

Public Document Pack
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.*

**Gwasanaethau Gweithredol a Phartneriaethol /
Operational and Partnership Services**

Deialu uniongyrchol / Direct line /: 01656 643148
Gofynnwch am / Ask for: Mr Mark Anthony Galvin

Ein cyf / Our ref:
Eich cyf / Your ref:

Dyddiad/Date: Thursday, 2 June 2016

Dear Councillor,

COUNCIL

A meeting of the Council will be held in the Council Chamber, Civic Offices Angel Street Bridgend CF31 4WB on **Wednesday, 8 June 2016 at 3.00 pm.**

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 3 - 18
To receive for approval the minutes of a meeting of Annual Council dated 18 May 2016
4. To receive announcements from:
(i) Mayor (or person presiding)
(ii) Members of the Cabinet
(iii) Chief Executive
5. To receive the report of the Leader
6. Local Housing Strategy 2016-2018 19 - 70
7. Pay Policy Statement - Update 2016-17 71 - 96
8. Appointments to the Standards Committee 97 - 100
9. 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.

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Cyfnwyd testun: Rhowch 18001 o flaen unrhyw un o'n rhifau ffon ar gyfer y gwasanaeth trosglwyddo testun

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

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

10. Exclusion of the Public

The report relating to the following item is not for publication, as it contains exempt information as defined in Paragraph 12 of Part 4 and Paragraph 21 of Part 5 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

If following the application of the public interest test the Council resolves pursuant to the Act to consider this item in private, the public will be excluded from the meeting during such consideration.

11. VER and Redundancy Packages carrying costs in excess of £100,000

101 - 106

Yours faithfully

P A Jolley

Corporate Director Operational and Partnership Services

Distribution:

Councillors:

RD Jenkins
S Aspey
M Butcher
N Clarke
HJ David
G Davies
GW Davies MBE
PA Davies
E Dodd
DK Edwards
L Ellis
N Farr
EP Foley
CA Green
M Gregory
EM Hughes
CJ James
P James

Councillors

RM James
PN John
B Jones
CL Jones
M Jones
RC Jones
DRW Lewis
JE Lewis
JR McCarthy
HE Morgan
LC Morgan
MEJ Nott OBE
AD Owen
DG Owen
D Patel
G Phillips
DR Pugh
CL Reeves

Councillors

M Reeves
D Sage
CE Smith
JC Spanswick
G Thomas
M Thomas
RL Thomas
JH Tildesley MBE
HJ Townsend
E Venables
KJ Watts
C Westwood
DBF White
PJ White
HM Williams
R Williams
M Winter
RE Young

MINUTES OF A MEETING OF THE COUNCIL HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON WEDNESDAY, 18 MAY 2016 AT 2.00 PM

Present

Councillor RE Young – Chairperson

RD Jenkins	S Aspey	M Butcher	N Clarke
HJ David	G Davies	GW Davies MBE	PA Davies
E Dodd	DK Edwards	L Ellis	N Farr
EP Foley	CA Green	M Gregory	EM Hughes
CJ James	P James	RM James	PN John
CL Jones	M Jones	RC Jones	DRW Lewis
JE Lewis	JR McCarthy	HE Morgan	LC Morgan
MEJ Nott OBE	AD Owen	DG Owen	D Patel
G Phillips	DR Pugh	CL Reeves	M Reeves
CE Smith	JC Spanswick	G Thomas	M Thomas
RL Thomas	JH Tildesley MBE	HJ Townsend	E Venables
KJ Watts	C Westwood	DBF White	PJ White
HM Williams	R Williams		

Officers:

Jackie Davies	Head of Adult Social Care
Randal Hemingway	Head of Finance & Section 151 Officer
Andrew Jolley	Corporate Director Operational & Partnership Services
Gary Jones	Head of Democratic Services
Deborah McMillan	Corporate Director Education & Family Support
Darren Mepham	Chief Executive
Andrew Rees	Senior Democratic Services Officer - Committees
Mark Shephard	Corporate Director - Communities

610. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor D Sage.

611. DECLARATIONS OF INTEREST

Councillor D Patel declared a prejudicial interest in agenda 14 – Capital Programme 2016-17 to 2025-26 as a Trustee of YDCE which runs the community facilities at Coleg Cymunedol y Dderwen. Councillor Patel withdrew from the meeting during consideration of this item.

The Chief Executive, Corporate Director Communities, Corporate Education and Family Support, Head of Adult Social Care and Section 151 Officer declared an interest in agenda item no. 19 – Notice of Motion from the Cabinet Member Regeneration and Economic Development and withdrew from the meeting.

612. APPROVAL OF MINUTES

RESOLVED: That the minutes of the meeting of Council of 13 April 2016 be approved as a true and accurate record.

613. TO RECEIVE ANNOUNCEMENTS FROM THE MAYOR, COUNCILLOR RE YOUNG

The Mayor announced that these would be his last announcements of his year in office.

He firstly announced with sadness the recent deaths of former Councillors Don Buttle and Bill Evans, both of whom will be sadly missed. All present stood in silence as a mark of respect.

The Mayor announced that he and his Consort Mrs Annette Young had been privileged to attend many interesting and informative events, nearly 400 during the year and are very grateful to have been given this wonderful opportunity to represent the County Borough.

He stated that the last few weeks had been extremely busy and he had the pleasure of hosting the two biggest events on behalf of his charity committee. The golf day was a great success and he thanked all the teams who played on the day and made a contribution. He stated that the Gala dinner was held in the Heronstone Hotel this year and he and the Consort had a wonderful evening with family, friends and colleagues. He thanked everyone who came and made the evening so enjoyable and to his charities for being such a support during fundraising.

The Mayor informed Council that he had recently spent a most interesting day with the South Wales Police as a voluntary guest. He was escorted by Superintendent Ough and was given a tour of some of the operational units that are based in South Wales; these included the police horses and dogs in Waterton, the armed response and the covert operations team. The Mayor stated that this had been one of the highlights of his year and he thanked Superintendent Ough for making it so interesting and varied and for being such a good host.

The Mayor announced that he had been trying to visit as many of the organisations that were awarded a Mayor's citizenship award as time permitted. He stated that it was lovely to witness at first hand the good works that carried out by willing volunteers of all ages within communities. He had also recently had the pleasure of meeting a young 9 year boy called Bailey who carried out 100 random acts of kindness and as a result was awarded a young citizen award. He donated the money that he won to the Bridgend Cats Protection League. He stated that it was heartening to see that even at such a young age someone was taking an interest in their community and helping others.

The Mayor thanked all Members for the support given during his year in office, not just to himself but also to his Consort which had been very much appreciated.

614. TO ELECT THE MAYOR, TO BE INVESTED AT THE CIVIC INAUGURATION CEREMONY ON 25 MAY 2016 AND THE MAYOR (ELECT) TO ANNOUNCE THEIR CONSORT/ESCORT

A motion was received, which was duly seconded and carried unanimously, that Councillor R D Jenkins be appointed Mayor for 2016/17.

RESOLVED: That Councillor R D Jenkins be elected as Mayor for the year 2016/17 and that he be invested at the Civic Inauguration Ceremony on 25 May 2016.

Councillor Jenkins announced that his Consort/Escort for the ensuing year would be his wife Mrs Teresa Jenkins.

615. TO APPOINT THE DEPUTY MAYOR TO BE INVESTED AT THE CIVIC INAUGURATION CEREMONY ON 25 MAY 2016, AND THE DEPUTY MAYOR (ELECT) TO ANNOUNCE THEIR CONSORT/ESCORT

A motion was received which was duly seconded, and carried unanimously that Councillor R C Jones be appointed as Deputy Mayor for 2016/17.

RESOLVED: That Councillor R C Jones be appointed Deputy Mayor for the year 2016/17, and that she be invested at the Civic Inauguration Ceremony on 25 May 2016.

Councillor Jones announced that her Consort/Escort for the ensuing year would be her sister Mrs Marjorie Griffiths.

616. TO RECEIVE ANY ANNOUNCEMENTS FROM THE NEWLY ELECTED MAYOR

There were no announcements.

617. THE MAYOR TO ANNOUNCE THE YOUTH MAYOR AND DEPUTY MAYOR:

The Mayor announced that Matthew Van Rooyen would be the Youth Mayor for 2016/17.

The Mayor announced that Iestyn Harries would be the Deputy Youth Mayor for 2016/17.

618. TO ELECT THE LEADER OF BRIDGEND COUNTY BOROUGH COUNCIL

A motion was received, which was duly seconded and carried unanimously that Councillor M E J Nott be elected as Leader of Bridgend County Borough Council for 2016/17.

RESOLVED: That Councillor M E J Nott be elected Leader of the Bridgend County Borough Council for the ensuing year.

619. TO AGREE THE NUMBER OF MEMBERS TO BE APPOINTED TO THE CABINET

RESOLVED: That Council agreed that Cabinet comprise the Leader and six Members for the year 2016/17.

620. THE LEADER TO APPOINT MEMBERS OF THE CABINET

The Leader announced that the Cabinet for the year 2016/17 would comprise himself and the following six Members:-

Councillor H J David
Councillor C L Reeves
Councillor C E Smith
Councillor H J Townsend
Councillor P J White
Councillor H M Williams.

621. THE LEADER MAY ANNOUNCE THE DEPUTY LEADER OF BRIDGEND COUNTY BOROUGH COUNCIL FROM THOSE MEMBERS APPOINTED TO THE CABINET AND MAY ANNOUNCE THE APPOINTMENT OF CABINET MEMBERS TO PORTFOLIOS

The Leader announced that the Deputy Leader for the year 2016/17 would be Councillor H J David and the following Members appointed to the following portfolios:-

Councillor H J David – Deputy Leader & Cabinet Member Education
Councillor C L Reeves – Cabinet Member Communities
Councillor C E Smith – Cabinet Member Regeneration & Economic Development
Councillor H J Townsend – Cabinet Member Children’s Social Services and Equalities
Councillor P J White – Adult Social Care & Health & Wellbeing
Councillor H M Williams - Resources.

622. TO RECEIVE THE REPORT OF THE LEADER

The Leader thanked all colleagues for returning him as Leader of Bridgend County Borough Council, which would be the ninth time that he will have served as Leader. He stated that he had never taken the position for granted, and as always, considered it to be an honour and a privilege, especially so when he considered that he had now spent the best part of a full decade serving in this capacity. He informed Members that he would use the experience gained during this time to continue to perform the role to the very best of his abilities.

The Leader commented that local government continues to face highly significant challenges and that the last few years have been extremely difficult, not least because the biggest cuts in local government funding have been witnessed. The Leader stated that he was proud of the way in which the Council has met these challenges head-on and that a number of tough decisions had been necessary, many of which have been unpopular. He informed Members that the Council had not shied away from making them, and the Council is now well versed in finding new ways of delivering essential services against a backdrop of diminishing resources.

The Leader informed Members that the Council has made great strides in its efforts to transform Bridgend County Borough Council into a smaller, more efficient organisation, and the actions that have been taken are yielding strong results. This was best evidenced by the most recent national performance indicators for the authority, which has confirmed that Bridgend County Borough Council is the fifth most improved council in Wales as well as the ninth best performing authority.

The Leader stated that Members will already be aware of the ongoing commitment towards providing children with modern learning environments, and how the school modernisation programme is continuing to provide facilities such as the new Coety Primary or the Bryncethin Campus. He informed Members that the latest statistics suggest that educational standards in Bridgend County Borough are also improving at a faster rate than anywhere else in Wales. Impressive increases had been seen in the Foundation Phase and across Key Stages Two to Four that have all been well above the Wales average. Similarly, school attendance has dramatically improved with a 95.1% primary school rate and a 94.3% secondary school rate. Residents have returned the fourth highest satisfaction rate in Wales for how education is provided in the county borough. In addition, the Council is third in Wales for delivering positive learner outcomes for children who receive free school meals. This success has been acknowledged by the Education Minister Huw Lewis acknowledged who had stated that the Council is ‘galloping away with the free school meals agenda’ and also said that ‘this has been a fantastic year for Bridgend.’

