
External sources	22.192	22.891	36.336
Own resources	0.227	36.481	46.802
Net Financing Requirement	6.811	9.673	13.751
TOTAL	29.230	69.045	96.889

The net financing requirement is only a temporary source of finance, since loans and leases must be repaid, and this is therefore replaced over time by other financing, usually from revenue which is known as the Minimum Revenue Provision (MRP). As well as MRP, the Council makes additional voluntary revenue contributions to pay off Prudential or Unsupported Borrowing. The total of these are shown in Table 3 below:

Table 3: Replacement of debt finance

	2022-23 Actual £m	2023-24 Estimate (Council Mar 23) £m	2023-24 Projection £m
Minimum Revenue Provision (MRP)	2.917	2.989	2.989
Additional Voluntary Revenue Provision (VRP)	2.132	2.414	2.273
Total MRP & VRP	5.049	5.403	5.262
Other MRP on Long term Liabilities	0.863	0.929	0.929
Total Own Resources	5.912	6.332	6.191

The Council's cumulative outstanding amount of debt finance is measured by the Capital Financing Requirement (CFR). This increases with new debt-financed capital expenditure and reduces by the MRP amount within the year. Based on the above figures for expenditure and financing, the Council's actual CFR is as follows based on the movement on capital expenditure during the year:

Table 4: Prudential Indicator: Estimates of Capital Financing Requirement

	2022-23 Actual £m	2023-24 Estimate £m	2023-24 Projection £m
Capital Financing Requirement			
Opening CFR excluding PFI & other liabilities	161.451	167.556	163.213
Opening PFI CFR	14.765	13.903	13.903
Total opening CFR	176.216	181.495	177.115
Movement in CFR excluding PFI & other liabilities	1.761	4.270	8.489
Movement in PFI CFR	(0.862)	(0.929)	(0.929)
Total movement in CFR	0.899	3.341	7.560
Closing CFR	177.115	184.801	184.675
Movement in CFR represented by:			
Net financing need for year (Table 2 above)	6.811	9.673	13.751
Minimum and voluntary revenue provisions	(5.049)	(5.403)	(5.262)
MRP on PFI and other long term leases (Table 3)	(0.863)	(0.929)	(0.929)
Total movement	0.899	3.341	7.560

The capital borrowing need (Capital Financing Requirement) has not been fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow has been used as a temporary measure. This is known as Internal Borrowing. Projected levels of the Council's total outstanding debt, which comprises of borrowing, PFI and Other Long Term Liabilities, are shown below compared with the Capital Financing Requirement:

Table 5: Prudential Indicator: Gross Debt and the Capital Financing Requirement

	2022-23	2023-24	2023-24
	Actual	Estimate	Projection
	£m	(Council Mar 23) £m	£m
Debt (incl. PFI & leases)	119.820	112.186	117.739
Capital Financing Requirement	177.115	184.801	184.675

Statutory guidance is that debt should remain below the capital financing requirement, except in the short-term. As can be seen, the Council expects to comply with this in the medium term.

The Council is legally obliged to set an affordable borrowing limit (also termed the authorised limit for external debt) each year. In line with statutory guidance, a lower “operational boundary” is also set as a warning level should debt approach the limit.

Table 6: Prudential Indicators: Authorised limit and operational boundary for external debt in £m

	2022-23	2023-24	2023-24
	Actual	Estimate	Projection
	£m	(Council Mar 23) £m	£m
Authorised limit – borrowing	170.000	170.000	170.000
Authorised limit – other long term liabilities	30.000	30.000	30.000
Authorised Limit Total	200.00	200.000	200.000
Operational boundary – borrowing	130.000	130.000	130.000
Operational boundary – other long term liabilities	25.000	25.000	25.000
Operational Boundary Limit Total	155.000	155.000	155.000
Total Borrowing and Long Term Liabilities	119.820	112.186	117.739

Although capital expenditure is not charged directly to the revenue budget, interest payable on loans and MRP are charged to revenue, offset by any investment income receivable. The net annual charge is known as financing costs; this is compared to the net revenue stream i.e. the amount funded from Council Tax, business rates and general government grants

Table 7: Prudential Indicator: Proportion of financing costs to net revenue stream

	2022-23	2023-24	2023-34
	Actual	Estimate	Projection
	£m	(Council Mar 23)	£m
Capital Financing Central	5.060	6.553	5.131
Other Financing costs	4.079	4.360	4.079
TOTAL FINANCING COSTS	9.139	10.913	9.211
Proportion of net revenue stream	3.34%	4.26%	3.34%

This shows that in 2023-24, it is forecast that 3.34% of the Council's net revenue income will be spent on paying back the costs of capital expenditure.

The table below shows the Prudential Indicator of estimates of net income from commercial and service investments to net revenue stream.

Table 8: Prudential Indicator: Net Income from Commercial and Service Investments to Net Revenue Stream

	2022-23	2023/24	2023/24
	Actual	Estimate	Projection
	£m	£m	£m
Net Revenue Budget	320.289	342.047	342.334
Income from Commercial Investments	0.459	0.459	0.459
% Ratio	0.14%	0.13%	0.13%

The income receivable from the commercial property portfolio is not deemed to be a financial resilience risk in terms of being 'un-proportionate' to the Council's overall income.

Agenda Item 7

Meeting of:	COUNCIL
Date of Meeting:	19 JULY 2023
Report Title:	CORPORATE PLAN DELIVERY PLAN 2023-24 AND PERFORMANCE FRAMEWORK
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL AND REGULATORY SERVICES, HR AND CORPORATE POLICY
Responsible Officer:	ALEX RAWLIN POLICY AND PUBLIC AFFAIRS MANAGER
Policy Framework and Procedure Rules:	Council priorities in the Corporate Plan / Delivery Plan inform Service Plans which form part of the Policy Framework. The Performance Framework forms part of the Policy Framework.
Executive Summary:	<ul style="list-style-type: none"> • The report proposes a new one-year Delivery Plan to monitor progress against the Corporate Plan. • The Delivery Plan addresses criticisms posed by self-assessment 2022, Audit Wales’ review of performance management and internal audit findings from a Performance Indicators (PI) audit • The main changes include: <ul style="list-style-type: none"> ○ Having the 7 well-being objectives comprehensively reflected by 44 aims, 101 commitments and 99 Performance Indicators (PIs) ○ Having clear and agreed aims to provide detail underneath each well-being objective and help the Council effectively monitor progress / performance ○ Having performance indicators that more effectively measure the Council’s progress on its aims, are better focused on outcomes, and can be benchmarked ○ Placing a stronger focus on the measurement of the Council’s new Ways of Working • A new draft performance framework is also proposed • The report also reflects changes from Corporate Overview and Scrutiny Committee on 3 July 2023

1. Purpose of Report

- 1.1 The purpose of this report is to propose a one-year Corporate Plan Delivery Plan (CPDP) to support the Council’s new Corporate Plan and an updated Corporate Performance Framework to help the Council measure progress on it.

2 Background

- 2.1 On 1 March 2023 Council agreed the Corporate Plan 2023-28 and the proposal to develop a one-year Corporate Plan Delivery Plan to help us monitor progress against it.
- 2.2 On 6 March 2023 Corporate Management Board (CMB) agreed a proposed approach and timeline to the development of the first annual delivery plan.
- 2.3 The approach was developed to address many of the performance management issues identified by the Council's 2021/22 Self-Assessment and the Audit Wales review of performance management, through the use of the below criteria in the development process -
- Well-being objectives should be comprehensively reflected by aims, commitments and Performance Indicators (PIs)
 - Aims should be clearly defined and agreed
 - Each aim should be supported by an appropriate balance of commitments (projects) and PIs (largely business as usual)
 - Ensure commitments are clear and outcome focussed and able to be reported quarterly via blue, red, yellow, amber and green (BRAYG) ratings (avoiding commentary like 'work ongoing' or 'working with partners continues' every quarter).
 - Performance indicators should –
 - be limited in number and not exceed 100. Additional PIs can be included in Directorate / Service Plans.
 - measure whether we are achieving our aims not simply whether we are delivering our commitments
 - balance the measurement of inputs, outputs and outcomes
 - avoid over representation of annual measures (and avoid large numbers of PIs with significant data lags or where we are not the data holders / collating body)
 - Be able to be compared over time and with other areas where possible
 - All PIs should be SMART (specific, measurable, achievable, realistic and time bound)
 - All PIs must have a target; we must move away from targets that state 'benchmarking'
 - Reporting should focus on data accuracy and validation, with clear and agreed PI calculation methods and verification processes
- 2.4 Following agreement of the approach by CMB, Directorate Management Teams (DMTs) were convened through March and April to develop and propose PIs for the Corporate Plan Delivery Plan. In doing this, they reviewed the research and PI examples provided and the new principles and criteria set out.
- 2.5 Once the proposed list of PIs was developed by DMTs, a moderation exercise was undertaken at the CMB and Heads of Service quarterly meeting on 20 April 2023.

At this meeting, the group reviewed the PIs holistically, assessed whether they meet the criteria agreed, whether directorates have been relatively consistent in their approaches, and considered how to reduce any duplication and fill any gaps.

2.6 Proposed improvements to performance management arrangements also included the development of a Performance Framework.

2.7 The approach was considered by Elected Members at an all-member briefing on 15 May 2023 which focused on -

- Moving towards an approach like 'Objectives and Key Results'
- Developing performance measures the public care about
- Improving our approach to performance management

3. Current situation / proposal

3.1 Additional work has been undertaken by the Corporate Performance Team, Directorate performance and business support staff, Heads of Service and CMB to finalise the draft Corporate Delivery Plan 2023/24 included in **Appendix 1**.

3.2 In terms of compliance with the criteria set out in March, the draft Corporate Delivery Plan 2023/24 –

- Has 7 well-being objectives that are now comprehensively reflected by 44 aims, 101 commitments and 99 Performance Indicators
- Has clear and agreed aims to provide detail underneath each well-being objective and help us effectively monitor progress and performance
- Has performance indicators that –
 - More effectively measure whether we are achieving our aims not simply whether we are delivering our commitments
 - Are better focused on outputs and outcomes although there are still numerous input and process measures
 - Appropriately balance annual and quarterly measures
 - Can be benchmarked over time and with others in many cases

3.3 Once agreed, the Corporate Performance team, Directorate performance and business support staff will commence work to develop and agree baselines, consider comparator data (both trend data and comparison with other areas if available), set SMART targets and complete data validation forms for each PI over the summer period, to be completed by the end of August. The proposed data calculation and validation forms will improve data quality and accuracy and are similar to Public Accountability Measure guidance forms that were in use until 2021.

3.4 Following earlier discussions with COSC, it is proposed that the Corporate Performance Team works with the Committee throughout 2023/24 to consider more radical changes to performance management, including further moves towards

Objectives and Key Results, and further improving our approach to performance management, particularly public satisfaction, and success measures.

3.5 Over the summer, any changes that are required to the structure of the Performance Management System (PMS) will need to be assessed and developed for implementation after the system is rolled forward in July 2023.

3.6 A newly developed, proposed performance framework for BCBC is included in **Appendix 2**. It has been developed in tandem with the CPDP, based on the Council's previous performance framework for continuity and comparability, but updated using a simple, plain English report by Denbighshire Council, recently tested at an all-Member briefing. It sets out –

- Why performance is important
- How performance is managed in BCBC
- Clarity about R, A, Y, G ratings
- Timetable of performance management
- Roles and responsibilities in performance management

3.7 Following consideration of draft documents at Corporate Overview and Scrutiny Committee on the 3 July, changes to Appendix 2 have been included as follows:

- To reflect recent changes to CPA attendance to include Group Leaders
- To clarify the contribution, rather than responsibility, that the public can have in the performance management process
- To separately define the roles and responsibilities of a member of staff
- To reinforce the message that Chief Officers and Elected Members support each other in a "One Council" approach with consistency of wording in the listed responsibilities.

3.8 COSC also asked that, in developing targets for the year ahead, references to 'baselining' are kept to a minimum. This will be completed by the end of August.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 This report proposes an approach to measure progress against the following corporate well-being objectives under the Well-being of Future Generations (Wales) Act 2015 that form part of the Council's Corporate Plan 2023-28:-

1. A county borough where we protect our most vulnerable

2. A County Borough with fair work, skilled, high-quality jobs and thriving towns
3. A County Borough with thriving valleys communities
4. A County Borough where we help people meet their potential
5. A County Borough that is responding to the climate and nature emergency
6. A County Borough where people feel valued, heard and part of their community
7. A County Borough where we support people to live healthy and happy lives

5.2 The 5 ways of working set out in the Well-being of Future Generations (Wales) Act have also contributed to the Council developing its own five ways of working. The ways of driving and measuring those ways of working is also contained in the Corporate Plan Delivery Plan.

6. Climate Change Implications

6.1 There are no specific implications of this report on climate change. However, the Delivery Plan proposes measures and targets to help us assess the Council's performance on areas including climate change.

7. Safeguarding and Corporate Parent Implications

7.1 There are no specific implications of this report on safeguarding or corporate parenting. However, the Delivery Plan proposes measures and targets to help us assess the Council's performance on areas including safeguarding and corporate parenting

8. Financial Implications

8.1 There are no financial implications associated with these arrangements. Council agreed the budget for 2023/24 in March 2023 and that the CPDP will be achieved within that budget

9. Recommendations

9.1 Council is recommended to: -

- Consider and agree the first draft Corporate Plan Delivery Plan 2023/24 in **Appendix 1**
- Consider and agree the updated Corporate Performance Framework in **Appendix 2** and how best to use the document across the Council.

Background documents

None.