The Leader was also pleased to see that the Council has performed faster and more efficiently when it comes to safeguarding and family support assessments. There had been a 30% reduction in the number of children placed on the Child Protection Register along with significant reductions in the numbers of looked-after children, referrals to social services and more.

The Leader announced that at the other end of the spectrum, despite increasing demand for adult social care services, there was a 40.8% increase in the number of people who have been able to continue to live at home thanks to support from the community resources team. There had also been recorded a reduction in the number of people requiring support within the community as well as within residential care homes.

The Leader announced that just 13% of all waste was sent to landfill last year against a Welsh average of 29%, making the Council the fourth best area in Wales. However, he reminded Members that the way in which waste is collected, processed and recycled needs to change in order to meet strict new targets. He stated that the public consultation on this drew the largest response for any the Council has carried out to date. The plans that have come out of that process are currently under development, and will be presented in greater detail in due course.

The Leader announced that across the County Borough, there is a multi-million pound regeneration programme in place, which is continuing to deliver major projects such as a replacement car park and affordable accommodation at the Rhiw in Bridgend, or the refurbishment and relaunch of the Pilot Lookout Tower, Customs House, former Knight's Arms Public House and Grade II listed Jennings Building at Porthcawl.

The Leader announced that in terms of planning and property, the Council is the best in Wales for the speed with which all planning applications are determined as well as how quickly enforcement action is undertaken. He stated that more than £10million in capital receipts for the sale of surplus assets had been delivered. The Wales Audit Office had commented that the Council has an effective approach to corporate asset management, and is on course to achieve its long term goals. The Wales Audit Office had also found that the Council has an effective corporate framework in place for financial planning, effective financial controls, strong financial management and a good track record of spending to budget. The Wales Audit Office had recognised that 28 areas of good practice had been identified within Legal and Regulatory Services.

The Wales Audit Office had concluded from its corporate assessment that the authority has effective governance arrangements. It also stated that Cabinet Members are fully engaged in developing vision and options for change and the Council's performance management arrangements are helping to drive improvement in key service areas. The corporate assessment also stated that while the Council faced significant financial challenges, it has sound financial and asset management arrangements in place which will help resilience being maintained. The Leader stated that despite the financial constraints placed upon the Council, it has achieved a lot that it can be rightly proud of.

The Leader informed Members that looking towards the future, the Council has identified supporting a successful economy, helping people to be more self-reliant and a smarter use of resources as being the key activities that will enable the Council to operate effectively, support improvement and deliver change. He announced that the Medium Term Financial Strategy, Corporate Plan and Change Programme are all in place to drive this forward as the Council seeks to deliver further multi-million pound savings through internal efficiencies, collaborative projects, contract renegotiations and the transfer of specific services to partner organisations.

The Leader informed Council that preparations are underway to transfer staff based at Ravens Court over to the Civic Offices, and it was hoped that some excellent news could be delivered on how the Ravens Court premises will be used in future.

The Leader also announced that the Council remains ambitious for the County Borough, and over the coming year will be investing in a number of significant initiatives. These include new sea defences at Porthcawl, developing Maesteg Town Hall into a cultural hub and library, creating two new Extra Care facilities for the County Borough at Maesteg and Ynysawdre, establishing a new household recycling centre at Pyle, and improving traffic and transport safety outside eleven local schools. The Council will also be carrying out key works such as strengthening the A4061 bridge in the Ogmores Valley, refurbishing buildings at Heronsbridge to enable the provision of 52-week residential services for children with disabilities, modernising the Homecare service with new technology, and developing a new state of the art system that has the potential to cheaply heat local homes and businesses.

The Leader informed Council that the budget for highways repairs has been maintained, as have Disabled Facility Grants and Housing Renewal Schemes. The budget for match-funding initiatives proposed by town and community councils has been increased in order to support the transfer of community assets. He stated the Council will continue to find new ways of meeting the needs of local communities, and where possible will draw on the strengths and abilities that they already possess.

The Leader informed Council that the Regulatory Services partnership with Cardiff and the Vale of Glamorgan was now well established, and Awen's management of the cultural hubs and libraries is making great progress. He continued to have high hopes for Awen, and wanted it to be able to deliver the same kind of success and benefits that are being seen via the innovative partnership with Halo Leisure, which has been a huge success.

The Leader informed Council that he is ably backed by his Cabinet colleagues and as always was grateful for their unwavering support, and he acknowledged their dedication and commitment. He stated there would be some changes to the Cabinet structure for the year ahead, in that Councillor Mike Gregory would no longer serve as a Cabinet portfolio holder. He publicly thanked him for his valuable contribution and selfless public service. He and fellow Cabinet Members are extremely grateful to Councillor Gregory for the support and advice he has provided. Councillor Gregory had contributed hugely towards the Council, and the Leader was sure that Members would join him in recognising and applauding this.

The Leader announced that taking over the Resources Portfolio will be Councillor Hywel Williams, who has done sterling work over the last year with the Communities portfolio. He stated that Councillor Ceri Reeves will be joining Cabinet for the first time to handle the Communities portfolio, and he had every confidence in her ability to look after this important area of the Council's work. With no further changes, Councillor Phil White will continue to be responsible for adult social services, Councillor Charles Smith will look after regeneration and economic development, and Councillor Hailey Townsend will be responsible for children's social services and equalities issues. Finally, Councillor Huw David will continue to serve as Deputy Leader, and will have a special responsibility for schools and educational issues. The Leader was confident that this team will be able to continue the good work that has already taken place, and will help steer the authority through the challenges that lay before the Council with a steady hand.

The Leader thanked the outgoing Mayor, Councillor Richard Young, his consort Mrs Annette Young, Youth Mayor Daniel Butlin and Deputy Youth Mayor Cari Burns for carrying out their duties in such a professional manner. The Leader also added his

appreciation for the work that all elected Members perform in representing the communities that make up Bridgend County Borough and who are united in their commitment towards working for the benefit of the residents whom they serve.

The Leader added that he would like nothing better than to be able to stand before Members and say that the year ahead is going to be easy, but unfortunately, did not think that was going to be the case. He believed that Bridgend County Borough Council is in a state of positive evolution, with it visibly becoming a fitter, more efficient organisation, seeking out and discovering new ways of providing the kinds of services that people rely on. He stated that the Council already possesses the drive, determination, ambition, skills and experience that this process requires and that by working together, the Council can continue to transform even while moving forward, and ensure that the authority reaches its destination prepared, equipped and ready to tackle what lay ahead.

623. CAPITAL PROGRAMME 2016-17 TO 2015-26

The Section 151 Officer sought approval for a revised capital programme for 2016-17 to 2025-26.

He reported that Council at its meeting in March 2016 had approved a capital programme for 2016-17 to 2025-26 of £163.774M as part of the Medium Term Financial Strategy (MTFS). However since that approval, a small number of schemes had been identified that require approval for inclusion in the capital programme.

He reported that an opportunity had arisen as part of the works to external envelope of the Civic Offices to install a Solar Photovoltaic (PV) system on the roof of the Civic Offices at an estimated cost of £40k, including fees and contingency. He stated that the solar panels will generate a small amount of electricity for the Civic Offices which will reduce the amount of electricity purchased from the grid, in addition to a 50% return on electricity generated through the Feed In Tariff. He informed Council that funding for the scheme would be ring fenced from the underspend on the Resources Directorate revenue budget in 2015-16 and will be transferred to an earmarked reserve and used to provide a revenue contribution to capital in 2016-17.

The Section 151 Officer reported that the Digital Transformation programme supports the new corporate priority of making smarter use of resources and is integral to achieving a number of budget reductions in the Medium Term Financial Strategy. He stated that digital technology presented an opportunity to improve citizens' access to services and engagement, thereby reducing operating costs. The Section 151 Officer informed Council that moving to a digital operating model would enable more cost effective, integrated and modern ways of working. He stated that the Council would be required to go out to tender to secure the digital platform. He also stated that it would be prudent to budget for up to £2.5M in order to cover all potential costs, although this may be revised once the tender process has been completed. The cost of the capital element of the digital transformation project would be funded from earmarked reserves at year end from corporate underspends.

The Section 151 Officer reported that the Vibrant and Viable Places (VVP) regeneration scheme covers the provision of a multi-storey car park and commercial and residential properties totalling £9.6M, £6.7M of which would be incurred by the Council, funded from Welsh Government grant, Section 106 and other funding sources. He stated that the capital programme currently includes the full scheme cost, including match funding and external funding. As Coastal Housing would be incurring expenditure from both Social Housing Grant and their own resources of almost £3M, the capital programme had been updated to remove this element as the spend would not pass through the authority.

The Section 151 Officer also reported that minor works are planned to the North locality hub based at Coleg Cymunedol y Dderwen as the current configuration was not fit for purpose and did not allow for effective locality based working. It was proposed that work be undertaken to create an open plan environment to allow for more integration and greater numbers of staff to work from this location. He stated that the estimated costs of the works are £40k with funding ring-fenced from the underspend in the Education Directorate revenue budget 2015-16, which would be transferred to an earmarked reserve and used to provide a revenue contribution to capital 2016-17.

The Section 151 Officer also reported on the additional highway requirements in respect of the Brynmenyn Primary and Garw Valley Primary Schools which was estimated to be £725k and funded through receipt of additional Section 106 funding and available capital receipts. He stated that as the works are outside of the school boundaries, they are not eligible for Welsh Government funding and must be accounted for and funded by the Council and would now be treated as separate schemes within the capital programme, with the budgets for the school schemes being reduced accordingly.

The Section 151 Officer reported that when the 21st Century Schools programme was developed it was intended to meet an element of the overall match funding through prudential borrowing, from revenue savings generated as a result of school amalgamations. He stated that as the number of schools in scope within the programme had changed, the opportunity for generating revenue savings had diminished, especially with the higher cost of business rates in new builds, with an estimated shortfall on overall funding of £119k. It was proposed to meet the shortfall by transferring funding from the School Modernisations Retention budget within the capital programme.

The Section 151 Officer that the Welsh Government had currently committed to fund £22.475M of the total costs for the current 21st Century Schools Programme, with the Council meeting the remaining £23.035M. He stated that as schemes were progressed through feasibility and the design stage, it had become apparent that the costs of some schemes would be higher than originally anticipated, due to site abnormalities and rising construction costs. Additional funding would be sought from the Welsh Government through a revised Strategic Outline Programme towards increased costs of the schemes as they are known, however there would be a requirement for additional match funding contributions from the Council if it wished to progress the schemes. He stated it would be unlikely that the Council would have sufficient uncommitted capital receipts to meet the full costs and therefore Council was requested in principle to ring-fence the next capital receipts of up to £1.5M to ensure the programme is not delayed.

RESOLVED: That Council approved the revised Capital Programme and agree in principle to ring-fence the next capital receipts received of £1.5M to ensure the programme can be progressed.

624. **PROPOSED PROGRAMME OF ORDINARY MEETINGS OF THE COUNCIL AND COUNCIL COMMITTEES**

The Monitoring Officer submitted a report, which proposed a programme of ordinary meetings of the Council and Council Committees for the municipal year May 2016 - May 2017, for Council approval.

He informed Council that the approval of the programme of ordinary meetings of Council and its Committees was required in accordance with the Council's Constitution.

The Monitoring Officer confirmed the proposed dates for meetings of Council and the suggested Programme of Council Committee Meetings. He requested that Council note the meeting dates for Cabinet, Cabinet Committees and Cabinet's Joint Committee.