Appendix 1 – Corporate Delivery Plan 2023-24

Section 1 – How we will measure our 7 Wellbeing Objectives

WBO1 - A County Borough where we protect our most vulnerable

Aim	Performance indicators	Commitments / projects
1.1 Providing high-quality children's and adults social services and early help services to people who need them	<p>Carers</p> <ul style="list-style-type: none"> • New - The percentage of eligible carers who were offered a carer's assessment (SSWB) <p>Children's social care</p> <ul style="list-style-type: none"> • Timeliness of visits to <ul style="list-style-type: none"> a) children who are care experienced b) children on the child protection register (SSWB) • SSWB40 - Safe reduction in the number of care experienced children (SSWB) • CH/026 - Safe reduction in the number of children on the child protection register (SSWB) <p>Adult social care</p> <ul style="list-style-type: none"> • New – Percentage of enquiries to the Adult Social Care front door which result in information and advice only • AD/010 The total number of packages of reablement completed during the year (SSWB) • SSWB38c Percentage of reablement packages completed that mitigated need for support (SSWB) • AD/033 - Number of people who access independent advocacy to support their rights (SSWB) 	<p>1.1.1 Continue to improve early help services by increasing the number of team around the family (TAF) interventions that close with a positive outcome. (EFS)</p> <p>1.1.2 Help communities become more resilient, so more people will find help / support they need in their community, with the third sector. (SSWB)</p> <p>1.1.3 Support the wellbeing of unpaid carers, including young carers, to have a life beyond caring. (SSWB)</p> <p>1.1.4 Improve Children's Services by delivering the actions in our three-year strategic plan. (SSWB)</p> <p>1.1.5 Improve adult social care with a new three-year strategic plan to tackle physical and mental health impacts of Covid-19 on people with care and support needs, and our workforce. (SSWB)</p> <p>1.1.6 Change the way our social workers work to build on people's strengths and reflect what matters to our most vulnerable citizens, the relationships they have and help them achieve their potential. (SSWB)</p> <p>1.1.7 Address the gaps in social care services such as care and support at home, specialist care homes for children and adults and recruiting more foster families. (SSWB)</p>

	<p>Early help</p> <ul style="list-style-type: none"> • DEFS29 Percentage of completed Team Around the Family (TAF) plans closed with a successful outcome (EFS) • DEFS160 Number of two-year-olds accessing childcare through the Flying Start programme (EFS) 	
1.2 Supporting people in poverty to get the support they need / help they are entitled to	<ul style="list-style-type: none"> • Percentage of people supported through FASS (Financial Assistance and Support Service) where support has resulted in increased income through claims for additional/increased benefits and allowances (CEX) • Percentage of people supported through FASS who have received advice and support in managing or reducing household debt (CEX) 	<p>1.2.1 Support eligible residents to receive financial help through the Council Tax Reduction Scheme and to pay their energy bills by administering the UK Government's Energy Bill Support Scheme. (CEX)</p> <p>1.2.2 Raise awareness of financial support available to residents. (CEX)</p>
1.3 Supporting people facing homelessness to find a place to live	<ul style="list-style-type: none"> • PAM/012- Percentage of households threatened with homelessness successfully prevented from becoming homeless (CEX) • DOPS39 - Percentage of people presenting as homeless or potentially homeless for whom the Local Authority has a final legal duty to secure suitable accommodation (CEX) 	<p>1.3.1 Develop a new homeless strategy with partners to deliver new projects to prevent and reduce homelessness (CEX)</p>

1.4 Supporting children with additional learning needs to get the best from their education	<ul style="list-style-type: none"> • New DEFS164 - Percentage of schools that have an ALN policy in place (EFS) 	1.4.1 Provide training to at least 60 school-based staff about ALN reform and how to support children with Additional Learning Needs (ALN).(EFS)
1.5 Safeguarding and protecting people who are at risk of harm	<ul style="list-style-type: none"> • CORPB1 - Percentage of council staff completing safeguarding awareness training (CEX/All) • AD/024 - Percentage of Adult safeguarding inquiries which receive initial response within 7 working days (SSWB) • CH/003 - Percentage of Childrens referrals where decision is made within 24 hours (SSWB) • New - Percentage of child protection investigations completed within required timescales (SSWB) • New - Average waiting time on the Deprivation of Liberty Safeguards (DoLS) waiting list (SSWB) 	<p>1.5.1 Work as one Council on a strategic plan to improve our safeguarding arrangements (SSWB)(ALL)</p> <p>1.5.2 Safeguard children, young people and adults at risk of exploitation. (SSWB)</p>

<p>1.6 Help people to live safely at home through changes to their homes</p>	<ul style="list-style-type: none"> • New – Average number of days taken to deliver a Disabled Facilities Grant for: <ul style="list-style-type: none"> ○ low level access showers ○ stair lifts ○ ramps ○ extensions_(CEX) • DOPS41 - Percentage of people who feel they can live more independently as a result of receiving a DFG in their home (CEX) 	<p>1.6.1 Improve the process and access to grants for older and disabled people who need to make changes to their home (CEX)</p>
<p>1.7 Support partners to keep communities safe</p>	<ul style="list-style-type: none"> • New - Percentage of council staff completing Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) training (Level 1) (CEX/All) • New - Number of instances where CCTV supports South Wales Police in monitoring incidents (baseline)(CEX) • New - DEFS161 - Percentage of children being released from custody who attend a suitable education, training and employment arrangement (EFS) 	<p>1.7.1 Invest £750K 'safer streets' funding into extra CCTV, youth activities and women's self-defence classes (CEX)</p> <p>1.7.2 Identify children who are more likely to offend and provide them with support to reduce offending behaviour. (EFS)</p>

WBO 2 - A County Borough with fair work, skilled, high-quality jobs and thriving towns

Aim	Performance indicators	Commitments / projects
2.1 Helping our residents get the skills they need for work	<ul style="list-style-type: none"> • DEFS82 - Number of participants in the Employability Bridgend programme going into employment (COMM) • DEFS84 – The number of under-employed participants leaving Employability Bridgend with an improved labour market position (COMM) • New (baseline setting) - Number of referrals to the employment service in ARC (SSWB) 	<p>2.1.1 Invest £22m of Shared Prosperity Funding in projects in the County Borough by 2025, with third sector partners, including in people and skills, supporting local businesses, and developing communities and place. (COMM)</p> <p>2.1.2 Employability Bridgend will work with funders and partners, including the Inspire to Work Project to deliver a comprehensive employability and skills programme (COMM)</p> <p>2.1.3 Help people with support needs to overcome barriers to work and get jobs (SSWB)</p>
2.2 Making sure our young people find jobs, or are in education or training	<ul style="list-style-type: none"> • DEFS80 - The number of participants in the Employability Bridgend programme supported into education or training (COMM) • PAM046 - Percentage of Year 11 leavers not in education, training, or employment (NEET) in the careers Wales annual destination statistics (EFS) 	<p>2.2.1 Increase employment and training opportunities in the County Borough for young people aged 16 to 24 years old. (COMM)</p> <p>2.2.2 Employ and develop a well-motivated, well supported, qualified social care workforce in the Council and with partners. Fill vacancies in our social care services and reduce dependence on agency workers. (SSWB)</p> <p>2.2.3 Bridgend Music Service will further develop links with universities and conservatoires to develop music skills in young people that lead to jobs (EFS)</p>

<p>2.3 Improving our town centres, making them safer and more attractive</p>		<p>2.3.1 Deliver a further £1.3m of Transforming Towns investment across our town centres in partnership with Welsh Government over the next three years to improve the economic sustainability of our town centres. (COMM)</p> <p>2.3.2 Prioritise the replacement of the Penprysg Road Bridge and removal of the level crossing in Pencoed and seek funding from UK Government for this project. (COMM)</p> <p>2.3.3 Redevelop Bridgend Central Station including improving the front public area with a transport interchange at the rear, providing links between bus services and trains, in partnership with Welsh Government and Network Rail. (COMM)</p>
<p>2.4 Attracting investment and supporting new and existing local businesses</p>	<ul style="list-style-type: none"> • New - Number of businesses receiving support through Shared Prosperity Funding (COMM) • New - Number of business start-ups assisted (COMM) • New - Number of local businesses attending procurement workshops (Annual) (CEX) • New - Local spend on low value BCBC procurement and contracts under £100,000 (CEX) 	<p>2.4.1 Invest in business start-ups in the County Borough by providing both professional and grant support, supporting key growth sectors like research and development, finance and the green economy. (COMM)</p> <p>2.4.2 Helping local businesses to tender for public sector work through our Supplier Relation Management (SRM) project and external procurement webpage, supporting local businesses to be viable post-covid (CEX)</p> <p>2.4.3 Work with the Cardiff City Region (CCR) and its 10 local authorities to think regionally about planning, transport and economic development (COMM)</p>
<p>2.5 Making the council an attractive place to work</p>	<ul style="list-style-type: none"> • Staff survey – Culture CED29 - Percentage of staff reporting through survey that they agree or strongly agree with the statement: a) I feel every department is working towards the same common goal b) I am satisfied with BCBC as an employer 	<p>2.5.1 Improve the Council 's culture as an employer, offering fair work opportunities to current and potential employees. Use the views of our workforce to make improvements, develop and motivate employees and improve staff retention. (CEX)</p>

	<p>c) Working here makes me want to perform to the best of my ability d) I feel that BCBC values its employees' ideas and opinions e) Do you think there are opportunities for two-way communication to discuss and raise ideas and issues?</p> <ul style="list-style-type: none"> • Staff survey – Employee Wellbeing New - Percentage of staff reporting through survey that they agree or strongly agree with the statement: a) I feel supported to manage my personal wellbeing whilst in work: b) The council is dedicated to taking positive action to support employees achieve a positive sense of wellbeing in their working lives. • New - Number of sign up of new subscribers to the staff extranet (CEX) 	
<p>2.6 Ensuring employment is fair, equitable and pays at least the real living wage</p>	<ul style="list-style-type: none"> • New - Number of real living wage employers identified (by size of contract) (CEX) 	<p>2.6.1 Encourage our suppliers to become real living wage employers (CEX) 2.6.2 Encourage employers to offer growth/ training options to employees (CEX)</p>

WBO3 - A County Borough with thriving valleys communities

Aim	Performance indicators	Commitments / projects
3.1 Investing in town centres, including Maesteg town centre	<ul style="list-style-type: none"> • New - Number of commercial properties assisted through the enhancement grant scheme (COMM) 	<p>3.1.1 Complete a Placemaking Strategy for Maesteg town centre to improve the environment and support future investment bids. (COMM)</p> <p>3.1.2 Develop a commercial property enhancement grant for all valley high streets, to make them look better and bring properties back into commercial use. (COMM)</p>
3.2 Creating more jobs in the Valleys		<p>3.2.1 Develop funding bids for our valleys, to enhance the economy and stimulate new job opportunities. (COMM)</p> <p>3.2.2 Increase the amount of land and premises available for businesses, including industrial starter units, in the Valleys. (COMM)</p> <p>3.2.3 Provide new facilities for supported training for people with learning disabilities at Wood B and B-Leaf in Bryngarw (SSWB)</p>
3.3 Improving community facilities and making them more accessible	<ul style="list-style-type: none"> • New - Value of investment with CATs in Valleys (COMM) • New - Number of visits to venues for all purposes (SSWB) 	<p>3.3.1 Progress with Community Asset Transfers in the valleys, including Llangynwyd Playing Fields, to protect these valuable community assets for future generations. (COMM)</p> <p>3.3.2 Redevelop the Ewenny Road site, including new and affordable homes, an enterprise hub, open space and green infrastructure, in partnership with the adjoining landowner. (COMM)</p> <p>3.3.3 Deliver additional activities in community venues in the Valleys, including digital activities. (SSWB)</p> <p>3.3.4 Increase participation in physical and mental wellbeing programmes and leisure activities at Maesteg Town Hall, Garw and Ogmere Valley Life Centre, Maesteg Swimming Pool and Maesteg Sports Centre (SSWB)</p>

3.4 Improving education and skills in the Valleys		<p>3.4.1 Establish three new Flying Start provisions, offering free childcare for two-year-olds in Nantymoel, Ogmore Vale and Pontycymmer. (EFS)</p> <p>3.4.2 Open Welsh-medium childcare in the Ogmore Valley and Bettws, with 32 full-time-equivalent childcare places. (EFS)</p>
3.5 Investing in our parks and green spaces and supporting tourism to the valleys		<p>3.5.1 Develop a regeneration strategy for the valleys (including Ogmore and Garw Valleys).(COMM)</p> <p>3.5.2 Work with the Cwm Taf Nature Network Project to improve access to high quality green spaces (COMM)</p>
3.6 Encourage the development of new affordable homes in the valleys	<ul style="list-style-type: none"> • New - Number of affordable homes built in the Valleys (CEX) 	<p>3.6.1 Promote and encourage the development of new social housing in the valleys. (CEX)</p> <p>3.6.2 Encourage the development of self-build homes on infill plots, to increase the range of housing available (COMM)</p>

WBO4 - A County Borough where we help people meet their potential

Aim	Performance indicators	Commitments / projects
4.1 Providing safe, supportive schools with high quality teaching	<ul style="list-style-type: none"> • New - DEFS156 – Number of schools judged by Estyn to be in ‘significant improvement’ or ‘special measures’ • PAM032 - Average ‘Capped 9’ score for pupils in Year 11 • EDU016a/PAM007 Pupil attendance in primary schools (percentage) • EDU016b/PAM008 Pupil attendance in secondary schools (percentage) • EDU010a Percentage of school days lost due to fixed-term exclusions during the school year in primary schools • EDU010b Percentage of school days lost due to fixed-term exclusions during the school year in secondary schools • DEFS155 percentage of schools that have self-evaluated themselves as ‘green’ as part of their annual safeguarding audit 	<p>4.1.1 Help schools achieve their improvement plans by analysing needs and offering training to address this, ensuring that all schools will be judged by Estyn as ‘not requiring any follow-up’ (EFS)</p> <p>4.1.2 Ensure all local schools are rated as green following their safeguarding audit and provide support they need to improve (EFS)</p> <p>4.1.3 Make additional digital learning training available to all school staff to improve teaching and learning in our schools (EFS)</p> <p>4.1.4 Improve the digital offer to young people, including youth led interactive website (EFS)</p>
4.2 Improving employment opportunities for people with learning disabilities		4.2.1 Give young adults with learning disabilities a chance to try activities, gain new skills and fulfil their potential working across the Council and partners (SSWB)
4.3 Expanding Welsh medium education opportunities	<ul style="list-style-type: none"> • DEFS138 Percentage of Year 1 pupils taught through the medium of Welsh • New - DEFS157 Percentage of learners studying for assessed qualifications through 	4.3.1 Deliver the actions in the Welsh Language Promotion Strategy and WESP (EFS)

	<p>the medium of Welsh at the end of Key Stage 4</p> <ul style="list-style-type: none"> • New - DEFS158 Number of learners studying for Welsh as a second language 	
4.4 Modernising our school buildings		<p>4.4.1 Enlarge Ysgol Gymraeg Bryn Ogwr to a 2.5 form-entry new build off Ffordd Cadfan in Brackla (EFS)</p> <p>4.4.2 Provide a new build for Mynydd Cynffig Primary School at the junior site in Kenfig Hill (EFS)</p> <p>4.4.3 Enlarge Ysgol Ferch o'r Sger to a two form-entry new build on the existing school site (EFS)</p> <p>4.4.4 Provide a new two form entry English-medium school at Marlas Estate, Cornelly, to replace the existing Afon Y Felin and Corneli Primary Schools. (EFS)</p> <p>4.4.5 Relocate Heronsbridge School to a new build 300 place school at Island Farm (EFS)</p>
4.5 Attract and retain young people into BCBC employment	<ul style="list-style-type: none"> • DOPS36 - Number of apprentices employed across the organisation (CEX) • New - Percentage of those concluding apprenticeships and obtaining a non-apprentice role (CEX) 	4.5.1 Work with local schools to promote the Council as an employer and promote apprenticeships (CEX)
4.6 Offering youth services and school holiday programmes for our young people	<ul style="list-style-type: none"> • New - Participation in targeted activities for people with additional or diverse needs (SSWB) • New - Participation in the national free swimming initiative for 16 and under • New - Participation in active for life and holiday playworks programmes 	<p>4.6.1 Make our leisure and culture programmes more accessible to children with additional needs (SSWB)</p> <p>4.6.2 Extend the food and fun programme in Summer 2023 to at least 80 pupils (EFS)</p>

4.7 Work with people to design and develop services		4.7.1 Support communities to develop their own services (SSWB) 4.7.2 Develop our future wellbeing programmes with people who are going to use them (SSWB)
4.8 Supporting and encouraging lifelong learning	<ul style="list-style-type: none"> • New - DEFS159 Percentage of learners enrolled in local authority community learning per 1,000 adult population (EFS) 	4.8.1 Run more sessions that communities have expressed an interest in – provide 20 more in-person training sessions (EFS)
4.9 Being the best parents we can to our care experienced children	<ul style="list-style-type: none"> • SSWB48 Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the <ul style="list-style-type: none"> a)12 months since leaving care b)13- 24 months since leaving care (SSWB) • CH/052 - Percentage care leavers who have experienced homelessness during the year (SSWB) 	4.9.1 Give care experienced children love, care, safe homes to live in and opportunities to try new activities, gain new skills and fulfil their potential working across the Council and partners (SSWB) 4.9.2 Develop a Corporate Parenting strategy with care experienced children to explain what public services will do to help them meet their potential and celebrate rights of passage (SSWB)

WBO5 - A County Borough that is responding to the climate and nature emergency

Aim	Performance indicators	Commitments / projects
5.1 Moving towards net zero carbon, and improving our energy efficiency	<ul style="list-style-type: none"> • New – Reduction in emissions (COMM) <ul style="list-style-type: none"> ○ Buildings ○ Fleet & equipment ○ Streetlighting ○ Business travel ○ Commuting ○ Homeworking ○ Waste ○ Procured goods and services • DCO20.01 Annual Gas Consumption across the Authority (kWh) • DCO20.02 Annual Electricity Consumption across the Authority (kWh) • DCO20.03 Annual CO2 related to gas consumption across the Authority (tonnes) • DCO20.04 Annual CO2 related to electricity consumption across the Authority (tonnes) • Levels of nitrogen dioxide (NO2) pollution in the air (micrograms per m3) (CEX SRS) 	<p>5.1.1 Keep reducing our carbon footprint by changing our Council vehicles to electric and further energy efficiency schemes. (COMM)</p> <p>5.1.2 Use feedback from the consultation to agree an Air Quality Action Plan and start work on the measures to improve air quality along Park Street. (CEX SRS)</p> <p>5.1.3 Build five new net zero carbon schools. (EFS)</p> <p>5.1.4 Deliver more frontline social care services with workers using the Council’s electric vehicles. (SSWB)</p> <p>5.1.5 Invest in energy efficiency improvements to Council buildings including schools. (COMM)</p>
5.2 Protecting our landscapes and open spaces and planting more trees	<ul style="list-style-type: none"> • New - The number of green flag parks (target set to maintain) (COMM) • New - The number of blue flag beaches (target set to maintain) (COMM) 	5.2.1 Deliver projects such as woodland protection, develop and protect our natural environment in partnership with our communities as part of our Bridgend Biodiversity Plan. (COMM)

		<p>5.2.2 Work with the Cwm Taf Nature Network Project to enhance and improve access to high quality green spaces in our County Borough. (COMM)</p> <p>5.2.3 Plant a further 10,000 trees a year and provide a Community Planting Scheme to green our County Borough. (COMM)</p>
5.3 Improve the quality of the public realm and built environment through good placemaking principles	<ul style="list-style-type: none"> • PAM/018 Percentage of all planning applications determined within 8 weeks • PAM/019 Percentage of planning appeals dismissed 	5.3.1 Adoption of the Replacement Local Development Plan (COMM)
5.4 Reducing, reusing or recycling as much of our waste as possible	<ul style="list-style-type: none"> • DCO20.05 – Percentage of street cleansing waste prepared for recycling (COMM) • PAM/030 – Percentage of municipal waste collected by local authorities <ul style="list-style-type: none"> ○ prepared for reuse, and/or recycled, including source segregated biowastes that are composted or treated biologically in any other way ○ prepared for reuse ○ prepared for being recycled ○ as source segregated biowastes that are composted or treated biologically in another way • PAM/043 - Kilograms of residual waste generated per person (COMM) • PAM/010 – Percentage of highways land inspected by the Local Authority to be 	<p>5.4.1 Develop our Future Waste Services Model, improving our recycling targets further and converting our vehicles. We will consult on the options with residents in 2024 (COMM).</p> <p>5.4.2 Ensure that the new Community Recycling Centre at Pyle is opened. (COMM)</p>

	<p>found to be of a high / acceptable standard of cleanliness (COMM)</p>	
<p>5.5 Improving flood defences and schemes to reduce flooding of our homes and businesses</p>	<ul style="list-style-type: none"> • New - Percentage of statutory sustainable drainage systems (SuDS) applications processed within 7 weeks from receipt of appropriate scheme drawings (COMM) 	<p>5.5.1 Invest in and improve flood mitigation measures in our valleys communities to reduce the flood risk. (COMM)</p>

WBO6 – A County Borough where people feel valued, heard and part of their community

Aim	Performance indicators	Commitments / projects
6.1 Celebrating and supporting diversity and inclusion and tackling discrimination	<ul style="list-style-type: none"> • New - Percentage of council staff completing Introduction to Equality and Diversity E-Learning. 	<p>6.1.1 Finish work on current strategic equalities plan and work with communities to develop a new one, supporting WG on race equality and LGBTQ+ action plans (CEX)</p> <p>6.1.2 Establish new BCBC staff groups for people with protected characteristic (CEX)</p>
6.2 Improving the way we engage with local people, including young people, listening to their views and acting on them.	<ul style="list-style-type: none"> • New - Public consultation (budget) - Percentage of participants who answered positively: How effective do you think we have been in meeting our aim of being citizen-focused over the last 12 months? • New - Level of engagement (Welsh / English) <ul style="list-style-type: none"> a) across consultations b) with corporate communications to residents c) across all corporate social media accounts 	<p>6.2.1 Review how we communicate and engage with residents, including children and young people to help us become more customer focused and responsive. (CEX)</p> <p>6.2.2 Provide new opportunities for the community to engage with us on our regeneration plans, holding workshops with key stakeholders including town councils, learners and community groups. (COMM)</p> <p>6.2.3 Develop the Bridgend County Borough Council Climate Citizens Assembly to allow communities to shape our 2030 Net Zero Carbon Agenda. (COMM)</p>
6.3 Offering more information and advice online, and at local level, and making sure you can talk to us and hear from us in Welsh	<ul style="list-style-type: none"> • CED5 - Percentage first call resolutions (via Customer Contact Centre) • New - Number of online transactions using the digital platform • New - Number of hits on the corporate website • New - Percentage of staff with Welsh language speaking skills • New - Percentage of council staff completing Welsh Language Awareness E-Learning. 	<p>6.3.1 Develop more community hubs in libraries and other Council buildings so that residents can get more information and help without travelling to Civic Offices (CEX)</p>

<p>6.4 Helping clubs and community groups take control of and improve their facilities and protect them for the future.</p>	<ul style="list-style-type: none"> • DCO16.8 - Number of council owned assets transferred to the community for running (CATs) (COMM) • New - Value of investment with CATs (COMM) • New - Number of people supported to have their needs met in their communities by local community co-ordinators and community navigators (SSWB) 	<p>6.4.1 Invest a further £400k in Community Asset Transfers and support clubs and Community Groups with equipment grants to improve and safeguard the facilities. (COMM)</p> <p>6.4.2 Develop a more coordinated approach with partners to helping people find activities and groups in their communities. (SSWB)</p>
<p>6.5 Becoming an age friendly council</p>		<p>6.5.1 Make Bridgend County Borough a great place to grow old, working with partners to improve leisure activities, accessible housing, care, and support as an Age Friendly Council. (SSWB)</p>

WBO7 - A county borough where we support people to be healthy and happy

Detail / aim	Performance indicators	Commitments / projects
7.1 Improving active travel routes and facilities so people can walk and cycle	<ul style="list-style-type: none"> • New active travel routes (length in KM) (COMM) 	7.1.1 Improve sustainable and active travel choices, including the Metrolink bus facility in Porthcawl, to increase connectivity and greener travel choices. (COMM)
7.2 Offering attractive leisure and cultural activities	<ul style="list-style-type: none"> • New - Number of visits by older adults to physical activity opportunities supported (SSWB) • New - Number of individuals who commence programmes and complete 16 weeks of activity (SSWB) • New - Percentage of pupils who participate in three or more occasions of activity per week (FG Indicator 38 Sport Wales School Sport Survey data) (SSWB) • New - Participation in the summer reading challenge in libraries (SSWB) • New - Participation in Childrens events in libraries (SSWB) 	<p>7.2.1 Redevelop Porthcawl Grand Pavilion to increase the use of the new facilities and extend social and leisure facilities, in partnership with Awen Cultural Trust.(COMM)</p> <p>7.2.2 Develop an active leisure offer for older adults to improve physical and mental wellbeing. (SSWB)</p> <p>7.2.3 Increase the use of the exercise referral programme by people who may have found it hard to participate in the past. (SSWB)</p> <p>7.2.4 Complete the refurbishment of Pencoed library and provide investment into library services. (SSWB)</p> <p>7.2.5 Develop a long-term Active Bridgend plan and leisure strategy. (SSWB)</p>
7.3 Improving children's play facilities and opportunities	<ul style="list-style-type: none"> • New - Value of investment in play areas (COMM) • New - Number of play areas that have been refurbished (COMM) 	<p>7.3.1 Improve the quantity and quality of play opportunities. We will Invest in all children's play areas and make sure inclusive play equipment is provided to allow opportunities for all. (SSWB/COMM)</p> <p>7.3.2 Roll-out the Dare2Explore project in at least 1 more school. (EFS)</p>

		7.3.3 We will increase the range of after school music ensembles and activities to ensure more pupils benefit from this provision. (EFS)
7.4 Providing free school meals and expanding free childcare provision	<ul style="list-style-type: none"> • New DEFS163 - Percentage of nursery, reception, year 1 and year 2 learners offered a free school meal (EFS) • New DEFS162 - Percentage of non-maintained settings that are judged by Care Inspectorate Wales as at least 'good' (EFS) 	<p>7.4.1 Provide free school meals to all primary school learners by September 2024. (EFS)</p> <p>7.4.2 Work with childminders, nurseries and others to roll-out universal childcare for all two-year-olds. (EFS)</p>
7.5 Integrating our social care services with health services so people are supported seamlessly	<ul style="list-style-type: none"> • New - Number of people delayed in their transfer of care on the 'discharge to recover and assess' pathways (SSWB) 	7.5.1 Work even more closely with the NHS so all people receive the right health or care service at the right time. (SSWB)
7.6 Improving the supply of affordable housing	<ul style="list-style-type: none"> • New - Number of completed affordable new build dwellings provided by RSLs (Annual) (CEX) • New - Total number of empty properties returned to use with local authority intervention (CEX) 	<p>7.6.1 Increase the number of affordable homes in Bridgend County Borough in partnership with Welsh Government and social landlords. (CEX)</p> <p>7.6.2 Get a better understanding of housing and support needs and work with social landlords to provide homes to suit those needs. (CEX)</p> <p>7.6.3 Improve the way we deal with empty homes. (CEX)</p>

Section 2 – Demonstrating our 5 Ways of Working (WOWs)

WOW	Performance indicators	Commitments / projects
<p>1) Better and more targeted use of resources</p>	<p>Workforce Data</p> <ul style="list-style-type: none"> • The percentage of staff that have completed a Personal Review/Appraisal (excluding school staff) • The number of working days/shifts per full-time equivalent (FTE) Local Authority employee lost due to sickness absence, <p>Asset management data (capital receipts, building compliance, carbon etc)</p> <ul style="list-style-type: none"> • DCO16.9 Realisation of annual capital receipts targets (COMM) • New- Percentage of statutory compliance across BCBC operational buildings (big 5) (COMM) <p>Business continuity / resilience</p> <ul style="list-style-type: none"> • DOPS34abc Network Availability (CEX) <p>Procurement</p> <ul style="list-style-type: none"> • Climate change standards, Social value, Circular economy <p>Finance measures</p> <ul style="list-style-type: none"> • CORP6.1.1 Budget reductions achieved 	<p>Develop clear and agreed actions to address recommendations from regulators, including</p> <ul style="list-style-type: none"> • Workforce strategy (and specific social services recruitment) • Asset management improvements • Procurement review Audit Wales • Performance management improvement plan • Digital strategy • MTFS / Capital Strategy

2) One council, working well together with partners		<ul style="list-style-type: none"> • A collaborative approach to achieving aims, establishment of regional PSB, TCCs, RPB, Corporate Parenting, Awen & Halo, third sector • Town and Community Council Review
3) Improving communication, engagement and responsiveness	<ul style="list-style-type: none"> • Response to consultations • Use of citizens panel • Use of different channels • Customer service measures (including resolution at first point of contact) • Customer satisfaction measures 	<ul style="list-style-type: none"> • Communications peer review - including officer and member relations • Public participation strategy • Giving people different ways of engaging with council services and information (self-serve and self-help) • Customer care strategy - Develop a range of BCBC service standards to measure the things the public care about • Improvement of the way we respond to our elected members • Enhance our customer satisfaction measurement • Promoting the Welsh language
4) Supporting and empowering communities	<ul style="list-style-type: none"> • New - Number of people supported to have their needs met in their communities by local community co-ordinators and community navigators (SSWB) (see aim 6.3) <p>Local Procurement (see aim 2.4)</p> <ul style="list-style-type: none"> • New - Number of local businesses attending procurement workshops (Annual) (CEX) • New - Local spend on low value BCBC procurement and contracts under £100,000) (CEX) 	<ul style="list-style-type: none"> • Support communities to develop their own services by engaging with service users including carers • Through Employability Team helping our residents get the skills they need for work - Employability • Help communities become more resilient, so more people will find help and support they need in their community, with the 3rd sector. • Supporting the local economy by helping local businesses to tender for public sector work through our SRM project and external procurement webpage,

<p>5) Protecting the services that matter to you the most</p>	<ul style="list-style-type: none">• Budget and staff survey PIs• Schools' consultations	<ul style="list-style-type: none">• Encourage people, communities, children and young people to talk to the Council about issues that are important to them, and influence the decisions that affect their lives
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Appendix 2 - Bridgend County Borough Council Performance Framework

This document outlines Bridgend County Borough Council's Performance Management Framework. It explains what we do to monitor and report our performance, sets out the roles and responsibilities for performance in the council and outlines the timetables for reporting, challenge and publication of performance information.

In a time of decreasing budgets and increasing demand for council services, effective performance management becomes even more important.

The document is divided into two sections. The first section emphasises the importance of effective performance management within the organisation. It also explains our approach to performance management, the 'Plan, Do, Review' cycle and the way we measure and explain our progress against our corporate plan.

The second section is a practical guide, outlining the specific responsibilities and expectations of each role in the organisation. There is a section for every role, to help you understand what you need to do, when and why. You may also want to read the sections for other roles, whether you are:

- A member of the public
- An elected member
- A member of staff

We encourage you to read this document as it serves as a valuable resource to help deepen your understanding of both performance management and your own role and responsibilities.

For more information on anything in this document

Please feel free to contact the Corporate Performance Team. We are happy to help and provide any extra information you need.

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Chief Executive Directorate
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Why is performance important?