RESOLVED: That Council:-

- (1) Approved the proposed Programme of Council Meetings set out in Paragraph 4.1 of the report.
- (2) Approved the proposed Programme of Meetings of Council Committees set out in Appendix 1 of the report.
- (3) Noted the proposed dates of Cabinet, Cabinet Committees and Cabinet's Joint Committee for information purposes, also contained in Appendix 1 of the report.

625. REPORT OF THE INDEPENDENT REMUNERATION PANEL FOR WALES - MEMBERS REMUNERATION

The Monitoring Officer reported on the determinations and recommendations contained within the February 2016 Annual Report of the Independent Remuneration Panel for Wales in respect of the level and range of remuneration the Authority must make available to its Members for the 2016/17 municipal year.

The Monitoring Officer informed Council that the Panel had during 2015 met with the Chairpersons and/or Heads of Democratic Services of all local authorities in Wales to discuss the impact of their draft recommendations and to explain their rationale for their proposals.

The Monitoring officer reported that the maximum number of Council Members eligible for the payment of senior salaries in Bridgend is 18 not including the Mayor and Deputy Mayor. He outlined the roles of Members within the Authority in receipt of remuneration. He stated that any senior or civic salary is inclusive of the basic salary allocated to all elected Members.

The Monitoring Officer reported that the Panel had determined from spring 2016 there would be no increase in the level of basic salary – Determination 1 and for the holders of Senior Salaries payments would be in line with Determination 2. The Monitoring Officer stated that the Panel had concluded that Executive Members should be considered as working the equivalent of up to 40 hours per week. The Panel had determined that the Leader and Deputy Leader's remuneration would remain unchanged; however it would be for individual authorities to decide the level at which cabinet Members be paid from either of the two senior salary levels, Level 1 - £29,000 or Level 2 - £26,100. The Monitoring Officer requested Council to approve that this level of remuneration remains at Level 1 for 2016-17.

The Monitoring Officer also reported that the Panel had continued to take the view that the responsibility and function of chairing a committee was not generally influenced by the population of the authority, but recognised that the specific responsibility and workload of some chairs was greater than others. This had been reflected by the introduction of two levels of remuneration for chairs of committees; Level 1 - £22,000 or Level 2 - £20,000. The Monitoring Officer requested Council to approve that this level of remuneration remains at Level 1 for 2016-17.

The Monitoring Officer reported that the Panel had previously determined that Council must make a senior salary available to the leader of the largest group representing at

least 10% of the Council before qualifying for a senior salary. The Panel had determined that there would be one level of salary applicable to this role at £22,000 and requested that this level of remuneration continue for 2016-17.

The Monitoring Officer also reported that the Panel had determined (Determination 3) that civic salaries are paid and that the level of remuneration is decided by Councils after taking into account the anticipated workloads of the roles, with 3 Levels being applicable to the roles of Mayor and Deputy Mayor. He stated that the current Mayor and Deputy Mayor receive Level 2 Civic Salaries of £21,500 and £16,000 respectively and requested Council to approve the continuation of this level of remuneration for 2016-17.

The Monitoring Officer also reported that the Panel had considered that determining the level of appropriate support for elected Members fell within the function of the Democratic Services Committee and that it was for this Committee to review the support provided to Councillors and recommendations could be made to Council accordingly (Determinations 6 & 7). The Monitoring Officer informed Council that the Panel had determined that there be no change to the mileage rates for which Members are entitled to claim and he outlined the rates applicable. He stated that the Panel had determined that the reimbursement of subsistence costs be aligned to those of the Welsh Government. He informed Council that the determination for the reimbursement of for the care of dependent children and adults remain unchanged (Determination 8). The determination in respect of family absence and substitution remain unchanged (Determinations 16 – 23).

The Monitoring Officer reported that the panel had determined that the entitlement to join the Local Government Pension Scheme shall apply to all Elected Members of principal Councils (Determination 24).

The Monitoring Officer reported on the Panel's determinations for payments to be made to co-optees to in accordance with Determinations 40 – 44) applicable to the following roles:

- 5 Registered representatives on the Children and Young People overview and Scrutiny Community,
- 1 Lay-person appointed to the Audit Committee
- 4 Independent Members appointed to the Standards Committee
- 2 Town and Community Council representatives appointed to the Standards Committee.

The Monitoring officer reported that the Panel had provided guidance to local authorities for which senior salaries can be paid (Determination 45). He stated that although the Council was unable to change the prescribed level of remuneration determined by the Panel, individual members are permitted to independently forego all or any element of remuneration to which they are entitled to.

The Monitoring Officer that the authority has a very good relationship with the Independent Remuneration Panel for Wales and its practices and documentation have been used as an exemplar of good practice and shared with all local authorities in Wales.

RESOLVED: (1) That Council noted the determinations and recommendations contained within the February 2016 Report of the Independent Remuneration Panel for Wales in respect of the level and range of remuneration the Authority must pay its Members for the 2016/17 municipal year as shown at Appendix 1 of the report.

(2) That Council approved:

- the adoption of the relevant determinations of the Independent Remuneration Panel contained within its February 2016 report
- those posts (as shown in the revised Members' Schedule of Remuneration at Appendix 2), who will receive a senior/civic salary.
- the level of remuneration for the Senior and Civic Salaries (where appropriate).
- the revised Members' Schedule of Remuneration at Appendix 2, and for it to become effective from 18 May 2016 (Annual Meeting of Council).
- that the Members' Schedule of Remuneration be automatically updated with any changes to Senior/Civic Salary positions subsequently made by Council during the 2016/17 municipal year.

626. APPOINTMENTS TO COUNCIL COMMITTEES AND OTHER COUNCIL BODIES

The Monitoring Officer presented a report which sought approval for the appointment of Overview and Scrutiny Committees and such other Committees, Sub-Committees, Panels and bodies as the Council considered appropriate, to deal with matters which are neither reserved to Council nor are executive functions

He reported that Council is required by legislation and the provisions of Part 4 of the Rules of Procedure (Council Procedure Rules) of the Constitution, to undertake arrangements which will continue to facilitate and carry out the decision making processes of the Authority.

The Monitoring Officer advised that Part 3 of the Council's Constitution entitled Responsibility for Council Functions, sets out the Council's Committees, Sub-Committees, Panels and other bodies currently in place. He set out the current remit and functions of Committees and other bodies of the Council. He stated that political balance was essential to determine the allocation of seats on Committees and other bodies and he set out the current political balance calculations. He also set out the current committee structure and the composition of the existing membership of Committees which would form the basis of any changes to the membership of Committees put forward by political group Leaders. Changes in Committee memberships were tabled for Members information.

RESOLVED: That Council:-

- (1) Appointed the Overview and Scrutiny Committees and such other Committees as the Council considered appropriate to deal with matters which are neither reserved to the Council nor are executive functions;

- (2) Approved the terms and reference and size of Committees, Sub-Committees and other bodies as set out in Appendix 1 of the report;
- (3) Approved the allocation of seats to political groups in accordance with the political balance rules as set out in Appendix 2 of the report;
- (4) Approved the nominations to serve on each of the Committees, Panels and other bodies;
- (5) Received nominations and appointed the Chairpersons and Vice-Chairpersons of the following Committees, Panels and other bodies (as indicated) with it being noted that the Audit Committee at its first scheduled meeting will appoint a Chairperson and Vice-Chairperson:

Appeals Panel –
Chairperson - Councillor J R McCarthy
Vice-Chairperson Councillor J E Lewis

Licensing Committee and Licensing Act 2003 Committee
Chairperson - Councillor R Williams
Vice-Chairperson - Councillor D R W Lewis

Development Control Committee
Chairperson - Councillor M Thomas
Vice-Chairperson - Councillor G Thomas

Town and Community Council Forum
Chairperson - Councillor M E J Nott
Vice-Chairperson - Councillor C E Smith

Democratic Services Committee
Chairperson - Councillor J H Tildesley

- (6) Received the following nominations and appointed the undermentioned Chairpersons to the Overview and Scrutiny Committees:

Adult Social Care – Councillor D Sage

Children and Young People – Councillor E P Foley

Community Environment & Leisure – Councillor J C Spanswick

Corporate Resources & Improvement – Councillor M Reeves

Partnerships & Governance – Councillor N Clarke

627. REPRESENTATION ON OUTSIDE BODIES AND OTHER COMMITTEES

The Monitoring Officer submitted a report which sought Council's approval for the appointment of Members to the South Wales Police and Crime Panel and the South East Wales Strategic Planning Group.

RESOLVED: That Council approved the following nominations to the bodies listed below:-

South Wales Police and Crime Panel – Councillor R Young

South East Wales Strategic Planning Group – Chairperson of the Development Control Committee

628. TO RECEIVE THE FOLLOWING NOTICE OF MOTION FROM THE CABINET MEMBER REGENERATION AND ECONOMIC DEVELOPMENT:-

The Mayor asked the Cabinet Member Regeneration and Economic Development, Councillor C E Smith to propose a Notice of Motion.

The Cabinet Member Regeneration and Economic Development informed Council that its Constitution permits resolutions to be presented to Council which have to be of concern to the County Borough of Bridgend.

He proposed that Bridgend County Borough Council formally records its support for remaining in the European Union. He stated that the EU has had a massive beneficial impact on the area, and there would be significant consequences if this was to cease. He informed Council that Wales receives £490 million from the EU under the Rural Development Plan. Together with co-financing from the Welsh Government, this formed a major programme of investment totalling around £900 million for rural communities across Wales.

The Cabinet Member Regeneration and Economic Development informed Council that the Local Investment Fund supported 248 business-led initiatives and paid out £1.4 million which coupled with private sector investment to total £2.2 million. This translated as support for 159 enterprises in Bridgend, financial assistance to 47 individuals starting up new enterprises, support for one social enterprise, the creation of nearly 400 new jobs and the safeguarding of a further 1,600 jobs.

He informed Members that the last Rural Development Programme saw an investment of approximately £6 million into rural Bridgend over six years, which meant that for every £1 invested, a further £9 was attracted. He stated that the Green Shoots scheme had created 45 jobs, supported 74 existing micro enterprises, assisted 46 new start-ups, brought forward three centres for rural excellence, and provided financial support for 185 community led projects.

The Cabinet Member Regeneration and Economic Development informed Council that over half of the County Borough's wards are classed as rural, with the Rural Development Programme being administered locally which has a wide expertise and who decide on local priorities. This partnership approach with local input is the actual way in which Brussels operates. He stated that regional policy takes approximately half the EU budget.

The Cabinet Member Regeneration and Economic Development informed Council that in respect of trade, living in a market of 500 million people was not a threat, but an opportunity. He stated that the alternatives to the single market involve less trade and would make the UK worse off. He informed Council that the County Borough has a long-standing relationship with large, globally recognised companies that depend on international trade such as Sony, Ford, Biomet, Spectrum Technologies, Airbornes Systems, CGI and Rockwool. He stated that in addition to the names the majority of citizens will be familiar with, there are also a number of smaller, lesser known companies who have expanded into the area and which are just as important. He

highlighted the example of Grupo Interpack, a company based in Madrid since 1971, which has expanded all across Europe and in 2005 set up Espack Eurologistica in Bridgend with the help of the Council's Economic Development Team. This company has since become a key part of the supply chain for major companies such as Ford, provides employment for 60 local people, and also took on a number of people when Remploy folded in 2013. He stated that they play a significant role in supporting the local economy of Bridgend County Borough, and are just one of many such companies who have set up home in the area.

He informed Council that remaining a member of the EU was the right thing to do, and as such, he proposed the following resolution: That 'this Council believes that the County Borough of Bridgend is safer, stronger and better off with a referendum result to remain in the European Union'.

The Cabinet Member Regeneration and Economic Development invited all elected members to make the Notice of Motion unanimous.