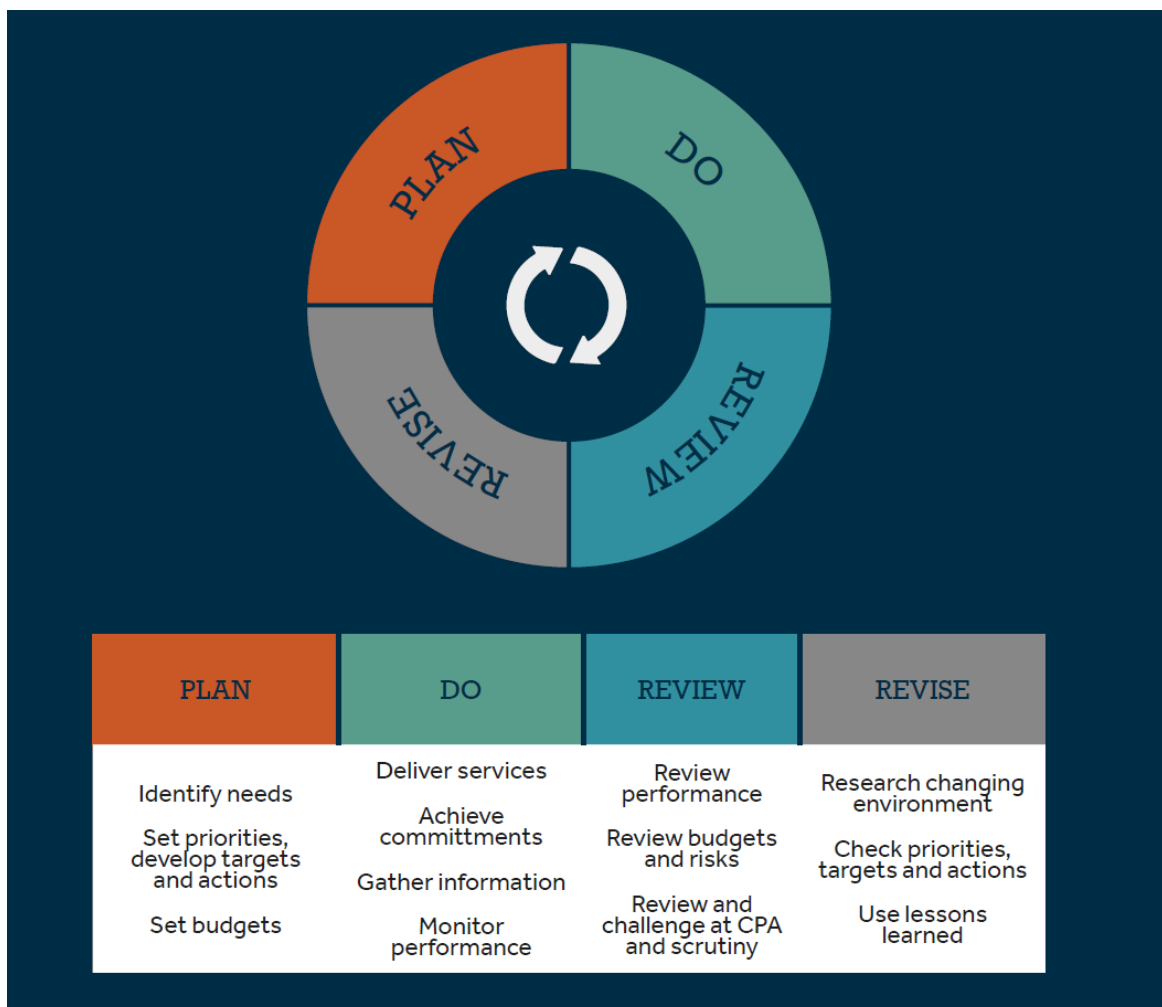
Performance management is defined as ‘taking action in response to actual performances to make outcomes for users and the public better than they would otherwise be’ (Source IDeA).

Performance management is important because it:

- Demonstrates our priorities and if we are achieving them
- Is a requirement of our stakeholders and regulators
- Helps motivate and engage staff and assign accountability
- Allows us to identify and rectify poor performance
- Helps us learn from past performance and improve future performance

Performance Management Approach

We take a systematic approach to performance management, following the industry-recognised ‘plan-do-review-revise’ cycle.

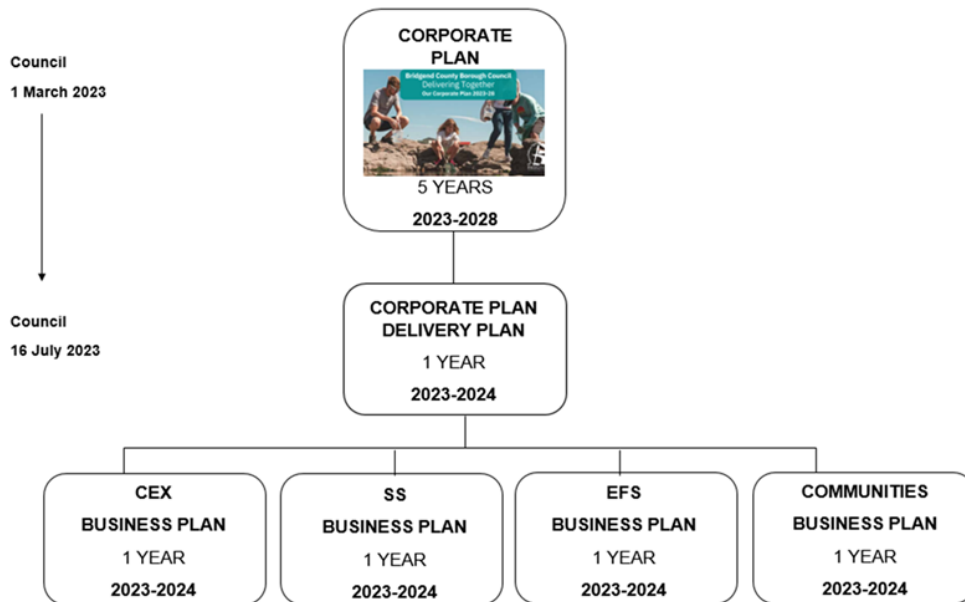


*CPA: Corporate Performance Assessment

Plan, do, review – What do we measure, where does it go?

Plan

We write plans at several levels to make sure we have clear priorities and know how we are going to achieve them. Our hierarchy of plans looks like this



Corporate Plan and delivery plan

Every five years the Council publishes a new Corporate Plan. It is informed by the Wellbeing of Future Generations Act and a range of other data and evidence. It describes the challenges the Council is facing, how we will work, our priorities for delivery and what success will look like. Our Corporate Plan 2023-28 was agreed by Council in March 2023 and sets out the Council’s priorities (which are the Council’s 7 wellbeing objectives and 5 ways of working), outcomes and success measures. The way we test how well we are doing against each wellbeing objectives looks like this –

Wellbeing Objective Five - A County Borough that is responding to the climate and nature emergency		
	Commitments	Performance Indicators
Aim 1 – Moving towards net zero carbon, and improving our energy efficiency	5 projects	6 PI
Aim 2 – Protecting our landscapes and open spaces and planting more trees	3 projects	2 PIs
Aim 3 – Improving the quality of the built environment through good placemaking principles	1 project	2 PIs
Aim 4 – Reducing, reusing or recycling as much of our waste as possible	2 projects	4 PIs
Aim 5 – Improving flood defences and schemes to reduce flooding in our homes and businesses	1 project	1 PI

Directorate Business Plans and Service Plans

Directorate business plans are the action plans to help us achieve the Council's Corporate Plan. Each plan outlines the contribution that the directorate will make to achieve the Council's well-being objectives. It sets out key milestones against the commitments and details the performance indicators and targets. The plans also outline other directorate priorities and performance measures which are not aligned to the wellbeing objectives. CMB and directorate management teams are responsible for developing directorate business plans, which are then challenged by Corporate Management Board and scrutinised by Scrutiny chairs at CPA.

Service plans translate directorate objectives into service targets and operational activity, aligning with finance, workforce, and risk issues. Heads of Service and Group Managers are responsible for producing their service and group delivery plans.

Employee Appraisals

Employee appraisals help members of staff understand how they contribute to the council's priorities and make sure that we have clear and agreed actions to achieve all of our wellbeing objectives.

Do - Implementing and Monitoring Our Plans

The 'do' stage of performance management is about carrying out action and monitoring performance in delivering our plans. Regular performance monitoring is vital to achieve our planned outcomes, as it allows for immediate action or corrections where things aren't going to plan.

Corporate Plan

It is the responsibility of the Corporate Management Board (CMB) and Cabinet to lead the implementation and monitoring of progress on our corporate wellbeing objectives.

Directorate / Service / Employee Appraisals

Corporate Directors and their Directorate Management Teams (DMTs) are responsible for delivering their business plans and monitoring progress. It is the responsibility of the relevant Head of Service/Group Manager to deliver and monitor the progress of service or group plans. It is the responsibility of managers and employees to undertake and monitor individual objectives, as agreed in appraisals. Regular one-to-one meetings between employees and managers should also take place throughout the year. This ensures that all employees are undertaking their duties and can adjust their work plan where needed based on the 'corrective action' cascaded down from corporate, directorate or service level.

Review

The review stage assesses whether we are on course to deliver our wellbeing objectives and meet targets. It also identifies opportunities for improvement.

Corporate Performance Assessment (CPA)

Corporate Performance Assessment (CPA) is done quarterly, attended by Cabinet Members, members of the Corporate Management Board, Heads of Service, Chairs of Scrutiny Committees, and Group Leaders. It is supported by Corporate Performance team to:

- demonstrate the Council's performance, effectiveness, and impact.
- identify cross-cutting issues and overspends that affect more than one area.
- critically challenge areas of poor performance; and
- identify improvement opportunities, risks and resource implications.

Scrutiny by Overview and Scrutiny Committee(s)

The Council's Corporate Overview and Scrutiny Committee receives information reports on the Council's performance quarterly in line with CPA. The Council's Corporate Performance Team prepares the reports for the Committee, which are used to inform the Committee's forward work programme. During the year, directorate/service performance is also scrutinised by Subject Overview and Scrutiny Committees. It is the responsibility of the directorate business support team to prepare required performance information for the Subject Overview and Scrutiny Committees.

Directorate Performance Review

Directorate Management Teams (DMT) meetings regularly report and scrutinise performance against their directorate business plans. These meetings are chaired by the relevant Corporate Director and supported by the directorate business support teams. It is the responsibility of the Corporate Director to ensure effective review at the directorate level. The business support teams are responsible for providing accurate and timely performance information for the directorate review.

Service/Group/Employee Performance Review

Service or group meetings regularly report and scrutinise performance against their service plans. It is the responsibility of the Head of Service and their managers for effective review at the service or group level. The business support teams are responsible for providing accurate and timely information.

Employee appraisals are formal review meetings between individuals and their line managers. Managers and employees are jointly responsible in ensuring that appraisals and 6 monthly review meetings occur within the corporate timescales.

Regulatory tracker

To ensure that the outcomes of all audits, reviews and inspections are recorded, a regulatory tracker has been developed. This includes the outcome of inspections by Estyn, Care Inspectorate Wales and HM Inspectorates for Probation and Prisons as well as Audit Wales' work. Actions are considered and scrutinised at Corporate Management Board and Cabinet and Governance and Audit Committee receive 6-monthly updates each January and July.

Revise

This stage is about analysing and learning from the information we have gained during the 'review' stage.

We pull information together from quarterly and annual performance information, and from various other sources, including service users' feedback and findings of external inspections and audit. This is done through the formal, annual corporate self-assessment process.





We analyse what has and hasn't worked and use this to develop options for change. Based on our analysis, 'revisions' can be made at any level of the Council, from corporate priorities right through to individuals' own personal objectives. These may include a redistribution of resources, revised plans and timescales, or even a revision to our objectives and priorities in the next round of planning.

How will we mark or score ourselves

We have one simple scale for how we mark or score the council's performance. Because overall judgements, commitments and performance indicators are measured differently, the colours or judgements have different descriptions depending on which type of performance you are reviewing.

	What does this Status mean?		
	Overall / self-assessment performance	Commitments, projects or improvement plans	Performance Indicators
COMPLETE	Not applicable	Project is completed	Not applicable
EXCELLENT	Very strong, sustained performance and practice	As planned - within timescales, on budget, achieving outcomes	On target and performance has improved / is at maximum
GOOD	Strong features, minor aspects may need improvement	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	On target
ADEQUATE	Needs improvement. Strengths outweigh weaknesses, but important aspects need improvement	Issues – More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	Off target (within 10% of target)
UNSATISFACTORY	Needs urgent improvement. Weaknesses outweigh strengths	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	Off target (target missed by 10%+)

For performance indicators, we will also show trends in performance so you can see how we are doing compared with the same period last year.

Trend	Meaning
	Improved performance
	Maintained performance (includes those at maximum)
	Declined performance (by less than 10%)
	Declined performance (by 10% or more)

Corporate Plan performance

Each quarter, the corporate performance team and directorate performance teams work together to produce a performance dashboard. This includes –

- A detailed review of progress against the Corporate Plan
- A summary of the current budget position
- An update on key directorate issues which have an impact on service performance
- An update on current directorate risks
- An update on new and ongoing consultation, engagement, and involvement exercises
- An update on progress against regulator recommendations

As well as the detailed information, the corporate performance team will provide a 'heat map' showing performance for each wellbeing objective in a single, simple diagram. This will help CMB and elected members to identify and better understand patterns in performance and diagnose where things need to be changed.

Wellbeing Objective 1						
	Commitments			Performance indicators		
	1	2	3	1	2	3
Aim 1						
Aim 2						
Aim 3						
Aim 4						
Aim 5						

The performance timetable in practice

By when				By who	What	Why
Q1	Q2	Q3	Q4			
30 June 23	30 Sept 23	31 Dec 23	31 March 24	Corporate Performance	Agree and communicate timetables CPA timetable to be prepared and circulated	Ensure common understanding of deadlines and requirements
	5 Nov 23	6 Feb 24	tbc	Collating officers, Responsible Officers, supported by Performance Champions and Business Managers	Collate performance data Produce accurate PI data following guidance for calculation and including evidence where possible. Ensure data is validated and entered in the performance management system (PMS), is authorised and approved. Add comments to support data, for those that are off target or where performance is worsening Update commitments and their milestones / activities in PMS and provide BRAYG status	To ensure accurate, real time data is available on the PMS, allowing performance reports to be produced to populate directorates dashboards.
n/a	14 Nov 23	16 Feb 24	tbc	Corporate Performance Team	Create draft dashboards Run system reports to produce dashboard. Check for missing data, ensure trends are accurate. Check commitments to ensure comments are comprehensive, and the BRAYG is fair given the evidence provided and linked milestone progress Add other dashboard elements such as sickness information, regulatory tracker, budgets. Complete dashboard summary information with BRAYG analysis / performance heatmaps to inform judgements.	To pull information together in a comprehensive and consistent format To check for gaps / inconsistencies To provide an initial challenge on comments and BRAYG ratings before formal member challenge To allow for analysis of overall performance in the period

n/a	21st Nov 2023	23rd Feb 2024	tbc	Corporate Director/ Heads of Service supported by Business Managers	<p>Director input and sign off Review dashboard and address any requests highlighted by the performance team</p> <p>Update Regulatory Tracker information and BRAYG</p> <p>Provide overall Director Comments and produce short performance summary presentation for CPA</p>	<p>To ensure consistency / accuracy</p> <p>To allow for a broad understanding of Directorate Performance / prepare for CPA</p> <p>To respond to initial challenges from the performance team</p>
n/a	28th Nov 2023	1st March 2024	tbc	Corporate Performance	<p>Papers circulated for CPA</p> <ul style="list-style-type: none"> • Agenda • Performance dashboards • Directorate summaries 	<p>To collate all relevant information into one place</p> <p>To allow for well informed and constructive member challenge</p>
n/a	4 th Dec 2023	7 th March 2024	tbc (June 2024)	CMB members Heads of Service Cabinet Chairs of Scrutiny committees	<p>CPA meeting Broad presentation on each directorate's challenges, achievements and performance (focusing in turn on the RAYG rated indicators and commitments)</p> <p>Consideration of more detailed performance dashboards</p> <p>Constructive Member challenge and officer responses</p>	<p>To raise member awareness of performance issues and allow for challenge / political perspectives</p> <p>To ensure effective monitoring / management of performance</p> <p>To improve decision making and drive performance improvement</p>
n/a	7 th Dec 2023	14 th March 2023	tbc	Corporate Performance team	<p>Papers circulated for COSC</p> <ul style="list-style-type: none"> • Cover / summary report • Performance dashboards • Feedback from CPA 	<p>To collate all relevant information into one place and allow for well informed and constructive scrutiny member challenge</p>

n/a	14 th Dec 2023	21 st March 2024	tbc		COSC meeting Present performance overview report and feedback from CPA	To raise scrutiny awareness of performance and allow for challenge / political perspectives To ensure effective monitoring / management of performance To improve decision making and drive performance improvement
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I am a Member of the Public

As a member of the public I expect:

- High quality services that meet my needs.
- Access to up-to-date performance information that is easy to understand.

I have a role to play and I can contribute by:

- Taking part in council consultations and telling them what's important to me.
- Taking responsibility for my own actions and supporting the council's work
- Challenging the council's performance and letting them know where things can be done better.

How do I do this?

- Find consultations on the council's website
- Follow us on all of our social media platforms
- Read and act on our performance priorities and reviews including 'how can I help' sections e.g. in our Corporate Plan and our annual corporate self-assessment
- View our quarterly performance reports in Cabinet or Scrutiny meetings
- You can let the council know what you think at any time in any number of ways:
 - Online: General Enquiries Form on our website.
 - Complaints, compliments and feedback
 - Phone: 01656 643643 (Monday to Friday, 8:30am to 5pm).
 - Write to us: Bridgend County Borough Council, Angel St, Bridgend CF31 4WB
 - Talk to your councillor: Find your councillor - www.bridgend.gov.uk

I am an Elected Member

As an elected member I expect:

- Reliable information, advice and support from council officers to help me make decisions and carry out my role.
- Accurate, accessible and up to date performance data on how services are performing and whether we are achieving our aims in the corporate plan
- To be kept informed of issues affecting my ward or the whole Borough

I am responsible for:

- Reviewing the performance documents and dashboards that are produced
- Challenge, ask questions, scrutinise & make recommendations for change
- Informing, approving and owning the Corporate Plan, Delivery Plan and Self-assessment
- Supporting officers in service delivery and monitoring progress to ensure citizens' needs are met
- Liaising and working directly with Cabinet Members and Group Leaders
- Using the councillor portal to report issues

How do I do this?

- Read meeting papers and performance documents to keep informed
- Participate in meetings, representing the voice of the citizen.
- Raise issues / concerns with relevant managers.
- Analyse and scrutinise the information in Performance Reports to challenge on issues, help inform decisions and identify ways to make improvements.

I am a Cabinet Member

As a Cabinet member I expect:

- Reliable information, advice and support from council officers to help me make decisions and carry out my role.
- Detailed and regular briefings and performance information to provide an understanding of my portfolio and inform policy decision making
- Accurate, accessible and up to date performance data on how services are performing and whether we are achieving our aims in the corporate plan
- To be kept informed of issues affecting my ward or the whole Borough

I am responsible for:

- Championing the performance of my own portfolio and becoming a subject expert
- Reviewing the performance documents and dashboards that are produced
- Challenge, ask questions, scrutinise & make recommendations for change
- Informing, approving and owning the Corporate Plan, Delivery Plan and Self-assessment
- Supporting officers in service delivery and monitoring progress to ensure citizens' needs are met
- Using the councillor portal to report issues
- Answering performance questions on my portfolio at Council meetings

How do I do this?

- Attend Corporate Performance Assessment meetings as a Leader and subject expert
- Read meeting papers and performance documents to keep informed
- Participate in meetings, representing the voice of my portfolio and the Cabinet.
- Raise issues / concerns with relevant managers.
- Analyse and scrutinise the information in Performance Reports to challenge on issues, help inform decisions and identify ways to make improvements.

I am a Member of a Scrutiny Committee

As a scrutiny committee member I expect:

- Reliable information, advice and support from council officers to help me make decisions and carry out my role.
- Scrutinise performance and decisions relating to my scrutiny committee
- Accurate, accessible and up to date performance data on how services are performing and whether we are achieving our aims in the corporate plan
- To be kept informed of issues affecting my ward or the whole Borough

I am responsible for:

- Scrutinising performance on my subject areas and becoming a subject expert,
- Asking questions, or for more information & make recommendations for change
- Reviewing the performance documents and dashboards that are produced
- Informing, approving and owning the Corporate Plan, Delivery Plan and Self-assessment
- Supporting officers in service delivery and monitoring progress to ensure citizens' needs are met
- Using the councillor portal to report issues

How do I do this?

- Chairs attend Corporate Performance Assessment meetings as a scrutiny champion and subject expert
- Read meeting papers and performance documents to keep informed
- Participate in meetings, representing the voice of my scrutiny committee.
- Raise issues / concerns with relevant managers.
- Analyse and scrutinise the information in Performance Reports to challenge on issues, help inform decisions and identify ways to make improvements.

I am a member of staff

As a member of staff, I expect:

- Clear direction from my Corporate Management Board member and Line Manager
- For me and my team to be engaged with the Corporate Plan and self-assessment and understand our contribution
- To be given clear individual objectives and understand how these link to the corporate priorities
- To be engaged in the business planning and service planning process
- Clear expectations and timelines for any performance information that I am required to collect or produce
- Adequate systems and IT resources to support the development, communication and monitoring of performance. Technical support and training where needed

I am responsible for:

- Ensuring any performance data or information I record is accurate, verified, and available when required
- Providing input, feedback and challenge within my team/directorate to ensure continuous improvement and escalate issues if they are identified

How do I do this?

- Contribute in my staff appraisal and make sure I understand my personal objectives and how they contribute to the corporate priorities
- Stay informed by reading directorate and service plans and the Corporate Plan and familiarise myself with the performance framework, roles and responsibilities and deadlines
- Analyse and scrutinise the data my directorate produces to challenge on issues, help inform decisions and identify ways to make improvements.
- Read meeting papers and performance documents to keep informed
- Raise issues / concerns with relevant managers.

I am a Corporate Management Board member or Head of Service

As a Corporate Management Board member, I expect:

- For me and my directorate to be engaged with the Corporate Plan and self-assessment understand our contribution
- Support and information from Corporate performance and Directorate business support and performance champions
- Consistent and timely business plan templates following agreement of annual delivery plans
- Clear expectations and timelines for performance information

I am responsible for:

- Accountable for development and delivery of Corporate Plan, Medium Term Financial strategy (MTFS) and other strategic plans and the annual corporate self-assessment
- Ensuring staff appraisals take place to link Corporate Plan priorities and individuals objectives
- Operational accountability for delivering priorities in the Corporate Plan and reporting accurate and timely performance information that measures our progress
- Accountable for development, scrutiny and delivery of directorate business plans and service plans
- Constructively responding to performance challenge in Corporate Performance Assessment (CPA), Scrutiny etc
- Supporting Elected Members in service delivery and monitoring progress to ensure citizens' needs are met

How do I do this?

- Provide input to Corporate Plan and self-assessment
- Produce directorate plans, service plans and individual objectives
- Sense checking quarterly performance information and providing holistic / overarching comments and presentations
- Engaging with discussions at Corporate Performance Assessment (CPA) and Scrutiny and using their feedback to improve performance

I am a Group Manager / Manager

As a Manager, I expect:

- Clear direction from the Council and senior leaders.
- For me and my team to be engaged with the Corporate Plan and self-assessment and understand our contribution
- Support and information from Corporate performance and Directorate business support and performance champions
- To be engaged in the business planning and service planning process
- Clear expectations and timelines for performance information

I am responsible for:

- Providing information for the development of Corporate Plan, Directorate Business Plans and service plans and annual Self-Assessment
- Ensuring staff appraisals take place to link Corporate Plan priorities and individuals objectives
- Operational accountability for delivering priorities in the Directorate and Service Plans and reporting accurate and timely performance information that measures our progress
- Providing accurate and timely performance targets and information and ensuring there are systems in place to capture, calculate and validate performance data
- Providing accurate and timely information on commitments and projects
- Providing additional data requested by Scrutiny committees
- Quality-assure performance data, providing data calculation and validation forms and appropriate evidence
- Supporting Elected Members in service delivery and monitoring progress to ensure citizens' needs are met

How do I do this?

- Contribute to the development of the Corporate / Directorate / Service Plan and self-assessment
- Complete staff appraisals with individuals' objectives
- Set realistic performance targets and quality assurance mechanisms
- Set realistic milestones and activities to support our commitments
- Provided quarterly data, comments and ratings / judgements on PIs and commitments and signed them off

I am a Business Manager / Directorate Performance Champion

As a Business Manager / Directorate Performance Champion I expect:

- Clear direction from my Corporate Management Board member
- For me and my team to be engaged with the Corporate Plan and self-assessment
- Support and information from Corporate performance team
- To be engaged in the business planning and service planning process
- Clear expectations and timelines for performance information in a robust performance framework
- Adequate systems and IT resources to support the development, communication and monitoring of performance. Technical support and training where needed
- Buy-in from Corporate Management Board / Head of Service / Managers and all directorate staff on effective performance management

I am responsible for:

- Championing the importance of performance management in my directorate including the performance framework, roles, responsibilities and deadlines and the performance management system (PMS)
- Ensuring that Directorate / service plans are produced, and progress is monitored
- Ensuring there are processes to collect / validate quarterly performance data
- Producing and analysing performance data and drafting reports for senior managers, cabinet members and Scrutiny committees
- Providing input, feedback and challenge within my directorate to ensure continuous improvement and escalate issues if they are identified

How do I do this?

- Stay informed regarding corporate performance requirements and initiatives and familiarise myself with the performance framework, roles and responsibilities and deadlines
- Read meeting papers and performance documents to keep informed
- Raise issues / concerns with relevant managers.
- Analyse and scrutinise the data my directorate produces to challenge on issues, help inform decisions and identify ways to make improvements.
- Engage with directorate staff at all levels in order to improve the performance management culture

I am a member of the Corporate Performance Team

As a member of Corporate Performance Team I expect:

- Support from Corporate Management Board and Head of Service as corporate leads on performance
- Engagement of staff and elected members on the effective management of performance and improving the performance management culture in the organisation
- Leaders, managers and staff to understand and follow the performance framework
- Adequate systems and IT resources to support the development, communication and monitoring of performance. Technical support and training where needed
- Buy-in from leaders, managers and staff on effective performance management

I am responsible for:

- Coordinating development of the Corporate Plan / delivery plan / self-assessment
- Developing and reviewing the performance framework to ensure arrangements are working and scrutiny of performance is effective
- Coordinating the development of directorate business plans to ensure alignment to the wellbeing objectives set out in the corporate plan
- Implementing the Performance Management System including quarterly performance reporting at Corporate Performance Assessment (CPA), the annual self-assessment and reporting of regulator recommendations
- Improving performance management and data quality / accuracy
- Support the development of a challenge culture, providing education, awareness raising and support to officers and elected members.

How do I do this?

- Regularly review and update the performance framework
- Lead on the Corporate Planning, business planning and self-assessment processes, reviewing best practice across Wales
- Monitor, challenge and review the performance of council's services and identify ways to make improvements. Providing constructive, evidenced challenge on directorate performance.
- Support the development of a challenge culture across the council, providing education, awareness raising and support to officers and elected members.
- Ensuring we are subject experts in performance management to champion performance management principles

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Agenda Item 8

Meeting of:	COUNCIL
Date of Meeting:	19 JULY 2023
Report Title:	PROPOSALS FOR THE JOINT OVERVIEW AND SCRUTINY ARRANGEMENTS FOLLOWING THE TRANSITION TO A SINGLE PUBLIC SERVICES BOARD (PSB) FOR CWM TAF MORGANNWG
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL & REGULATORY SERVICES, HR & CORPORATE POLICY
Responsible Officer:	MERYL LAWRENCE SENIOR DEMOCRATIC SERVICES OFFICER – SCRUTINY
Policy Framework and Procedure Rules:	The work of Overview and Scrutiny Committees relate to the review and monitoring of plans, policy or strategy that form part of the Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend. Any changes to the structure of the Scrutiny Committees and the procedures relating to them would require the Bridgend County Borough Council Constitution to be updated.
Executive Summary:	The Committee is asked to consider the proposed scrutiny arrangements for the Cwm Taf Morgannwg Public Services Board, to ensure effective scrutiny arrangements are in place to scrutinise the new single Public Services Board (PSB) for Cwm Taf Morgannwg.

1. Purpose of Report

- 1.1 The purpose of the report is to consider the proposed scrutiny arrangements for the Cwm Taf Morgannwg Public Services Board, following the transition to a single Public Services Board (PSB) for Cwm Taf Morgannwg.

2. Background

- 2.1 The Well-being of Future Generations (Wales) Act 2015 gives a legally binding common purpose to improve the economic, social, environmental and cultural well-being of their area by contributing to the achievement of the 7 national well-being goals. The Well-being of Future Generations (Wales) Act (the Act) puts a well-being

duty on specified public bodies including local authorities, local health boards, fire and rescue services and Natural Resources Wales to act jointly via PSBs.

PSBs are required to:

- assess the state of economic, social, environmental and cultural well-being in their areas (the Well-being Assessment);
- use that assessment to set local well-being objectives (the Well-being Plan);
- act together to meet those objectives.

- 2.2 To reduce duplication and enable more effective joint working to improve well-being for people within the Cwm Taf Morgannwg area, the two PSBs currently in place within the footprint (Cwm Taf and Bridgend) have taken forward a merger to create a new PSB for the Cwm Taf Morgannwg area. This merger will enable the PSB to align with the health board footprint, as well as being co-terminus with the 'Mid Glamorgan' basic command unit of South Wales Police.
- 2.3 The Well-being of Future Generations (Wales) Act provides for two or more PSBs to be able to merge and to collaborate if it would assist them in contributing to the achievement of the well-being goals.
- 2.4 The Well-being Assessment was prepared to cover the Cwm Taf Morgannwg area and was done in close collaboration with the Regional Partnership Board in the development of their Population Needs Assessment.
- 2.5 Following on from the Assessment, the two PSBs have worked together this year to develop a single Well-being Plan for the Cwm Taf Morgannwg region that was endorsed by Council on the 12 April 2023.
- 2.6 During February, the two separate PSBs agreed to the formal transition to a single PSB to ensure the delivery of the well-being plan and objectives, and are currently operating as a shadow joint PSB whilst the Board works through its governance and operating arrangements.

3. Current situation / proposal

SCRUTINY ARRANGEMENTS

- 3.1 In order to ensure democratic accountability of the PSB, there is a statutory requirement set out in the Well-being of Future Generations (Wales) Act, 2015 and associated statutory guidance for a designated Local Government Scrutiny Committee of the relevant authority to scrutinise the work of the PSB.
- 3.2 Both regions have established scrutiny arrangements in place in respect of scrutiny of their respective PSBs.
- 3.3 Rhondda Cynon Taf County Borough Council and Merthyr Tydfil County Borough Council agreed to the creation of a Joint Overview and Scrutiny Committee, comprising elected Members of both Authorities' Overview & Scrutiny Committee and Governance, Performance, Business Change and Corporate Services Scrutiny Committee (respectively), to scrutinise the Cwm Taf Public Services Board in 2016 and meets quarterly to scrutinise and challenge the work of Cwm Taf PSB.

- 3.4 The Membership of the Cwm Taf Joint Overview and Scrutiny Committee (JOSC) comprises 5 County Borough Councillors from each Local Authority and also includes 'co-opted' members representing the Local Health Board, Community Health Council and citizen representatives from the 2 local regions.
- 3.5 Bridgend Council had established a Public Service Board Scrutiny Panel. The membership of the PSB Panel was determined annually and incorporated six Overview and Scrutiny Members and counterpart representatives that sit on the Public Service Board.
- 3.6 Following the merger of the PSBs, it is important that the scrutiny arrangements mirror the same footprint to prevent duplication and ensure effective scrutiny arrangements are in place.