The motion was seconded by Councillor D B F White who commented on the benefits of remaining in the EU, which had given freedom to citizens to live and work wherever they chose. He stated that being part of the EU had made travelling easier and given citizens access to emergency health care when needed.

He stated that the County Borough had benefitted in terms of the grant funding received for projects in Bridgend Town Centre, the coastal path in Porthcawl and the Kenfig Nature Reserve. Additionally, the South Wales valleys had benefitted from EU funding to alleviate poverty.

Councillors Butcher and Clarke announced that they would be abstaining from voting as they had yet to decide on whether to remain in the EU or not.

The Leader informed Council that all information from local authorities would be collated by the WLGA who will make a case for remaining in the EU on behalf of local government.

An electronic Vote was requested to determine whether a recorded vote should be held on the Notice of Motion, there were 38 votes for taking a recorded vote and 8 votes against a recorded vote.

The Cabinet Member Regeneration and Economic Development in summing up stated that there were no significant arguments against the Notice of Motion.

A vote was taken on the Notice of Motion proposed by Councillor C E Smith and seconded by Councillor D B F White.

The vote was as follows:

<u>FOR</u>	<u>Against</u>	<u>Abstain</u>	<u>Did Not Vote</u>
<u>Councillor</u>	<u>Councillor</u>	<u>Councillor</u>	<u>Councillor</u>
HJ David G Davies PA Davies GW Davies MBE E Dodd DK Edwards		S Aspey MW Butcher N Clarke C Westwood	

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

8 JUNE 2016

REPORT OF THE CORPORATE DIRECTOR OPERATIONAL AND PARTNERSHIP SERVICES

LOCAL HOUSING STRATEGY 2016-2018

1. Purpose of Report

- 1.1 To inform Council of the outcome of formal consultation on the draft Local Housing Strategy 2016-2018 and to recommend the Strategy for approval.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 The implementation of this Strategy will help to address the following emerging Corporate Priorities:

- Supporting a successful economy;
- Helping people to be more self-reliant; and
- Making smarter use of resources.

3. Background

- 3.1 Under the Housing (Wales) Act 2014, local authorities have a strategic role to play in the functioning of the local housing market. The principal way this can be delivered is through a Local Housing Strategy (LHS).
- 3.2 The strategic housing function incorporates an enabling role, with the local authority working in partnership with other public, private and third sector organisations to deliver suitable housing and to develop innovative solutions to address local housing needs.
- 3.3 The Local Housing Strategy sets out the locally agreed, long term vision for housing and it provides a statement of local strategic housing-related priorities and outcomes, set against a framework of national legislation, plans and strategies.
- 3.4 The current Local Housing Strategy has been in place since 2009 and requires revision in order to take account of new legislation introduced by the Housing (Wales) Act 2014.

4. Current Situation/Proposal

- 4.1 On 24th November 2015 Cabinet approved formal consultation on the draft Local Housing Strategy and agreed that comments and views would be presented to Cabinet following this consultation exercise.
- 4.2 The consultation period ran from the end of December 2015 until the end of March 2016 and both online and written submissions were encouraged, from the public and also from professional stakeholders. The consultation was advertised through the Council's website, Twitter and Facebook
- 4.3 accounts, as well as stakeholder forums and distribution lists.
- 4.4 At the close of the consultation 30 responses had been received, 25 via the Council's online consultation process and 5 via written responses from stakeholders.

Respondents completing the online questionnaire were asked 9 questions to which there were Yes/No/Don't Know response options, with the ability to add any comments that the respondent wished to make on individual questions. In addition, a further question allowed respondents to make any further comments on the draft Strategy in general, together with optional questions on the respondent themselves. The 25 on-line responses to the individual questions are highlighted below, the number in brackets refers to the number of responses, together with the percentage that represents.

Is the strategy written in a plain language that is clear and easy to understand? (25 respondents)

Yes (18) – 72%

No (4) – 16%

Don't Know (3) – 12 %

Does the Strategy treat all persons, including those who are vulnerable, in a fair and transparent way? (25 respondents)

Yes (14) – 56%

No (7) – 28%

Don't Know (4) – 16%

Do you think there are any omissions from 'the challenges ahead' contained in section 4? (24 respondents)

Yes (6) – 25%

No (11) – 46%

Don't Know (7) – 29%

Do you agree with the priority to 'take reasonable steps to prevent homelessness'? (24 respondents)

Yes (16) – 67%

No (7) – 29%

Don't Know (1) – 4%

Do you agree with the priority to 'make the best use of existing homes'? (24 respondents)

Yes (22) – 92%

No (1) – 4%
Don't Know (1) – 4%

Do you agree with the priority to 'work with partners to deliver the right type of new housing'? (24 respondents)

Yes (17) – 71%
No (4) – 17%
Don't Know (3) – 12%

Do you agree with the priority to 'help vulnerable people stay as independent, safe and secure as possible in accommodation that meets their needs'? (24 respondents)

Yes (19) – 79%
No (4) – 17%
Don't Know (1) – 4%

Do you agree with the priority to 'create sustainable town centres through housing led regeneration'? (23 respondents)

Yes (15) – 65%
No (5) – 22%
Don't Know (3) – 13%

Do you think any key priorities are missing? (24 respondents)

Yes (9) – 37.5%
No (9) – 37.5%
Don't Know (6) – 25%

Type of respondent (24 respondents)

An individual (22) – 92%
An organisation (2) – 8%

Do you currently live in Bridgend County Borough? (22 respondents)

Yes (22) – 100%
No (0) – 0%

- 4.5 In addition to the numeric responses indicated above, there were comments from the 25 online respondents, together with the 5 respondents who replied directly in writing (and not using the designated questionnaire). These representations are included at **Appendix 2**, together with a reasoned response, decision and action, where applicable.
- 4.6 Following the representations, decision and action, the draft Strategy has been amended and the amended version is attached as **Appendix 1**.
- 5. Effect upon Policy Framework & Procedure Rules**
- 5.1 None.
- 6. Equality Impact Assessment**

6.1 An Equality Impact Assessment has been undertaken following the consultation on the Local Housing Strategy, and in particular, its relevance to the Council's public equality duties and potential impact on protected equality characteristics. It has determined that the Strategy will have no negative impact on protected equality characteristics.

7. Financial Implications

7.1 The cost of publishing the Strategy will be met from the identified service budget, including Welsh translation; however costs will be minimised by publishing the document on line only.

8. Recommendations

8.1 Council is recommended to:-

8.1.1 Note the representations and responses to the formal consultation attached as Appendix 2;

8.1.2 Approve the amended and updated Local Housing Strategy following the consultation exercise.

P A JOLLEY
CORPORATE DIRECTOR- OPERATIONAL AND PARTNERSHIP SERVICES
18.05.2016

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Background documents None

Bridgend County Borough Council
Local Housing Strategy 2016 – 2018

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1.0 Introduction

The purpose of this Local Housing Strategy is to respond to the housing needs of the County Borough by setting out the vision and direction for housing over the next 2 years. The strategy comes at a time of change and upheaval and addresses a number of the most significant challenges facing the Council and its partners and our communities. The strategy deliberately covers a relatively narrow timeframe, to allow for a comprehensive review to take account of the rapidly changing legislative environment, and housing market. It is our intention to incorporate the homelessness strategy within the housing strategy, when this becomes a legislative requirement in 2018.

The global economic crisis has had a severe impact on the housing sector over recent years, while the recession and the unequal recovery have been accompanied by reductions in the level of public spending which are set to continue for a number of years. At the same time, energy, food and transport costs have all added to the cost of living which is further compounded by Welfare Reform.

In this context, ensuring that the quantity and quality of housing meets the needs and aspirations of Bridgend County residents will be a considerable undertaking. Many of the challenges set out in this strategy reflect much wider social and economic issues.

Good quality housing is a key element of good health and wellbeing. Equally, poor and unsuitable housing contributes to ill health, can have a negative impact on education and employment, and is likely to be a factor in requiring greater levels of social care, especially in later life.

The benefits of investing in housing and communities extend well beyond putting a roof over someone's head. "A decent home that people can afford is essential to their ability to live healthy, productive lives in safe, strong, inclusive and fair communities. It provides children with the best possible start to their lives and the chance to realise their full potential."¹

For these reasons, it is vital that we lay the foundations now not only with bricks and mortar, but with the people of the County Borough and the communities in which they live.

Creating and sustaining strong, vibrant communities, and re-vitalising our town centres to ensure they are attractive places to live and work, requires the commitment and resources of a range of public, private sector and voluntary agencies and, crucially, local people. Working in partnership to deliver housing services and to develop innovative solutions to address local housing needs is therefore imperative.

¹ Vibrant and Viable Places: New Regeneration Framework 2013

The strategy sets out five key housing priorities, which will contribute to improving the quality of life for people within the county. These priorities underpin our work and the work of all our partners.

We want to ensure social inclusion and equality of access to services is at the forefront of everything we do. Therefore, the strategy has been subject to an Equalities Impact Assessment (EIA) in order to ensure it does not adversely affect or discriminate against any equality group, and to consider how the strategy may help to promote equality of opportunity in the county.

2.0 National and local plans and strategies

In developing this Local Housing Strategy, the requirements and guidance of the following national and local plans, policies and strategies have been considered:

National plans and strategies:

- The National Housing Strategy for Wales: Improving Lives and Communities: Homes in Wales 2010
- Ten Year Homelessness Plan for Wales 2009-19
- Vibrant and Viable Places: New Regeneration Framework 2013
- Programme for Government 2011 - 2016
- Housing (Wales) Act 2014
- Social Services and Well-being (Wales) Act 2014
- Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015
- Well-being of Future Generations (Wales) Act 2015
- Renting Homes (Wales) Act 2016
- Community Cohesion National Delivery Plan 2014-2016
- Environment (Wales) Act 2016
- Planning (Wales) Act 2015
- Wales Housing Management Standard for Tackling Anti-Social Behaviour 2008
- Supporting People Programme Grant Guidance Wales June 2013

Local plans and strategies:

- Bridgend County Together Single Integrated Plan 2013-18
- Corporate Plan 2016-20
- Local Development Plan 2006-21
- Strategic Equality Plan 2012-15
- Private Sector Housing Renewal & Disabled Adaptations Policy
- Social Housing Allocation Policy
- Supporting People Local Commissioning Plan 2014-17
- Adult Social Care Commissioning Plan 2010-20

In particular The Strategy reflect the priorities of the Corporate Plan 2016-20 which are as follows:

1. Supporting a successful economy

Taking steps to make the county borough a good place to do business, and ensuring that our schools are focused on raising the skills, qualifications and ambitions of all young people in the county.

2. Helping people to be more self-reliant

Taking early steps to reduce or prevent people from becoming vulnerable or dependent on the council and its services.