SCRUTINY GOING FORWARD

- 3.7 It is proposed that a Cwm Taf Morgannwg Joint Overview and Scrutiny Committee is established comprising of 5 Elected Members from each of the three Local Authorities' Overview and Scrutiny Committees designated to scrutinise the work of the PSB as required by the Well-being of Future Generations (Wales) Act, 2015 and based on the political balance of each of those Committees, as far as practical.
- 3.8 To assist with attendance and potential quorum issues, provision will be made for one substitute Member from each Local Authority to be provided. A substitution will be made available to allow an alternate Member to attend the JOSC when *one* of the core Members are not available. This will assist with any quorum issues but will not dilute the knowledge base of the overall Membership.
- 3.9 Good practice would suggest that co-option of Members to the JOSC is taken forward, to allow the JOSC to mirror in part the PSB. It is important to highlight that the current membership of the Cwm Taf PSB has not yet been finalised in respect of invited attendees, therefore it is suggested that the statutory partners of PSBs are co-opted within the scrutiny arrangements, i.e., non-executive representation from Cwm Taf Morgannwg University Health Board, South Wales Fire and Rescue and Natural Resources Wales. As a form of recognised good practice and in line with the ambitions of the Well-being of Future Generations (Wales) Act, 2015 of 'public engagement and involvement' the citizen panel representations currently taken forward with the Cwm Taf JOSC PSB should be continued for future arrangements.
- 3.10 It is suggested that the arrangements proposed above are reviewed at an appropriate point in time to ensure that the membership, where possible, reflects the single PSB membership, once confirmed, in respect of invited attendees. In accordance with paragraph 8.3.3(1) of the Statutory Guidance of the Local Government (Wales) Measure, 2011, the number of co-opted members on the JOSC should not exceed the number of elected Members.
- 3.11 A draft Terms of Reference for the merged Joint Cwm Taf Morgannwg PSB Overview and Scrutiny Committee is attached as **Appendix 1** of the report. It is proposed that once agreed the Terms of Reference are reviewed periodically to ensure they are 'Fit for Purpose'

CHAIRPERSON

- 3.12 The role of the Chair of the Joint Scrutiny Committee will play an important role in the success and outcomes of the Committee. It is suggested that the appointment of the Chairperson is taken forward on an annual basis, although for greater consistency of the leadership of the JOSOC, it is proposed that there is no requirement for an annual rotation of appointment between Authorities and a current Chair could be re-appointed.
- 3.13 It is suggested that the appointment of the Chair and Vice Chair cannot be from the same Authority. Due to legal requirements, a co-opted Member could not be considered for the role of Chair or Vice Chair.

SUPPORT ARRANGEMENTS

- 3.14 Following the agreement to establish the Cwm Taf Public Service Board Joint Overview and Scrutiny Committee, Rhondda Cynon Taf County Borough Council and Merthyr Tydfil County Borough Council agreed to undertake the administrative arrangements on a joint basis and provide dedicated support and advisers for the JOSOC for a period of one year each, on a rotational basis respectively.
- 3.15 In 2019 a review was undertaken by senior officers from Rhondda Cynon Taf County Borough Council and Merthyr Tydfil County Borough Council of the administrative arrangements of the Cwm Taf Public Service Board Joint Overview & Scrutiny Committee, where it was subsequently agreed that Rhondda Cynon Taf County Borough Council would continue the role as the Host Authority with periodic reviews of the administrative arrangements when appropriate.
- 3.16 The agreed approach ensured that Members of the JOSOC would continue to work together with shared responsibility for improved outcomes with the most appropriate support and resources in place. This arrangement also complimented the secretariat support that was provided by Rhondda Cynon Taf Council to the Joint PSB.
- 3.17 Bridgend County Borough Council take forward the support arrangements for the Bridgend Public Service Board Scrutiny Panel.
- 3.18 Due to the previous experience gained with support arrangements for Joint Overview and Scrutiny it is proposed that Rhondda Cynon Taf Council take forward the support arrangements for the newly merged Joint Overview and Scrutiny Committee. It is proposed that this arrangement is taken forward for a 2-year period, commencing from the beginning of the 2023/24 Municipal Year before a review of the arrangements is undertaken. This would allow for consistency of approach and support, whilst support officers from each of the Local Authorities would be involved in discussions and approaches going forward.

TRAINING REQUIREMENTS

- 3.19 Members appointed to the Committee will be provided with any necessary training requirements to fulfil their role as a Member of the Joint Overview and Scrutiny Committee as detailed in the Terms of Reference.

SCHEDULE OF MEETINGS

- 3.20 The Committee will meet on a meeting frequency that will reflect the meeting arrangements of the PSB, where the scrutiny Committee will meet at least 2 weeks prior to a PSB meeting to allow for any potential pre-scrutiny to be undertaken. The meetings will be conducted on a hybrid arrangement and can be reviewed by the Committee as and when appropriate.

FUTURE POTENTIAL DEVELOPMENT

- 3.21 A review of the Cwm Taf Morgannwg Region Community Safety Arrangements has recently been undertaken which recommended the establishment of a Cwm Taf Morgannwg Community Safety Partnership Board. Given that the footprints are the same and the Boards are intrinsically linked it would seem appropriate that consideration be given in the near future to the inclusion of this Board, once established, within the remit of the Joint Overview and Scrutiny Committee. Similar consideration could also be given to the inclusion of the Cwm Taf Morgannwg Safeguarding Board and any future partnership mergers based on the Cwm Taf Morgannwg region.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 The Protected characteristics identified within the Equality Act, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 The Act provides the basis for driving a different kind of public service in Wales, with 5 Ways of Working to guide how public services should work to deliver for people. The following is a summary to show how the 5 Ways of Working to achieve the well-being goals have been used to formulate the recommendations within this report:
- Long Term – The establishment of the Joint Scrutiny Arrangements will enable the Authority's long-term commitment to effective scrutiny of the Cwm Taf Morgannwg PSB.
 - Prevention – The PSB Wellbeing Assessment and Plan will be preventative in nature and progress will be scrutinised effectively.
 - Integration – The proposed arrangements are for integrated joint scrutiny by three Local Authorities of the integrated partnership arrangements of the Cwm Taf Morgannwg Public Service Board.
 - Collaboration – This report supports collaborative working with other Local Authorities and partners to effectively scrutinise the PSB.

- Involvement – The joint arrangements will enable effective scrutiny of the wellbeing assessment, plan and progress and promote the involvement of stakeholders, partners in scrutiny activity.

5.2 The proposed arrangements will assist in the achievement of the Council’s 7 Well-being Objectives under the **Well-being of Future Generations (Wales) Act 2015**, listed below:

1. A County Borough where we protect our most vulnerable
2. A County Borough with fair work, skilled, high-quality jobs and thriving towns
3. A County Borough with thriving valleys communities
4. A County Borough where we help people meet their potential
5. A County Borough that is responding to the climate and nature emergency
6. A County Borough where people feel valued, heard and part of their community
7. A County Borough where we support people to live healthy and happy lives

LINKS TO PUBLIC SERVICE BOARD WELL-BEING OBJECTIVES

5.3 The recommended approach set out supports the Public Service Board Well-being objectives by ensuring progress of the Joint Overview and Scrutiny Committee is robustly scrutinised by the Committee, the public and others with a vested interest.

5.4 The proposed approach will also support the requirements set out in the ‘Statutory guidance on the Well-being of Future Generations (Wales) Act 2015’ which states:

- Effective involvement of people and communities in decisions that affect them is at the heart of improving well-being currently and in the future; and it is vital to factor people’s needs; ensuring engagement is meaningful and effective

6. Climate Change Implications

6.1 There are no Climate Change Implications arising from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no Safeguarding and Corporate Parent Implications arising from this report.

8. Financial Implications

8.1 There are no financial implications arising from this report.

9. Recommendations

To ensure effective scrutiny arrangements are in place to scrutinise the joint PSB, following its recent merger, Council is asked to:

- 9.1 Agree to the creation of a Joint Overview and Scrutiny Committee comprising elected Members from Rhondda Cynon Taf, Merthyr Tydfil and Bridgend County Borough Councils to scrutinise the Cwm Taf Morgannwg Public Services Board;
- 9.2 Endorse the Draft Terms of Reference of the Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee, as set out in **Appendix 1**, and to make any further comments as felt appropriate.
- 9.3 Determine the PSB Statutory members (non-executive) and `invited participants` to serve as co-opted members on the Cwm Taf PSB JOSC as highlighted within section 3 of the report.
- 9.4 Agree that the Chair and Vice Chair arrangements, highlighted within section 3 of the report, be taken forward, commencing from the beginning of the 2023/24 Municipal Year.
- 9.5 Agree that the support and administrative arrangements, highlighted within section 3 of the report be provided by Rhondda Cynon Taf County Borough Council, for a 2-year period, commencing from the beginning of the 2023/24 Municipal Year before a review of the arrangements is undertaken.
- 9.6 Agree that all Members of the Cwm Taf Morgannwg PSB JOSC be provided with training to assist them in undertaking their new role.

Background documents

None.

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TERMS OF REFERENCE: CWM TAF MORGANNWG PUBLIC SERVICE BOARD JOINT OVERVIEW & SCRUTINY COMMITTEE

Introduction

1. Statutory Provisions.

- a) The joint overview and scrutiny committee (JOSC) has been established in accordance with the following legislation:-
- The Local Government (Wales) Measure 2011 (Sec 58 – Joint Overview and Scrutiny Committees);
 - The Local Authorities (Joint Overview and Scrutiny Committees) (Wales) Regulations 2013; and,
 - Well-being of Future Generations (Wales) Act 2015 (Part 4, Chapter 1, Sec 35 - Overview and scrutiny committee of local authority)
- b) The conduct of the JOSC and the arrangements for joint scrutiny shall be subject to the legislative provisions in a) above, and any regulations or guidance made in accordance with the legislation; and in the event of any conflict between the Act and/or Regulations and any joint arrangements, the requirements of the legislation will prevail.

2. Name of Overview and Scrutiny Committee

- a) The appointing Authorities are Rhondda Cynon Taf County Borough Council, Bridgend County Borough Council and Merthyr Tydfil County Borough Council.
- b) The title of the JOSC between the three Authorities shall be the “Cwm Taf Morgannwg Public Services Board Joint Overview and Scrutiny Committee” (*The JOSC for the purpose of this document*).

3. Purpose of the Joint Scrutiny Committee (JOSC)

- a) The overall aim of the JOSC is to scrutinise the overall effectiveness of the Cwm Taf Morgannwg Public Services Board (the Board).
- b) The core statutory functions of the JOSC are:-
- To carry out functions in relation to the Board that are imposed on it by the Well-Being of Future Generations (Wales) Act 2015, including in particular as a statutory consultee upon the:
 - PSB Well-being Assessment;
 - PSB Well-being Plan, and;
 - To receive an Annual Report detailing the progress made towards meeting local Well-being objectives in the Well-being Plan
 - To review or scrutinise the decisions made or actions taken by Board;
 - To review or scrutinise the Board’s governance arrangements;
 - To make reports or recommendations to the Board regarding its functions or governance arrangements;
 - To consider matters relating to the Board as the Welsh Ministers may refer to it and report to the Welsh Ministers accordingly; and

- c) In addition to these functions the JOSC's Lines of Inquiry can include (but not be limited to), the following:
- The effectiveness of the Wellbeing Assessment;
 - The effectiveness of the Wellbeing Plan;
 - The effectiveness of performance measurement arrangements;
 - The level of commitment from individual partners to the work of the Public Services Board;
 - The effectiveness of the Public Services Board in communicating its work, objectives and outcomes to its stakeholders; and,
 - The effectiveness of the Public Services Board in addressing the issue of pooled funding to tackle priorities
- d) The remit of the JOSC includes only the activities of the Cwm Taf Morgannwg Public Services Board as a partnership and excludes scrutiny of individual partner organisations (see also para 5).
- e) Existing legislation excludes any matter which could be considered by an Authority's Crime and Disorder Committee (sections 19 and 20 of the Police and Justice Act 2006) from the work programmes of all other scrutiny committees, sub-committees and JOSCs.

4. Intended outcome(s) of the joint overview and scrutiny committee

- a) Ensuring that the JOSC achieves the following benefits:-
- **Effective challenge** is provided to the Cwm Taf Morgannwg Public Service Board and that it is achieving the desired aims.
 - **the focus is on outcomes for people not organisations:** shifting the perspective from inputs to delivering results;
 - **the JOSC acting as a unifying force:** helping partners address the complex needs of citizens across different political, organisational and geographical boundaries;
 - **Accountability:** clarifying different organisations' contributions to delivery;
 - **Efficiency:** maximise resources;
 - **Innovation:** identifying new insights and solutions.

5. Accountability Framework

- a) The parameters for the JOSC as defined within the Future Generations Act are as follows:
- The act allows for scrutiny of the PSB as a 'corporate body', not the individual partners comprising the PSB. Paragraph 180 of the Future Generations guidance states that; "**The committee can require any member of the board to give evidence, but only in respect of the exercise of joint functions conferred on them as a member of the board under this Act.**" This includes any person that has accepted an invitation to participate in the

activity of the PSB. The JOSC will therefore scrutinise the work of the PSB and not the individual activities of PSB partners.

- Whilst the joint actions of the PSB will demonstrate the impact and outcomes achieved, the JOSC may choose to probe individual partners as to how they intend to exercise their well-being duty in line with the PSB's wellbeing plan. Section 36 (1) (c) of the Act (in defining the PSB's well-being duty) refers to; **"The taking of all reasonable steps by members of the board (in exercising their functions) to meet those objectives."**
- Furthermore, the JOSC can exercise its existing power under S21 (2) (e) of the Local Government Act 2000 to; **"Make reports or recommendations to the authority or the executive on matters which affect the authority's area or the inhabitants of that area."**

6. Elected Member Membership (Councillors)

- a) There will be an equal number of Elected Members from each appointing authority and no executive members may be on the committee.
- b) The JOSC will comprise fifteen Elected Members; that is five non-executive Elected Members from Rhondda Cynon Taf County Borough Council, five non-executive Elected Members from Bridgend County Borough Council and five non-executive Elected Members from Merthyr Tydfil County Borough Council.
- c) Each local authority will determine and nominate its Elected committee Members in accordance with its own arrangements from within each Council's Overview and Scrutiny Committee. The term of office of the nominated Elected Members shall be a matter for each nominating local authority.
- d) The Membership will allow for **one** substitute Member to be made available to attend the JOSC when one of the core Members are not available. This nomination for a substitute member will be made in accordance with each Authorities own arrangements.

7. Quorum

- a) A quorum of one third of Elected Members of the JOSC will be required to enable a meeting to proceed.

8. Duration of the JOSC and procedures for withdrawal

- a) The duration of the JOSC will be until such time as there is written notification from the Chief Executive and the Leader of either of the three participating local authorities to the Chief Executive and the Leader of the other, advising of the decision to withdraw that Authority from the JOSC arrangements.

9. Co-opted Members

- a) The JOSC may invite additional members to serve on the JOSC as co-opted members subject to:-
 - the appointment being approved by a majority of the members of the JOSC;

- the person co-opted to serve on the JOSC is not entitled to vote at any meeting of the JOSC on any question which falls to be decided at that meeting;
 - the person not being an elected member of a local authority, whether that authority is one of the appointing authorities or otherwise;
 - the membership of a person co-opted to serve on the JOSC being withdrawn by a majority vote at any time by the JOSC or sub-committee; and,
 - the number of co-opted members on the JOSC not exceeding the number of elected members that sit on the JOSC.
- b) The JOSC may invite the PSB Statutory Members (non-executive) from the following organisations to serve as co-opted members on the JOSC :-
- Cwm Taf Morgannwg University Health Board
 - South Wales Fire and Rescue Service
 - Natural Resources Wales
- and
- c) The JOSC may invite `invited participants` as defined in the Act¹ to serve as co-opted members on the JOSC. These “invited participants” will be invited to participate as and when required.
- d) The JOSC may appoint three “Independent Co-opted Members” by public advertisement to serve as co-opted members on the JOSC i.e. a resident from each of the three local authority areas.

10. Termination / suspension of membership of the JOSC

- a) If an Elected Member appointed to the JOSC ceases to be a member of the appointing authority, then that person also immediately ceases to be a member of the JOSC.
- b) If a person appointed as a member of a JOSC is suspended from being a member or a co-opted member of one of the appointing authorities, that person may not serve as a member of the JOSC for the duration of the suspension.
- c) If a co-opted member appointed to the JOSC ceases to be an employee of the organisation he/she was appointed from, then that person immediately ceases to be a member of the JOSC.
- d) Each Statutory Co-opted Member term of office will be for a period of four years from date of appointment. The Statutory Co-opted Member may serve for two terms.

¹ Well-being of Future Generations (Wales) Act 2015 - Part 4, Chapter 1, Para 30.

- e) Each Independent Co-opted Member term of office will be for a period of four years from date of appointment. The Independent Co-opted Member may serve for two terms.
- f) If an Independent Co-opted Member moves away from the local authority area he/she was appointed from, then that person immediately ceases to be a member of the JOSC.

11. Voting rights

- a) All Elected members may vote on any question that falls to be decided at that meeting
- b) Where there is an equality of votes at a meeting of a JOSC, the chair has a second or casting vote.
- c) A person co-opted to serve on the JOSC is not entitled to vote at any meeting of the JOSC on any question which falls to be decided at that meeting (also see Co-opted Members above).

12. Sub Committees of the JOSC

- a) The JOSC can establish sub-committees in order to operate in a more streamlined and flexible manner to undertake its statutory functions.
- b) Any sub-committees appointed by the JOSC will comprise at least six Elected Members, together with any co-opted members as agreed when establishing the sub-committee.
- c) A sub-committee is to comprise an equal number of Elected Members of each of the appointing authorities.
- d) Any report or recommendations made by a sub-committee of the JOSC is subject to approval by a resolution of the JOSC.
- e) Any sub-committee can only exercise the functions conferred upon it by the JOSC.

13. Political Balance

- a) Each appointing authority must ensure that, as far as practicable, the members of the JOSC reflect the political balance of each of the appointing authority.

14. Appointment of Chair and Vice Chair

- a) A JOSC must appoint a chair of the committee from within its Elected Member membership.
- b) A JOSC may appoint a vice-chair and this must be from within its Elected Member membership.
- c) The appointment of the Chair and Vice Chair is taken forward on an annual basis, although for greater consistency of the leadership of the JOSC, it is

proposed that there is no requirement for an annual rotation of appointment between Authorities and a current Chair and Vice Chair could be re-appointed.

- d) The appointment of the Chair and Vice Chair cannot be from the same Authority. Due to legal requirements, a co-opted Member could not be considered for the role of Chair or Vice Chair.

15. Access to meetings and documentation etc.

- a) The JOSC is to be treated as a committee of a principal council for the purposes of Part VA of the Local Government Act 1972(1) (access to meetings and documents of certain authorities, committees and sub-committees).

16. Resolving disagreements

- a) All members of the JOSC have a duty to act assertively and proactively to resolve disagreements.
- b) Initially, the JOSC will utilise a collaborative-style methodology to resolve any conflict(s) or disagreements. The collaboration style involves parties working together to resolve issues, with a 'win-win' attitude clearly focused on making a positive difference to the lives of people who live in the County Boroughs of Bridgend County Borough Council, Merthyr Tydfil and Rhondda Cynon Taf. If necessary other ways of resolving disputes, such as mediation, will be used. Where mediation is used the parties must agree on the final, binding resolution.

17. Meetings of the JOSC

- a) Meetings will initially be held on a quarterly basis with a schedule of meeting dates circulated and agreed at the start of each Municipal year. Extra meetings may be called following the agreement of the Chair.

18. Work programme (Forward Plan)

- a) The JOSC should formulate a forward plan to identify what issues the JOSC intends to focus upon during the course of the year.
- b) The terms of reference of the JOSC are to be reviewed on an annual basis and to be incorporated into the Committee's Work Programme.
- c) The forward plan should provide a clear rationale as to the purpose of considering a particular topic, and to the methods by which it will be investigated.
- d) The JOSC must have regard to The Local Government (Wales) Measure 2011 and guidance, which places a requirement to engage with the public.
- e) The forward plan will be published on all three Authorities' websites to allow interested groups and individuals to provide comment and offer their views.

19. Invitations to the Cwm Taf Morgannwg Public Service Board

- a) The JOSC shall review and scrutinise the performance of the PSB, and in exercising its powers, may require members of the PSB to attend a meeting of

the JOSC. This includes any person that has accepted an invitation to participate in the activity of the PSB.

- b) The JOSC shall review and scrutinise the performance of the PSB, and in exercising its powers, may invite Officers and Cabinet Members to attend its meetings when appropriate.
- c) The JOSC may request invitees to give account for their activities and their performance on matters within the JOSC's remit, particularly relating to:-
 - Any particular decision
 - The performance of partners in delivering shared objectives
- d) When the JOSC wishes to invite members of the PSB, officers, Cabinet Members or another individual to a meeting, it will:-
 - Offer a minimum notice of 6 weeks' notice;
 - Clearly outline the reason and the likely areas for questioning;
 - Identify whether any paperwork is to be produced.
- e) Where individuals attend before the JOSC, the Chair shall ensure that they are treated with courtesy and respect. Following the meeting, attendees will be provided with feedback and clarification as to whether further information is required as part of the Scrutiny process.

20. Access to information rules

- a) Meetings of the JOSC will be subject to the same access to information rules as other public meetings of the councils.
- b) The Chair will adhere to the access to information rules of his/her respective Authority.

21. Rules of Procedure

- a) Members of the JOSC and the public must have regard for the Chair who will have the authority to determine on any rules of procedure during meetings of the JOSC.
- b) The Chair will adhere to the rules of procedure of his/her respective Authority.

22. Declarations of Interest

- a) All Elected Members shall observe the Code of Conduct in force for their respective Authorities, whilst co-opted members shall observe the Code of Conduct of the Authority of the Chair of the JOSC at the time the co-opted member was appointed.
- b) Members of the JOSC must declare any interest during meetings of the JOSC (and withdraw from the meeting if necessary) in accordance with the paragraph above.

23. Confidentiality of Information

- a) In accordance with Members' respective Authority's Code of Conduct, members (Elected Members and Co-opted Members) of the JOSC must not disclose any information considered 'exempt' in accordance with Section 100A (4) of the Local Government Act 1972.

24. Administrative arrangements

- a) Rhondda Cynon Taf Council take forward the support arrangements for the newly merged Joint Overview and Scrutiny Committee and this arrangement will be taken forward for a 2 year period, commencing from the beginning of the 2023/24 Municipal Year before a review of the arrangements is undertaken. The function includes:
- Arranging regular meetings of the JOSC - meetings are held within appropriate timescales following meetings of the Cwm Taf Morgannwg Public Services Board.
 - Preparing agendas and commissioning papers for meetings - Agendas and commissioning papers are prepared and distributed in a timely manner.
 - Inviting participants
 - Managing attendance
 - Provision of meeting venues
 - Minute taking
 - Preparing evidence for Scrutiny
- b) The terms of reference of the JOSC are to be reviewed on an annual basis and to be incorporated into the Committee's Work Programme.

25. JOSC meeting procedures (including sub-committees)

- a) Main agenda items will be identified at the previous meeting in line with the agreed work programme. At this point potential witnesses and broad themes should be considered.
- b) Prior to the meeting all JOSC Members should be engaged in raising and discussing possible questions by email. The JOSC Chair will facilitate this process.
- c) A pre-meeting for all JOSC Members will be held for 30 minutes immediately before each JOSC meeting. The purpose is to ensure that members are fully prepared for the JOSC meeting and that the questioning strategy is clear.
- d) During the meeting, the JOSC Chair will be responsible for ensuring that questioning is effective and that the JOSC achieves its objective.
- e) Those invited to attend for a particular agenda item shall not be expected to remain at the meeting.
- f) At the close of the meeting, witnesses will be asked to leave to enable JOSC Members to discuss their conclusions and any recommendations arising from the meeting. These conclusions and recommendations will be reported to the PSB and relevant Cabinet Member(s) in the form of a Chairs' Letter. This part of

the meeting should review the effectiveness of the meeting and identify ways that future meetings could be improved

26. Responding to the JOSC recommendations

- a) The JOSC will agree outcomes of its meetings and detail the conclusions and any recommendations arising from a JOSC meeting.
- b) The JOSC may recommend amendments to a strategy or policy at their meeting which will be formally minuted. The Chair will formally make recommendations via a Chairs Letter to the PSB Members and will send a copy to the Future Generations Commissioner, the Welsh Ministers, and the Auditor General for Wales (see 27 below) following each meeting.
- c) Where recommendations have been made to the PSB and/or the Cabinet Member(s), a written response would be expected within one month, indicating whether the recommendation is to be accepted and what action (if any) will be taken in response.
- d) Where the JOSC makes a report or recommendations to any of the appointing authorities or their executives the JOSC:-
 - may publish the report or recommendations
 - may require the appointing authority or authorities, or the executive or executives—
 - to consider and respond to the report or recommendations indicating what (if any) steps it proposes, or they propose, to take; and
 - if the JOSC has published a report or recommendations, to publish the response.
 - Where the JOSC has provided a copy of the report or recommendations to a member of an appointing authority who has referred a matter to the JOSC or sub-committee, it must provide the member with a copy of the response.

27. Reports of the JOSC

- a) When making reports or recommendations to the PSB with respect to the board's functions or governance arrangements, the JOSC must send a copy of any report or recommendation to:-
 - the Welsh Ministers;
 - the Future Generations Commissioner;
 - the Auditor General for Wales.
- b) Any reports or recommendations will be made on behalf of the JOSC, not the local authorities, and therefore there is no requirement for an executive or full council of the three Authorities to endorse the report. However it would be appropriate to share copies of reports with Executives of the participating local authorities in the interests of effective communication and good governance.

28. Evidence Gathering

- a) The JOSC is entitled to gather evidence in connection with any review or inquiry it undertakes as part of their agreed work plan.
- b) The JOSC shall adopt methods of gathering evidence to inform its deliberations. These include, but are not limited to, task and finish groups, holding enquiries, undertaking site visits, conducting public surveys, holding public meetings, commissioning research, hearing from witnesses and appointing advisors and assessors. The knowledge of Members is also a valuable source of evidence and should be considered as part of each inquiry.

29. Setting the agenda

- a) Individual agenda items, other than standing items, are to be determined in the first instance by the Work Programme which is to be established and agreed by the JOSC. The decision to consider additional items or defer planned items will be a matter for the discretion of the Chair.
- b) Any matter that is referred to the JOSC or a sub-committee by any member of the JOSC or a sub-committee will be included on the agenda for, and discussed at, a meeting of the JOSC or the relevant sub-committee. See “Reference of matters to joint overview and scrutiny committee, etc” below

30. Reference of matters to joint overview and scrutiny committee, etc

- a) Any member of the JOSC can refer to the committee any matter which is relevant to its functions.
- b) Any member of a sub-committee of the JOSC can refer to the committee any matter which is relevant to its functions.
 - Any member of any of the appointing authorities can refer to the JOSC any local government matter which is relevant to the functions of the JSOC.
- c) Any referral as per above will be included on the agenda for, and discussed at, a meeting of that committee or sub-committee.
- d) Where the JOSC makes a report or recommendations in relation to a matter referred to it by that member, it must provide the member with a copy of the report or recommendations.

31. Public Engagement / Public Question Time

- a) Meetings of the JOSC and sub-committees are open to the public and all reports are available to the public unless exempt or confidential, when the items would be considered in closed session.
- b) All persons who live or work in the three local authority areas can bring to the attention of the committee their views on any matter under consideration by the committee; and the committee must take into account these views.
- c) The JOSC will seek to gather evidence from the public as an ongoing aspect of its work.

- d) Meetings of the JOSC will be open to the public to observe and an item for public questions will be included on each agenda if received.
- A question may only be asked if notice has been given by delivering it in writing or by electronic mail to the Head of Democratic Services of the administrative Council no later than 10 days before the date of the meeting.
 - At any one meeting no person or organisation may submit more than one question and no more than one such question may be asked on behalf of one organisation.
 - A maximum of 15 minutes will be allowed at the meeting for public questions unless otherwise agreed at the meeting.
 - Each question must give the name and address of the questioner.
 - The Chair will invite the questioner to put the question to the meeting. If the questioner is unable to be present, the Chair will put the question and a written response will be provided to the questioner.
 - A questioner who has put a question in person may also put one supplementary question without notice to the meeting.
- e) Letters and agenda packs will be published via each Authority's agenda publications pages.

32. Training and Development

- a) Training will be provided to members of the JOSC as and when required / appropriate.

33. Expenses, Allowances and Salaries

- a) The JOSC will not be responsible for or pay any expenses or allowances.
- b) The remuneration of Chair of the JOSC (or a Sub-Committee of the JOSC) is prescribed by the Independent Remuneration Panel for Wales and is a matter for the constituent local authorities to decide whether such a post will be paid.
- c) All Elected Members and Co-opted Members will need to apply to their respective Authority or Organisation for any payment of expenses etc.

34. Meeting Venue / time

- a) The JOSC will decide on an annual basis how the meetings will be taken forward, whether through a mix of hybrid meetings supported by each of the Local Authorities, where provision is available or whether a proportion of the meetings are held on a purely virtual basis.
- b) Meeting times of the JOSC or any sub-committees will be agreed by the JOSC Elected Member membership. A survey of Members as to the most convenient date and time will be taken forward as well as consideration of the supporting Authorities arrangements.

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Agenda Item 9

Meeting of:	COUNCIL
Date of Meeting:	19 JULY 2023
Report Title:	APPOINTMENTS TO THE STANDARDS COMMITTEE
Report Owner / Corporate Director:	MONITORING OFFICER
Responsible Officer:	LAURA GRIFFITHS GROUP MANAGER LEGAL AND DEMOCRATIC SERVICES
Policy Framework and Procedure Rules:	There is no effect upon the Policy Framework and Procedure Rules; however the Standards Committee contributes to the maintenance of probity in the Authority.
Executive Summary:	Vacancies for Independent Members have arisen on the Standards Committee. It is therefore necessary for appointments to be made to fill these vacancies.

1. Purpose of Report

- 1.1 Members will be aware that vacancies for Independent Members have arisen on the Council's Standards Committee. It is therefore necessary for appointments to be made to fill these vacancies.
- 1.2 Following feedback from a Standards Committee meeting, it was recommended that a report also be brought to Members to confirm the remit of the Committee and the legislative background.