3. Smarter use of resources

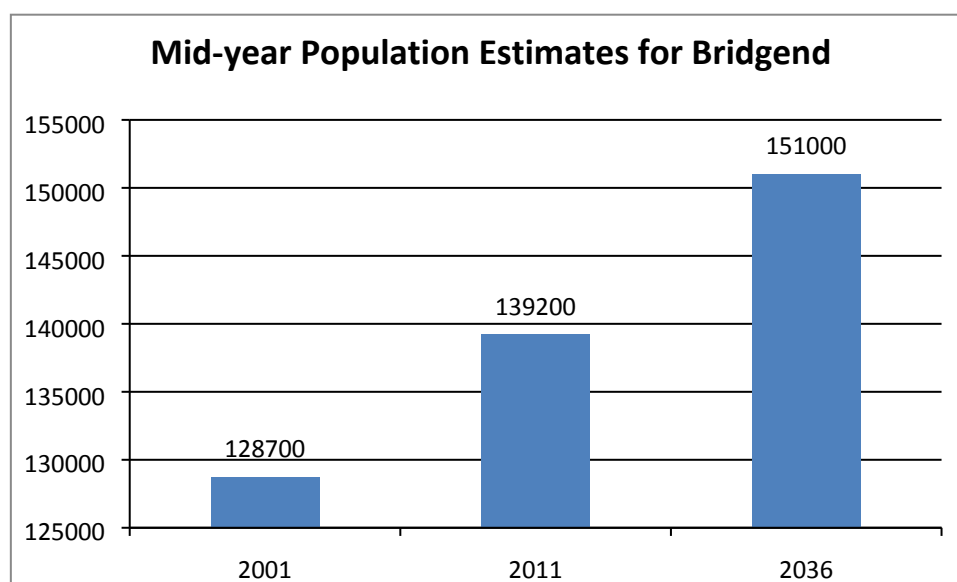
Ensuring that all our resources (financial, physical, human and technological) are used as effectively and as efficiently as possible, and supporting the development of resources throughout the community that can help deliver our aims.

3.0 Understanding the housing picture in Bridgend

The County Borough of Bridgend occupies a key location in South Wales, mid-way between Cardiff and Swansea. It has a population of 141,200² with 59,300³ households. In 2014 there were estimated to be more people aged 65 and over (19.9%) living in Wales than children aged 0 to 15 (17.9%)⁴. The profile of the population in Bridgend has followed a similar pattern, and there are projected to be large increases in the number of single person and lone parent family households⁵.

The population of Bridgend County has grown from 128,700 in 2001 to over 139,200 in 2011. This 8.2% rise was the largest for any Local Authority in Wales except Cardiff. The population of Bridgend County is projected to increase by 11,600 people (8.3%) to over 151,000 between 2011 and 2036 (Figure 1). The largest increase is projected in the older age bands.

Figure 1



The County Borough area can be identified in two parts. The southern part is a well-populated coastal belt including the towns of Bridgend, Pencoed and Porthcawl, together with the other urban areas close to the M4 Motorway.

The northern part is a more rural, hilly and less accessible area, with three major valleys running north-south, the most westerly containing the town of Maesteg. There are major differences in house prices and economic conditions between the southern and northern areas.

² Welsh Government 2014 Mid-year Population Estimates for Wales

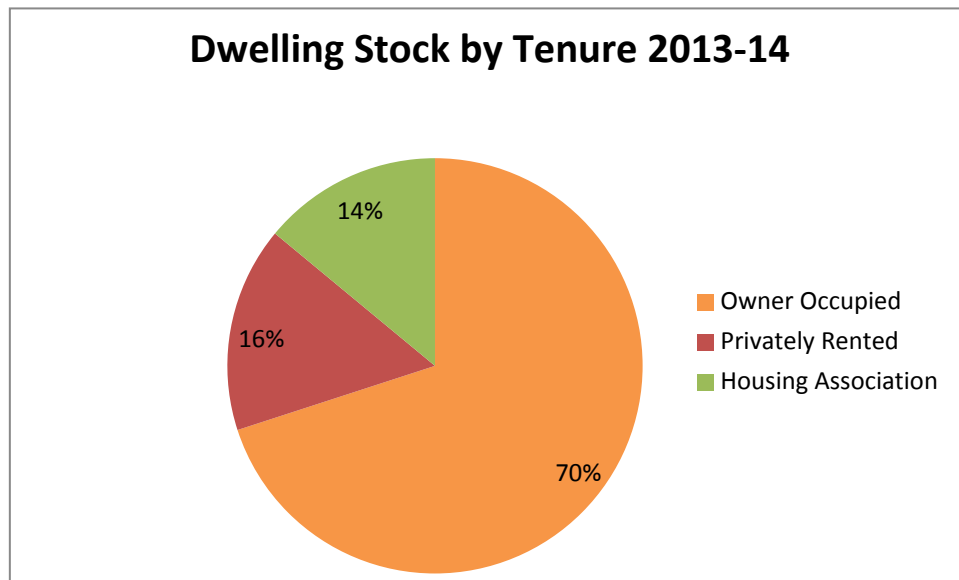
³ Welsh Government Household Estimates for Wales, mid-2013

⁴ Welsh Government 2014 Mid-year Population Estimates for Wales

⁵ Bridgend County Borough Council Local Housing Market Assessment Update 2012

There are an estimated 62,462 homes in the County Borough. Approximately 70% of these are owner occupied, 16% privately rented, and the remaining 14% rented from a housing association (Figure 2).⁶ In September 2003 the Council transferred its housing stock to Valleys to Coast Housing Association and therefore is no longer a social landlord and does not own any houses, flats or sheltered housing.

Figure 2

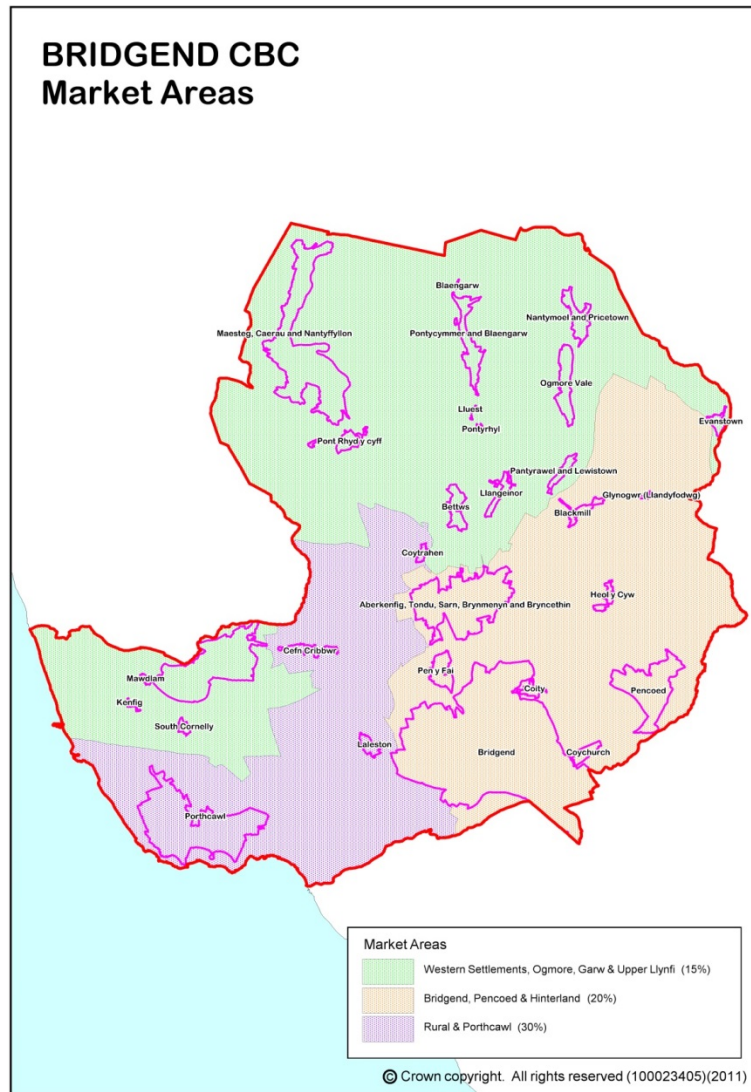


There are three housing market areas in the County Borough, namely; Western Settlements, Ogmore, Garw & Upper Llynfi Valley (the lowest house prices); Porthcawl and Rural (the highest house prices) and Bridgend, Pencoed & Hinterland⁷ (Figure 3).

Figure 3

⁶ Welsh Government Dwelling Stock Estimates for Wales 2013-14

⁷ Bridgend County Borough Council Local Housing Market Assessment Update 2012



On average, (based on actual property sales) the most expensive area in 2015/16 was Laleston (£332,312) and the least expensive was Caerau (£55,921)⁸.

In 2015/16 most property sales in the County Borough involved semi-detached properties which sold for an average price of £137,068. Detached properties sold for an average price of £233,065, while terraced properties sold for £101,732. Bridgend, with an overall average price of £156,249 was more expensive than nearby Rhondda Cynon Taff (£120,544) and Neath Port Talbot (£118,797), but was less expensive than the Vale Of Glamorgan (£224,924). During the last year, sold prices in Bridgend were up 5% on the previous year and 9% up on 2013 when the average house price was £143,743⁹.

⁸ <http://www.rightmove.co.uk/house-prices-in-Bridgend-County-of.html>

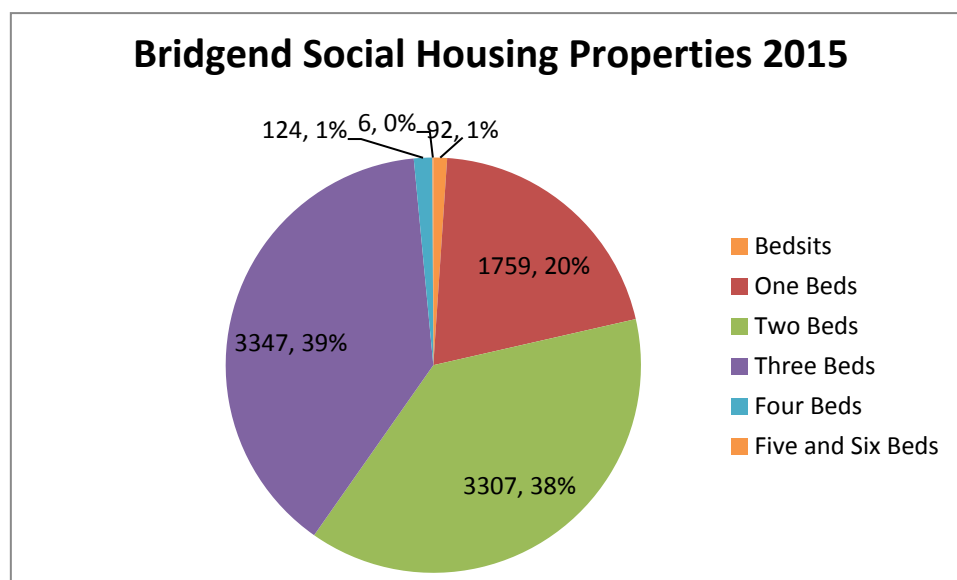
⁹ <http://www.rightmove.co.uk/house-prices-in-Bridgend-County-of.html>

The average rental price in the County Borough is £641 per calendar month and the median rental price £569 per calendar month¹⁰. Based on an average household income of £25,009, households need to spend 31% of their income on housing costs, which is higher than the 25% used in the standard model, but more in line with alternative thresholds that have been recorded by some households in the private rented sector in the County Borough, and have also been found to occur in other parts of Wales¹¹.

There is an estimated annual requirement of 1,762 affordable units per year throughout the County Borough, however, by assuming that households are able to afford to spend a greater proportion of their household income on housing costs, and by accepting that the private rented sector via Local Housing Allowance is also a short-term solution to housing those requiring affordable housing, the estimated annual requirement reduces to 292 units per year¹².

There are 8,635 social housing properties in the County Borough. These consist of 92 bedsits, 1759 one beds, 3307 two beds, 3347 three beds, 124 four beds and 6 five and six beds (Figure 4). 466 of these social housing properties are sheltered housing units specifically allocated to older persons. In addition, there is an Extra Care Housing scheme in Kenfig Hill called Llys Ton consisting of 31 two beds and 8 one bed flats. Extra care is primarily for people aged 50 or over, who have a need for housing related support or more suitable housing and a need for help with personal care¹³.