2. Background

- 2.1 Part III of the Local Government Act 2000 introduced an Ethical Framework for Councils. As part of this framework, the Council has a Standards Committee. This Committee is also responsible for standards functions in relation to the Town and Community Councils (and their Members) in the area of the County Borough Council.
- 2.2 In accordance with Section 8 of the Constitution, the role and functions of the Committee are:
 - To promote and maintain high standards of conduct by Elected Members and co-opted Members
 - Advise the Council on the adoption or revision of the Members' Code of Conduct
 - Monitor the operation of the Code of Conduct and assist Members to observe the Code
 - Advising, training or arranging to train Members on the Code
 - Monitor the operation of the Council's Whistleblowing Policy

- Grant dispensations to Members from the prohibitions contained in the Code of Conduct (in certain circumstances Members may be granted a dispensation which enables them to take part in Council business where this would otherwise be prohibited because the member has a prejudicial interest. Provided Members act within the terms of their dispensation there is deemed to be no breach of the Code)
 - Consider reports submitted by the Monitoring Officer and Public Services Ombudsman for Wales (PSOW) regarding Member conduct complaints
 - Monitor compliance by political Group Leaders with their duties to promote and maintain high standards of conduct by the members of their group
 - Advising, training or arranging to train Group Leaders on the matters outlined above.
- 2.3 In BCBC the Standards Committee are scheduled to meet 4 times per annum. During the year they will receive reports relating to training of members; PSOW updates; national standards updates; whistleblowing and other matters. This year they have also invited Group Leaders to meet them and have received annual reports from the three Group Leaders. The Committee can make recommendations to Group Leaders / Full Council if they feel there are standards that need to be improved or addressed.
- 2.4 In addition to scheduled business, the Committee also consider any reports submitted by the PSOW. This report would set out findings from PSOW in relation to any investigations they have taken into Member's behaviour. If the matter proceeds to a hearing the Standards Committee will hear all the evidence in the case, including from the PSOW and the Member concerned. The Committee then determine whether there has been a breach of the Code, and if so whether a sanction needs to be imposed. The Committee can censure a Member or suspend a Member for up to a period of six months.
- 2.5 The Local Government Act 2000 and the Standards Committees (Wales) Regulations 2001 provide for composition and operation of the Standards Committees. The Standards Committee of this Council has a current membership of six members comprised as follows:
- Cllr G Walter (County Borough Member)
 - Cllr M Williams (County Borough Member)
 - Cllr G Thomas (Town and Community Council)
 - Mr P Clarke (Independent Member)
 - Mrs J Keily (Independent Member)
 - Mr C Jones OBE (Independent Member, Chair)
- 2.6 As prescribed by Regulations, where the total number of members of the committee is an even number at least half that number shall be independent members or if an odd number, a majority of that number shall be independent members.
- 2.7 Independent Members are appointed for a period of not less than four and not more than six years and may be reappointed for a consecutive term. Members of local authorities who are Members of the Standards Committee will have a term of office until the next ordinary local government election following their appointment. They may be reappointed for one further consecutive term.
- 2.8 A meeting of the Standards Committee will only be quorate when at least three

Members, including the Chairperson, are present; and at least half the Members present (including the Chairperson) are Independent Members. A quorum of the committee cannot therefore be constituted by the County Borough Members and Town and Community Council Member themselves as the majority should rest with the Independent Members. This places an unduly heavy burden on the Independent Members, and the committee being in danger of not having adequate or required numbers (a quorum) for meetings.

- 2.9 On 20 July 2022, Council therefore approved that the membership of the Committee be increased to eight Members and an additional Independent Member (co-opted) be appointed to the Committee. The Council has previously provided delegated authority to the Monitoring Officer to oversee recruitment processes and appointment to the Standards Committee, and to report back to Council any successful appointment.

3. Current situation / proposal

- 3.1 Since the last report to Council on 20 July 2022, the Monitoring Officer was informed of the sad passing of Mr J Baker (Independent Member). More recently, the formal resignations of Mrs J Kiely (Independent Member) and Mr C Jones OBE (Independent Member, Chair) have also been received for personal reasons. The Committee therefore has four vacancies for Independent Members.

- 3.2 In accordance with the Regulations, the Monitoring Officer has gone through the usual process of advertising the vacancies in two newspapers circulating in the area and a Panel (consisting of not more than five Members and at least one Independent Member and one Town and Community Council Member) was convened to consider applications and conduct interviews. Following interviews by the Panel, it is recommended that the following appointments are approved by Council:

- Mr Peter Baker
- Ms Sue Maughan
- Mr Roy Lynch
- Mr Shawn Cullen

- 3.3 Under the Standards Committees (Wales) Regulations 2001 the members of the Committee shall elect a Chairperson from amongst the Independent Members. The Chairperson of the Committee will be appointed at the next meeting of the Standards Committee.

- 3.4 At the Standards Committee meeting on 7th July 2023 the Committee agreed that they would reintroduce observations of BCBC and Town and Community Council meetings. The Committee members will be provided with the dates of all full Council meetings and they will attend on an ad hoc basis to observe proceedings. As a result of their observations they may report back to full Council or make recommendations.

4. Equality implications (including Socio-economic Duty and Welsh Language)

- 4.1 The protected characteristics identified within the Equality Act 2010, Socio-economic Duty and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the

review of policies, strategies, services and functions. It is considered that there will be no significant or unacceptable equality impacts as a result of this report

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

- 5.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report. This report also assists in the achievement of the following well-being objective under the Well-being of Future Generations (Wales) Act 2015:-

A county borough where people feel valued, heard and part of their community.

- 5.2 Standards are an implicit requirement in the successful implementation of the corporate well-being objectives.

6. Climate Change Implications

- 6.1 There are no climate change implications.

7. Safeguarding and Corporate Parent Implications

- 7.1 There are no safeguarding and corporate parent implications.

8. Financial Implications

- 8.1 Any costs associated with this report will be met from existing budgets.

9. Recommendations

It is recommended that Council:

- Note the remit of the Standards Committee and the legislative background in which the Committee operates;
- Appoint the Independent Members outlined at paragraph 3.2 of the report with immediate effect for an initial period of four years;
- Note that the Chairperson will be appointed at the next meeting of the Standards Committee.

Background documents:

None

Meeting of:	COUNCIL
Date of Meeting:	19 JULY 2023
Report Title:	INFORMATION REPORT FOR NOTING
Report Owner / Corporate Director:	CHIEF OFFICER – LEGAL, HR AND CORPORATE POLICY
Responsible Officer:	MARK GALVIN – SENIOR DEMOCRATIC SERVICES OFFICER - COMMITTEES
Policy Framework and Procedure Rules:	THERE IS NO EFFECT UPON THE POLICY FRAMEWORK AND PROCEDURE RULES
Executive Summary:	To update Council with a report for Members information and noting in relation to the Standards Committee

1. Purpose of Report

- 1.1 The purpose of this report is to inform Council of the Information Report for noting that has been published since its last scheduled meeting.

2. Background

- 2.1 At a previous meeting of Council, it was resolved to approve a revised procedure for the presentation to Council of Information Reports for noting.

3. Current situation / proposal

3.1 Information Report

The following Information Report has been published since the last meeting of Council:-

<u>Title</u>	<u>Date Published</u>
Annual Report of the Standards Committee	13 July 2023

3.2 Availability of Document

The document has been circulated to Elected Members electronically via email and placed on the Bridgend County Borough Council website. The document is available from the above date of publication.

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 There are no Equality implications in respect of the report.

5. Well-being of Future Generations Implications and Connection to Corporate Well-being Objectives

5.1 The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

6. Climate Change Implications

6.1 There are no Climate Change Implications from this report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no Safeguarding and Corporate Parent Implications from this report.

8. Financial Implications

8.1 There are no financial implications in relation to this report.

9. Recommendations

9.1 That Council acknowledges the publication of the report referred to in paragraph 3.1 of the report.

Background documents

None

Standards Committee Annual Report – 2022/23

Foreword by the Chair

As Chair of the Standards Committee (“the Committee”) I am pleased to present the Annual Report for the period 1 April 2022 to 31 March 2023. This report covers the Committee’s core responsibilities and outlines the work undertaken in 2022/23.

The work of the Committee would be harder and less effective without the support and contributions of the Members. I would particularly like to offer my sincere condolences to the family and friends of our former member Mr Jeff Baker. Jeff was appointed to the Committee back in 2016 and was dedicated to the Committee over the many years of his service.

With the advent of the coronavirus pandemic, the arrangements for delivering Council services had to be rapidly changed. This included arrangements for the introduction of virtual meetings. Alongside this, officers had to quickly develop procedure rules and guidance to take account of this change. I’m pleased to say that these rules are in place and continue to be working well with the Council now operating a hybrid model for all committee meetings.

We are committed to promoting and maintaining high standards of conduct across the Bridgend County. Our membership provides a healthy mix of Borough and Town and Community Council representation together with the independence of our Co-opted Members in order to deliver professional and high quality support to the work of Bridgend Council.

I have pleasure in presenting the 2022/23 report.

Clifford Jones, OBE

Chair, Standards Committee

Membership

The Standards Committee is made up of Independent Members, one Town and Community Council representative and two County Borough Councillors. These are:

Independent Members:

Clifford Jones OBE,

Philip Clarke,

Judith Kiely

Jeff Baker

Borough Councillors:

Cllr Martin Williams

Cllr Graham Walter

Town and Community Council representative:

Cllr Gavin Thomas

Bridgend County Borough Council

This is the Annual Report of the Standards Committee for 2022/23. The Committee seeks to promote and maintain high standards of conduct across the Council. Under Section 63 of the Local Government and Elections (Wales) Act 2021 the Committee must make an annual report to the Authority describing how the Committee's functions have been discharged during the financial year.

The Roles of the Standards Committee

The role and functions of the Committee are set out within Section 8 of the Council's Constitution. This covers such matters as:

- Promoting and maintaining high standards of conduct by Councillors and Co-opted Members
- Monitoring the Council's Whistleblowing Policy
- Considering reports submitted by the Monitoring Officer and the Public Services Ombudsman for Wales
- Monitoring the operation of the Members' Code of Conduct
- Granting dispensations in accordance with the Regulations
- Monitoring compliance by leaders of political groups on the Council with their duties to promote and maintain high standards of conduct by the members of the group.

The Standards Committee generally meets quarterly throughout the year.

Recruitment

On 20 July 2022, Council approved that the membership of the Committee be increased to eight Members and an additional Independent Member (co-opted) be appointed to the Committee. At the meeting of the Standards Committee on 26 September 2022, approval was given for commencing a new recruitment process for the appointment of an Independent Member to the Committee.

Work of the Committee

Our work during 2022/23 has continued to centre on the following main areas:

Maintaining high standards

The Council has ensured that Members have been trained to understand:

- Members' Code of Conduct
- Importance of the Register of Member Interests. The declaration of interest forms are published on the Council's website
- The Investigation of Complaints and a local hearing procedure

Constitution

The task of maintaining an up to date and current Constitution has continued in consultation with the Democratic Services Working Group, especially in light of the Local Government and Elections (Wales) Act 2021. The current Constitution was approved by Council in October 2022 and is available on the Council's website.

Monitoring compliance by leaders of political groups

The provisions in the Local Government and Elections (Wales) Act 2021 build on this by supporting a culture where members have a responsibility to act in a manner which respects and values all people. A duty under the Act is placed on the leaders of political groups to take steps to promote and maintain high standards of conduct of their members. Under the Local Government (Committees and Political Groups) Regulations 1990 a political group is constituted where the Proper Officer is notified of two or more members who wish to be treated as a political group, the name of the group and the name of the one member of the group who is to act as its leader. At the Annual Meeting on 18 May 2022, the Proper Officer was informed in writing of the following political groups and leaders:

- Labour – Group Leader: Cllr Huw David, Leader of the Council
- Bridgend County Independents – Leader of Largest Opposition Group: Cllr Amanda Williams
- Democratic Alliance Group – Group Leader: Cllr Ross Penhale-Thomas

The three group leaders were invited to the meeting of the Committee on 30 September 2022 and training on the duty was arranged for the Committee and Group Leaders in September 2022 by an external facilitator as the Committee has new functions under the 2021 Act to ensure group leaders have access to advice and training to support their new duties.

Looking ahead, a report will be prepared and submitted to the Committee every 6 months from each individual Group including details of attendance at mandatory training sessions, complaints and other relevant information. The reports will be shared with the Monitoring Officer prior to being submitted to the Committee and individual Group Leaders will be invited to attend the Committee when their reports are being considered.

Code of Conduct Complaints

For 2022/23 there have been 5 Code of Conduct Complaints closed by the Public Services Ombudsman for Wales (PSOW) with the subject matters relating to selflessness and stewardship, promotion of equality and respect and the duty to uphold the law. For all 5 cases a decision was taken not to investigate.

There is currently one 'live' case ongoing which has been issued by the PSOW under Section 69 of the Local Government Act 2000. The allegations relate to the Councillor bringing the Council into disrepute and using their official capacity and

position improperly to confer on or secure for themselves an advantage. The case will be investigated at a future meeting of the Committee.

Town and Community Council Code of Conduct Complaints:

Town/Community Council	Decision not to investigate	No action necessary
Brackla Community Council	3	0
Bridgend Town Council	5	1
Coity Higher Community Council	0	0
Laleston Community Council	0	0
Llangynwyd Middle Community Council	0	0
Maesteg Town Council	9	0
Newcastle Higher Community Council	0	0
Pencoed Town Council	0	0
Porthcawl Town Council	4	1
Ynysawdre Community Council	2	0

Local Resolution Process

The Standards Committee notes that the Local Resolution Protocol adopted by the Council continues to provide a helpful process for resolving relatively 'low-level' behavioural complaints made by County Borough Members about other Members, in a timely and proportionate way.

Dispensations

The Standards Committee has statutory power to grant dispensations to Members with a personal and prejudicial interest in a matter, to allow them to participate in a decision regarding that matter, in appropriate circumstances, which are set out in statutory regulations.

No individual dispensations were granted to Members of the Council to allow them to speak and vote on any matter before the Council and / or Committee. However, the general dispensation is always kept under review.

Other Activities

In addition to the above activities the Standards Committee also:

- Received and considered case decisions of the Adjudication Panel for Wales
- Received and noted the Ombudsman's Annual Report for 2021-22
- Noted the Welsh Government consultation on the standards of conduct draft statutory guidance for Leaders of political groups
- Received and considered the revised Terms of Reference of the Committee following the Local Government and Elections (Wales) Act 2021

Looking ahead

Looking ahead, much of the work of the Committee is demand led.

- The largest change anticipated for 2023 will be the recommendations following the independent review of Ethical Standards Framework (Richard Penn, report author).
- The Committee will identify and support provision of regular training and refresher events for Elected Members of the Council (particularly on the importance of the new duties on Group Leaders under the 2021 Act).
- Observation of Council and Committee Meetings – the Standards Committee will continue to observe proceedings at Council and Committee meetings to give feedback on observations and inform its work priorities.
- Meetings with Group Leaders - to facilitate ongoing engagement with representatives from all political groups and to identify how the approach code of conduct matters in their political groups
- Code of Conduct, Member Training and Development – the Standards Committee will consider the need for any further training on the Members' Code of Conduct focussing on Town and Community Councils
- Gifts and Hospitality - to review the Councils procedures for the acceptance and provision of gifts and hospitality by Officers; and continue to monitor the registers of gifts and hospitality received by Members.

The Agenda and Minutes of the Standards Committee, together with all Reports considered at meetings are published online.

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