Figure 4



¹⁰ http://www.home.co.uk/for_rent/bridgend/current_rents?location=bridgend as at 04-11-15

¹¹ Bridgend County Borough Council Local Housing Market Assessment Update 2012

¹² Bridgend County Borough Council Local Housing Market Assessment Update 2012

¹³ Bridgend Social Housing Stock in 2015

There are currently 1,274 applicants on the Bridgend Common Housing Register. 878 of these applicants require a one bed, 202 require a two bed, 106 require a three bed and the remainder require a four bed or larger¹⁴. With 69% of applicants requiring a one bed and 16% requiring a two bed, there is a clear need for smaller one and two bedroom accommodation, especially as there have only been 151 allocations to a one bed social housing property in the past twelve months (which will only meet the need of 17% of applicants requiring a one bed on the Common Housing Register). However, this need should be balanced with the need to provide and develop larger sustainable accommodation that meets the needs of households as they grow.

Over the past five years homelessness presentations have been falling in the County Borough. In 2008/09 there were 1014 presentations which fell to 346 in 2012/13. However, in 2013/14 there was an increase with 369 and this increase has continued into 2014/15 with 488 presentations. This may be as a result of a number of factors including an ongoing legacy of economic downturn and austerity. During this time there has been an increasing focus on the prevention of homelessness, and this must continue with renewed vigour if the increase in presentations continues.

Private sector dwellings in the County Borough are in a poor condition with 60.8% requiring urgent repairs while 72% require basic repairs. The average cost per dwelling of urgent repairs (i.e. those needing to be done within the next year) was £1,226. The average cost per dwelling of basic repairs (i.e. all work needing to be done within the next five years) was £2,144¹⁵.

Households are defined as in fuel poverty if they need to spend more than 10% of their income on all household fuel use, in order to maintain a satisfactory heating regime. Overall, 6,826 private sector households in the County Borough are in fuel poverty, representing 13.4% of private sector households. Households in the private rented sector are most likely to be fuel poor, with 30.7% of those in the private rented sector in fuel poverty. In terms of household type, lone parent households are particularly likely to be fuel poor with almost 40% of these households in fuel poverty¹⁶.

The Welsh Index of Multiple Deprivation 2014 identified two wards (three Lower Super Output Areas) in the County Borough that rank within the top 100 most deprived wards in Wales. The most deprived ward identified was Caerau in the Llynfi Valley (the fifth most deprived Lower Super Output Area in Wales). The Caerau ward including the villages of Caerau and Nantfyllon was declared a Housing Renewal Area in September 2006 for a ten year lifespan, which will end during 2016/17. Approximately 600 properties have received financial assistance to carry out essential repairs under the Housing Renewal Area scheme. In addition, environmental schemes have been undertaken to further enhance the community.

¹⁴ Bridgend Common Housing Register as at 11-05-16

¹⁵ Bridgend County Borough council Private Sector House Stock Condition Survey 2009

¹⁶ Bridgend County Borough council Private Sector House Stock Condition Survey 2009

The Welsh Government funded Communities First programme managed by Bridgend County Borough Council, aims to reduce poverty by improving education and skills, health and employment opportunities in selected cluster areas across the County Borough. The Caerau ward is within a Communities First cluster area.

As at year ending December 2015, 6.9% of the population of people of working age in the County Borough were unemployed. This was slightly higher than Wales as a whole which was 6.0% and higher than the UK rate of 5.3%¹⁷.

¹⁷ Welsh Government ILO unemployment rates by Welsh local areas and year

4.0 The challenges ahead

The external influences that will impact on the delivery of the strategy are as follows:

Political

- **Government austerity measures** – these include Welfare Reform and the ongoing cuts in funding for local authorities, reducing the support available to help households to maintain their existing and future housing, and increasing homelessness presentations. In particular, implementation of Universal Credit and the potential effect of the reduction of the benefit cap could have a significant impact. In addition, the potential cap to Local Housing Allowance for supported housing could also have a significant impact on current and future schemes.
- **The proposed Local Government Reorganisation** – the uncertainty of the shaping of the future political landscape could have an impact on service delivery.
- **Welsh Government funding changes** – lower levels of Social Housing Grant for building new homes will mean new, innovative ways of financing affordable housing will have to be explored.

Economic

- **Household Income** – Government austerity measures could result in a considerable reduction in the level of financial support to many of the most financially deprived households in Bridgend. It should be noted however, that older people have been largely protected from Welfare Reform changes, in contrast to young people and adults of working age.
- **Housing Supply** – the Council transferred its housing stock to Valleys to Coast Housing Association in 2003 and no longer builds new affordable housing. There is a greater reliance on partner organisations, including the private sector, to meet this need.
- **Housing Stock** – the requirement of housing association partners to bring all housing stock up to Welsh Housing Quality Standard (WHQS) is a costly exercise, especially non-traditional housing e.g. steel framed. In addition, there are considerable costs in maintaining ageing housing stock.

Social

- **Increasing population** – an increasing older population will have to be encouraged to take proactive steps to move into suitable housing as needs change, particularly older owner-occupiers with equity in their properties. Some of the older housing stock is unable to be adapted at a reasonable cost.
- **Household makeup** – the majority of households requiring social housing are single persons, resulting in a greater demand for smaller properties. Bridgend has relatively low levels of such accommodation.

- **Homelessness** – with strengthened duties in the new Housing (Wales) Act 2014 it is expected that there will be a greater demand on resources for preventing and relieving homelessness.
- **Supporting People** – The Supporting People budget for Wales for 2015/16 of £124.4m represents a 7.4% overall reduction on the previous year. The Supporting People Programme Grant allocation for Bridgend for 2015/16 is £5,816,385.26 which represents a reduction of 5.45% in funding. This trend is expected to continue increasing pressure on vulnerable groups that require support.

Technological

- **Digital exclusion** – with the introduction of Universal Credit and “Digital by Default” there is a greater need to ensure people are not digitally excluded.
- **Digital technology** - has the potential to deliver efficiencies in the way vulnerable people are supported to maintain their tenancies.
- **Social media** – with the increased use of social media there is also the risk of an increase in online crime and offending behaviour.

Legal

- **Housing (Wales) Act 2014** – there is a new strengthened duty on local authorities to take reasonable steps to prevent and relieve homelessness, with an emphasis on prevention and service user engagement.
- **Social Services & Wellbeing (Wales) Act 2014** – there is greater emphases on ensuring services are more person centred, promoting independence and reducing reliance on more intensive services.
- **Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015** – there is a new strengthened duty on local authorities to prevent, protect and support victims as early as possible.
- **Wellbeing of Future Generations (Wales) Act 2015** – the Act aims to improve the social, economic, environmental and cultural well-being of Wales. The duty placed upon public bodies is defined as a requirement to “act in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs”.

Environmental

- **Property condition** – as properties age they can become more costly to maintain, often falling into disrepair with associated health consequences for the owners.
- **Empty Homes** – empty homes are a wasted resource and are often left in a poor state of repair which can lead to graffiti, vandalism and other forms of anti-social behaviour. They can also have a negative impact on the look and feel of a community.

- **Fuel Poverty** – poor quality housing can be extremely energy inefficient. Households on low incomes have difficult choices to make in terms of heating their homes or spending their income on other necessities.

In light of the budgetary constrictions facing all local authorities, which impact on all residents, partners and stakeholders, it is vital to focus on:

- Partnership working, especially with the private rented sector;
- Collaborative working across a local, regional and national level;
- Shifting the balance back onto individuals and families, to take proactive steps to manage their housing needs as they change; and
- Making the best use of the resources we have.

With this in mind, the strategy has been developed in partnership with internal Council partners, housing associations, private sector landlords, and the third sector (voluntary organisations).

5.0 Our achievements

We have already come a long way in meeting the challenges ahead, and it is important to reflect on recent achievements since the last Local Housing Strategy was published in 2009. The strategic objectives from the last Local Housing Strategy are included in bold below and our achievements towards meeting these objectives follow on.

More fully understand the local and regional housing markets.

- Undertook a Local Housing Market Assessment in 2009 which was further updated in 2012.
- Adopted the Local Development Plan in 2013.

Assess the condition of private and social rented housing in the County Borough.

- Undertook a Private Sector Stock Condition Survey in 2009.
- Co-ordinated in conjunction with key partners the Welsh Government's strategic energy performance investment programme (ARBED).
- Participated in the European Cities Action for Sustainable Housing (CASH) project.

Increase the supply of affordable housing, with particular focus on the needs of smaller households.

- 640 affordable housing units delivered.
- £27m of Social Housing Grant (SHG) provided, including an additional £1.1 million to deliver smaller social housing properties, to negate the effects of the Welfare Reforms.
- Developed a Common Housing Register and Social Housing Allocation Policy that ensures allocation is driven by housing need.
- Developed a Housing Options Website which includes an online waiting time calculator that enables people to get an estimate of how long they may have to wait for social rented accommodation, together with the ability for private sector landlords to advertise their available properties.

Reduce the level of homelessness acceptances.

- Reduced the number of households presenting as homeless from 665 in 2009/10 to 488 in 2014/15, a reduction of 27%.
- Increased the number of households for whom homelessness was prevented from 113 in 2009/10 to 178 in 2014/15, an increase of 58%.

Increase the supply of temporary accommodation options

- Significantly reduced the spend on bed & breakfast accommodation from £710,175 in 2009/10 to £226,962 in 2014/15.
- Opened Cornerstone House, which provides 6 self contained units of supported temporary accommodation for single homeless persons.
- Opened Ty Ogwr which provides 16 units of supported temporary accommodation and support and training opportunities for single homeless persons.
- Opened the Kerrigan Project to provide 5 units of supported accommodation for persons who are vulnerable and need a high level of support.

Ensure a range of appropriate accommodation and services for younger people.

- Piloted the use of shared accommodation specifically for young people.
- Piloted crisis intervention floating support specifically for young people, which also increased homelessness prevention for this group of people.

Ensure a range of appropriate accommodation and services for older people.

- Opened the county borough's first Extra Care facility Llys Ton, in 2011.

Ensure that people with a physical disability live in a dwelling that is suitable for their needs.

- Incorporated the Accessible Homes Register into the Common Housing Register.
- 1,298 Disabled Facilities Grants delivered.
- Developed two new discretionary grants; Comfort, Safety and Security Grant and Healthy Homes Assistance Grant to carry out minor but essential works.

Understand the housing needs of BME communities, Gypsy and Traveller communities, and Migrant Workers.

- Undertook a Gypsy & Traveller Accommodation Assessment in 2010 with a specific focus on socio-economic changes in the County Borough.

Understand the impact on the local housing market of Asylum Seekers and Refugees.

- Undertook a Local Housing Market Assessment in 2009 which was further updated in 2012.

To have a sound and well informed understanding of the needs of vulnerable people and local/regional provision.

- Developed a Supporting People Service User Involvement Framework.

- Undertook a gap analysis and needs mapping exercise on a local and regional basis which has fed into the both the Supporting People Local Commissioning Plan and the Regional Commissioning Plan.

To provide and deliver housing related support to the most vulnerable people to enable them to maintain their independence.

- Re commissioned Supporting People services including the provision of a holistic domestic abuse service and the learning disability service, which account for almost half of the Supporting People budget.
- Capital grant funding of £116,000 from Welsh Government for the development of a domestic abuse one stop shop located within the Civic Offices.

To establish clear priorities for the longer term development of services using a fair and transparent commissioning framework and effective use of resources.

- Developed a Supporting People Local Commissioning Plan (LCP) which is reviewed annually. Priorities identified in the LCP are used to inform and develop the Regional Commissioning Plan in collaboration with the City & County of Swansea and Neath Port Talbot County Borough Council.

Increase the supply of housing to enhance and build upon the regeneration priorities of the County Borough.

- Successfully obtained Welsh Government “Vibrant & Viable Places” funding of £5.978m to regenerate Bridgend Town Centre.
- Developed a Homes in Town Grant to encourage town centre living in the County Borough.

Realise the benefits of housing renewal and regeneration, and increase the housing supply.

- Area renewal investment of over £6.1m in the Caerau ward improving approximately 600 properties.

Continue to improve the condition and suitability of private housing.

- 317 empty properties brought back into use through a combination of advice and assistance, the Empty Homes Grant and the Welsh Government’s Houses into Homes empty property loan scheme.

6.0 Our vision and key housing priorities

Our vision is:

“To ensure that Bridgend County is a place that people want to live, where there is a choice of good quality, affordable, and sustainable housing, appropriate to the needs of each household”.

Taking reasonable steps to help prevent homelessness is fundamental to the housing vision, especially in light of the Housing (Wales) Act 2014.

The housing vision for Bridgend will be delivered through five housing priorities. These priorities are not ranked in order and are of equal importance. Setting out the housing priorities allows resources and work streams to be directed towards these priorities and enable the Council to focus work with partners in the public, private and voluntary sector to achieve them.

Our Priorities

- Priority 1 Take reasonable steps to help prevent homelessness
- Priority 2 Make the best use of existing homes
- Priority 3 Work with partners to deliver the right type of new housing
- Priority 4 Help vulnerable people stay as independent, safe and secure as possible in accommodation that meets their needs
- Priority 5 Create sustainable town centres through housing led regeneration

Our Vision and Priorities reflect the goals of the Well-being of Future Generations (Wales) Act 2015 which are;

- A prosperous Wales
- A resilient Wales
- A healthier Wales
- A more equal Wales
- A Wales of cohesive communities
- A Wales of vibrant culture and thriving Welsh language
- A globally responsible Wales

Priority 1

Take reasonable steps to help prevent homelessness

Why is this important?

The Welsh Government is committed to improving housing services and support¹⁸.

Homelessness is defined as when a person “has no accommodation in the UK or elsewhere which is available for his or her occupation and which that person has a legal right to occupy. A person is also homeless if he or she has accommodation but cannot secure entry to it, or the accommodation is a moveable structure, vehicle or vessel or adapted for human habitation (such as a caravan or house boat) and there is no place where it can be placed in order to provide accommodation. A person who has accommodation is to be treated as homeless where it would not be reasonable for him or her to continue to occupy that accommodation”¹⁹.

Reasons for homelessness include; lack of security of tenure with parents, relatives or friends; breakdown of relationship with partner (sometimes as a result of domestic abuse); violence or harassment; mortgage or rent arrears; loss of rented or tied accommodation; current property unaffordable or unsuitable; being discharged from prison, care, hospital or the armed forces and; those granted refugee status.

However, homelessness is not always a housing issue. Many people who already have secure accommodation are unable to sustain it because of issues such as mental or physical illness, a disability, or substance misuse.

Many people address their own homelessness without recourse to Council support. For example, young people remain at home to save money for a deposit on a rented flat; older people downsize and move closer to services; people seek help to find alternative properties from letting agents if their landlord seeks repossession. We need to encourage more people who can do so, to manage their housing needs for themselves, and become more self-reliant.

It is important to prevent or relieve homelessness for those who are unable to help themselves, because being homeless or threatened with homelessness can have a major impact on a person’s and / or their family’s quality of life, especially their health. It can hinder a person’s ability to obtain or sustain employment, or access education and training opportunities. These factors can also have an adverse impact on the economy and increase pressure on local authorities’ services.

Being homeless or threatened with homelessness can sometimes lead to offending behaviours which increases the burden on the resources of other services, such as the Police and the Prison Service, and has wider implications on our communities.

¹⁸ Programme for Government 2011 - 2016

¹⁹ Code of Guidance for Local Authorities on the Allocation of Accommodation and Homelessness 2015

Homeless people are also significantly disadvantaged in terms of access to services, especially mainstream healthcare services such as a GP. However, when rough sleeping homeless persons do access healthcare services it is usually at a more critical stage which places an even greater burden on limited healthcare services.

A key challenge of the Welsh Government is ensuring that everyone can receive the help they need to prevent them from becoming homeless²⁰. To achieve this, housing services need to be easily accessible, readily available, and designed around and responsive to the needs of the people who use them. This requires a renewed focus on the assessment of needs of persons who are homeless or threatened with homelessness and should be used as the basis for personal housing plans, with the goals of addressing any related support needs and securing stable housing circumstances. Taking reasonable steps to help prevent homelessness can empower people to have more choice, make their own decisions and retain control of their lives. This is both the responsibility of the homeless person and the Local Authority.

The Supporting People Programme commissions and provides housing-related support “to help vulnerable people develop or maintain the skills and confidence necessary to live as independently as possible. It has housing, and preventing homelessness or people living in inappropriate institutional settings, at its core. Support can be offered to anyone eligible, regardless of their tenure”²¹. The programme requires that local authorities should ensure that, where appropriate, preventing homelessness is a distinct service aim.

Services based in communities as opposed to accommodation based services that are funded by the Supporting People Programme have greater focus on early intervention and prevention. These consist of hub based support services that members of the public can access directly with the aim of reducing reliance on statutory services.

Therefore, prevention through early identification and intervention is a housing priority for the Local Authority, rather than attempting to relieve the homelessness after it has occurred. The Housing (Wales) Act 2014 places a duty on local authorities “to help to prevent applicants who are threatened with homelessness from becoming homeless”. However, where homelessness cannot be prevented, the amount of distress, deprivation and disadvantage that can be caused should be kept to an absolute minimum.

The Housing (Wales) Act 2014 also requires all local authorities to carry out a homelessness review and formulate a homelessness strategy based on the results of the review. The Act stipulates that the homelessness strategy must be adopted in 2018.

²⁰ Ten Year Homelessness Plan for Wales 2009 – 2019

²¹ Supporting People Programme Grant Guidance Wales June 2013

Preventing youth homelessness has a role to play in this, as does tackling poverty and social exclusion. Financial exclusion is a major cause of poverty and deprivation, and often results in homelessness because of the ability to obtain or maintain accommodation e.g. rent and mortgage payments, and the ability to sustain accommodation e.g. paying bills.

What will we focus on?

- **Providing a holistic housing solutions service** – we will provide an all-encompassing housing solutions service that delivers comprehensive sustainable housing solutions that are tailored to the individual’s needs and circumstances. The service will be easily accessible, widely publicised and somewhere people can go for the right advice, support and assistance with any housing related issue. A holistic service will enable improved access to housing solutions such as the private rented sector.
- **Providing financial inclusion advice** – we will refer and signpost to financial inclusion and debt management services to ensure that households are able to secure and retain their accommodation. All housing organisations have a role to play in this early intervention, in particular those that are landlords in the County Borough.
- **Improving partnership working with the private rented sector** – key to preventing homelessness is having a range of accommodation options and the private rented sector is a crucial and increasing element in the provision of housing. Bridgend has developed one of the largest landlords’ forums in Wales and we will continue to work with the Forum landlords to expand the availability of private rented sector properties.

The duty to licence and register private sector landlords and their properties introduced by the Housing (Wales) Act 2014, will encourage partnership working and improve standards in the private rented sector for both the tenant and the landlord. The Council will actively promote this legal requirement.

We will work more closely with landlords to improve their perception and understanding of vulnerable and homeless people. Likewise it is important to market the private rented sector so it is the ‘tenure of choice’ rather than the last resort, to relieve the demand for social housing.

- **Increasing accommodation options** – in particular for those groups for whom insufficient accommodation is available such as for younger persons. We will actively encourage tenants to consider the benefits of shared accommodation, in particular those persons under the age of 35 who receive a reduced rate of Local Housing Allowance and for whom other options could be unaffordable.

We will remodel young person's temporary and supported accommodation and seek to ensure no young person is placed by the Council into inappropriate accommodation. We will develop new services to enable young persons to become more independent and self-reliant and the focus of these services will be on strengthening homelessness prevention as well as increasing step down (low level support) services as opposed to costly 24 hour supported accommodation.

- **Developing a homelessness strategy** – we will undertake a homelessness review to examine the activities that contribute to the achievement of the prevention of homelessness. This will take into consideration the levels, and likely future levels of homelessness, the accommodation and support that are available for people who are or who may become homeless, and the resources available to the local authority and its partners. The review will enable more detailed objectives and actions to be identified when developing the homelessness strategy, in order to contribute to the prevention of homelessness.
- **Developing a holistic approach to dealing with domestic abuse** – we have commissioned an inclusive Domestic Abuse Information and Advice Service that assesses risk and danger for service users, provides emergency accommodation as a last resort, and additional advice and support to remain at home, where appropriate. We will continue to ensure that this service adapts to the needs of service users.

Priority 2

Make the best use of existing homes

Why is this important?

The Welsh Government is committed to improving the quality of housing²².

There are an estimated 62,462 homes in the County Borough. The private rented sector makes up 16% of these homes, which is slightly higher than Wales as a whole where the private rented sector makes up 14% of homes. 70% of homes in the County Borough are owner occupied and 14% are social rented from a housing association²³. With a limited supply of social rented housing in the County Borough and affordability often being a barrier to home ownership (the average house price being £156,249²⁴ and the average household income being £25,009²⁵), many households are reliant on the private rented sector to meet their housing needs.

Bridgend has over 1100 homes²⁶ being empty for six months or more at any time and although this is the average level, when compared to the rest of Wales, the number is still too high. Whilst it is accepted that there are homes waiting to be rented or sold, it is the longer term empty homes that are the most urgent to deal with, homes which may be derelict, unfit, severely neglected and in need of substantial repairs. Problematic empty homes become a focus for vandalism, arson, illegal waste, drug and alcohol abuse and other criminal activity as well as being a wasted asset.

Poor quality and poorly maintained housing can have a detrimental impact on the health and wellbeing of occupants and on the quality of life in an area. 60.8% of private sector dwellings in the County Borough require urgent repairs while 72% require basic repairs. The average cost per dwelling of urgent repairs (i.e. those needing to be done within the next year) was £1,226. The average cost per dwelling of basic repairs (i.e. all work needing to be done within the next five years) was £2,144²⁷.

It is estimated that a total of 5,864 households in the County Borough are living in unsuitable housing, with overcrowding and support needs / mobility needs being the greatest reason for the home being unsuitable. However, it is likely that some of the unsuitability can be resolved in the current accommodation without a need to move²⁸.

²² Programme for Government 2011 - 2016

²³ Welsh Government Dwelling Stock Estimates 2013-14

²⁴ <http://www.rightmove.co.uk/house-prices-in-Bridgend-County-of.html>

²⁵ Bridgend County Borough Council Local Housing Market Assessment Update 2012

²⁶ National Performance Indicator 2015-16

²⁷ Bridgend County Borough council Private Sector House Stock Condition Survey 2009

²⁸ Bridgend County Borough Council Local Housing Market Assessment Update 2012

What will we focus on?

- **Bringing empty properties back into use** – By bringing an empty property back into use it will; increase the supply of good quality affordable housing; contribute to strong balanced housing markets and community sustainability; give owners choice by improving sales potential or providing rental income rather than allowing properties to become wasted assets; and reduce the risk of vandalism, arson or squatting and the fear of crime. We will continue to promote the take up of empty homes grants and loans schemes (where the Local Authority provides financial assistance to owners of empty properties).
- **Working with partners to maximise the use of existing stock** – we will seek to actively encourage landlords to make better use of their existing stock, such as creating single person shared housing from the conversion of their empty or difficult to let properties. This will also increase the level of suitable, affordable accommodation to assist in meeting the duties of the Housing (Wales) Act 2014. We recognise at present there are both technical and financial barriers to the reconfiguration of existing properties. A new approach is required in this area involving a range of stakeholders. Effectively matching properties with applicants on the Common Housing Register has a part to play in this.

We will explore the re-letting of existing social rented homes as intermediate rent which would diversify the housing mix available in an area and provide greater rental income for private landlords and Housing Associations²⁹.

- **Promoting energy efficiency** – improving the condition of housing through more energy efficient measures can improve energy efficiency ratings and thus lower running costs for households. Energy efficient homes can also reduce carbon dioxide emissions, which can help to tackle climate change, exemplifying sustainable development in practice. We will promote energy efficiency measures to households in the County Borough.
- **Improving the conditions of private sector housing** – we will seek to encourage private sector properties to be brought up to a satisfactory standard of repair where possible and economically viable, through the Private Sector Housing Renewal and Disabled Adaptations Policy.

²⁹ Bridgend County Borough Council Local Housing Market Assessment Update 2012

Priority 3

Work with partners to deliver the right type of new housing in the right place

Why is this important?

The Welsh Government is committed to increasing supply and choice³⁰.

The housing market is a major driver of the economy. New house building not only increases the supply of good quality housing, it also creates jobs and generates revenue. We are committed to facilitating more housing in a choice of tenures, types, sizes and locations that meet local needs and is affordable for our residents. This includes social rented housing, intermediate rented housing and low cost home ownership, but could also include specialist accommodation such as extra care housing.

Local Authorities play a key role in stimulating growth in the housing market. Delivering the right type of new housing, in terms of tenure and dwelling size, is essential in order to meet housing need. Providing a sufficient range of accommodation is also essential to adequately house each household type and balance the housing stock. It is anticipated that there are an estimated 7,250 inadequately housed households in the County Borough, the majority being single pensioners and lone parents (the number of lone parent households and single person households is expected to increase)³¹.

The challenge is to deliver the right homes in the right places. In terms of affordable housing, it is important that authorities have an appreciation of the demand for different dwelling sizes and types of housing (i.e. intermediate and social rented) in relation to supply so that an appropriate mix can be negotiated on new sites³².

An analysis of the gaps between each tenure shows that there is a large rental gap between the social rented sector and private rented sector, more so in the West and the East of the County Borough than in the North. This indicates that intermediate housing priced within this gap, and set at or below the appropriate Local Housing Allowance, could potentially be useful for a number of households³³. Intermediate housing is “housing at prices and rents above those of social rent but below market prices or rents”³⁴.

There is an estimated annual requirement of 1,762 affordable units per year throughout the County Borough, however, if we assume that households are able to

³⁰ Programme for Government 2011 - 2016

³¹ Bridgend County Borough Council Local Housing Market Assessment Update 2012

³² Technical Advice Note 2 (TAN2) Planning and Affordable Housing 2006

³³ Bridgend County Borough Council Local Housing Market Assessment Update 2012

³⁴ Technical Advice Note 2 (TAN2) Planning and Affordable Housing 2006

afford to spend a greater proportion of their household income on housing costs, and accept that the private rented sector via Local Housing Allowance is a short-term solution to housing those requiring affordable housing, the estimated annual requirement reduces to 292 units per year³⁵.

The Bridgend Local Development Plan makes provision for the development of 9,690 new dwellings in Bridgend County Borough up to 2021 to accommodate the anticipated population growth. Of these new dwellings “an appropriate mix of dwelling size, type and tenure including approximately 1,370 units of affordable housing will be delivered through the planning system to meet the needs of the County Borough”³⁶.

The demand on the Bridgend Common Housing Register consistently shows the need for smaller (one and two bedroom) accommodation and there are current concerns with regard to the limited supply of these properties, which is likely to be exacerbated by the potential impact of universal credit and direct payments to households (rather than housing benefit/ rent payments being made direct to landlords). Therefore, the negotiated position of delivering affordable housing through the planning system is likely to be for such smaller (one and two bedroom) social rented accommodation, however an appropriate mix will be determined.

What will we focus on?

- **Undertaking a Local Housing Market Assessment (LHMA)** – in line with Welsh Government guidance we will undertake a biennial LHMA in order to provide robust housing evidence that will inform future local housing and planning strategies and policies.
- **Undertaking a Gypsy and Traveller Accommodation Assessment (GTAA)** – delivering the right type of new housing is not just about building new homes. The Housing (Wales) Act 2014 requires all local authorities to carry out an assessment of the accommodation needs of Gypsies and Travellers. “An understanding of Gypsy and Traveller accommodation issues is essential to make properly planned provision and avoid the problems associated with ad hoc or unauthorised provision”³⁷. Historically, Bridgend has been a place through which gypsies and travellers pass en route, along the A48. We have also successfully met need by permitting settled accommodation and permanent pitches through the planning system, enabling better integration of Gypsies and Travellers with permanent residents. Bridgend has also traditionally taken a tolerant approach to any short term unauthorised encampments. We believe this to be a good solution for Bridgend. We will take forward the recommendations of the GTAA and seek to meet evidenced future needs in a similar way.

³⁵ Bridgend County Borough Council Local Housing Market Assessment Update 2012

³⁶ Bridgend Local Development Plan 2006 – 2021 p.57

³⁷ Undertaking Gypsy and Traveller Accommodation Assessments May 2015

- **Maximising new intermediate rented housing** – we will pursue the development of intermediate rented housing. A number of households could afford intermediate rent at 70% - 80% of the average market rent³⁸. The Welsh Government’s “Rent First” model could be particularly beneficial at providing rented housing at intermediate rents, giving tenants the opportunity to buy their home outright in the future.
- **Ensuring there is provision for low cost home ownership** – we will continue to explore varied models of provision to help people to be able to purchase their own home, especially first time buyers.
- **Maximising the use of Social Housing Grant (SHG) and other grants** – the development of social rented housing in Wales has traditionally been supported by public subsidy in the form of SHG, although the reducing availability of SHG has meant that alternative funding models for affordable housing are increasingly being utilised in many areas. We will seek to maximise the level of SHG and other housing grants together with exploring new and innovative forms of finance in order to increase the numbers of new social and affordable housing.
- **Making best use of Section 106 Agreements to facilitate new accommodation and regeneration** – “Where a local need is demonstrated, the Council will expect an appropriate element of 'affordable housing' to be provided on sites capable of accommodating 5 or more dwellings or exceeding 0.15 hectares in size”³⁹. We will continue to maximise the provision of affordable housing on sites. However, where developers cannot provide the required proportion of affordable housing on new developments, monetary payments in lieu of housing provision will be used to develop new affordable housing elsewhere.
- **Ensuring the right type and size of new housing is built** – 67% of applicants on the Bridgend Common Housing Register require a one bed property. Therefore, our focus of development will be to provide small to medium sized properties. However, to also ensure sustainability of new developments an appropriate mix will be determined on a site by site basis to reflect the needs of the community.
- **Ensuring there are appropriate services in place** – in determining new social and affordable developments we will ensure that the long term sustainability is addressed. We will ensure that new housing is developed where there are sufficient services, such as access to transport, GPs, health services, schools, shops and access to employment and training.

³⁸ Bridgend County Borough Council Local Housing Market Assessment Update 2012

³⁹ Bridgend Local Development Plan 2006 – 2021 p.61

Priority 4

Help vulnerable people stay as independent, safe and secure as possible in accommodation that meets their needs

Why is this important?

The Welsh Government is committed to ensuring people receive the help they need to live fulfilled lives⁴⁰.

The Supporting People Programme funds housing related support to help vulnerable people live as independently as possible, for a number of groups, including;

- People fleeing domestic violence
- People with learning disabilities
- People with mental health problems (including dementia)
- People with substance misuse issues
- People with complex needs including ex-offenders
- Vulnerable single young people who require support
- Homeless or potentially homeless people who require support
- Single and teenage parents
- Older people

The pressure on the Supporting People Programme is expected to continue for the foreseeable future which means that plans for the commissioning of new services are likely to be limited and the focus will be on value-for-money efficiencies and innovative support services in order to maximise the impact of the Programme.

Services and support need to be person-centred and focused on the outcomes each individual wants to achieve, building on the strengths and capacity each person can bring. Maximising each person's independence and keeping them connected to their families and communities, where possible, delaying their reliance on more intensive and costly interventions is paramount.⁴¹

The population is ageing⁴² and we need to enable old people to be as self-reliant as possible. Being in the right kind of housing has a huge part to play in this and as our resources diminish, there will be an increasing requirement for older people, supported by their families, to plan appropriately for old age. Together with our partners, we have a key role to play in facilitating the delivery of more accessible accommodation, suitable for an ageing population. Historically, we have been used to thinking about this in terms of smaller accommodation, but in future, we may also need to think about larger family accommodation, with separate but linked older

⁴⁰ Programme for Government 2011 - 2016

⁴¹ Social Services and Well-being (Wales) Act 2014

⁴² Welsh Government 2014 Mid-year Population Estimates for Wales

person's accommodation. The Private Sector Housing Renewal & Disabled Adaptations Policy recognises that people wish to remain as independent as possible in their own homes and therefore makes provision for financial assistance in order to carry out both minor and large scale adaptation works.

Addressing poverty and deprivation is fundamental in helping vulnerable people stay as independent as possible in accommodation that best meets their needs. Welfare Reforms can have a major impact on young people living in low income households and poor quality housing and worklessness impact on the lives of people in the most disadvantaged areas.

A clear link has been shown between levels of deprivation and the health of the population, as people in deprived areas tend to age quicker, develop diseases earlier and die younger. Qualitative evidence of the extent to which the population of the County Borough suffers from poor health is provided in the Authority's Local Housing Market Assessment 2009. The highest categories of households needing support are shown as those having a physical disability, medical condition, and frail older people. Promoting good health, both mental and physical can, therefore prevent more intensive and costly services.

The promotion of good wellbeing, for example, access to green spaces, access to parks, local shops, and transport can help mitigate poor mental and physical health. The availability of such amenities is important for all areas of the County Borough and not just for those that have higher levels of deprivation. Ensuring that people are not fearful of accessing public space and facilities in their communities and can enjoy their own home environment without fear of disturbance or harassment is also essential.

We live in increasingly diverse communities where both ethnic and generational differences are present. Our communities consist of people with different experiences, cultures and backgrounds, and it is important that we live alongside each other with mutual understanding and respect. This is often referred to as community cohesion. A cohesive community is one where hostility, prejudice and discrimination are not accepted, where everyone has a strong sense of belonging, and most importantly, where everyone is safe⁴³, within and between communities.

The Welsh Government specifically wants to⁴⁴:

- Address the level of crime and fear of crime
- Address harm associated with substance misuse
- Address and prevent youth offending
- Improve safety in communities
- Improve the resilience of communities

⁴³ Community Cohesion National Delivery Plan 2011 - 2016

⁴⁴ Programme for Government 2011 - 2016

Bridgend is a low crime area and has seen significant reductions in crime and anti-social behaviour since 2009; however we continue to work to address levels of crime and anti-social behaviour through early engagement and effective partnership working. Not all anti-social behaviour is criminal in its nature, however all anti-social behaviour increases fear of crime and reduces people's confidence that crime is being tackled. Whilst addressing anti-social behaviour is not solely a housing issue, the Council as a key member of the Community Safety Partnership, needs to jointly monitor, share views and resources, engage and build trust with communities, promote positive behaviour and respond to anti-social issues appropriately.⁴⁵

What will we focus on?

- **Ensuring the Supporting People Local Commissioning Plan (LCP) is designed to meet the needs of vulnerable people** – we will review the LCP to ensure that appropriate housing related support services are commissioned to meet the spectrum of needs of vulnerable people, in order to help them to attain and retain the skills and confidence to obtain and sustain accommodation. We will recommission services to achieve greater value for money whilst providing a level of support to enable those supported to gain greater independence.
- **Developing a single access point into supported housing (The Gateway)** - it has been recognised that a more co-ordinated approach to allocating supported housing vacancies is required to ensure that the needs of individuals are better matched to placements. We will develop a single access point into supported housing, floating support services (in your own home) and move-on (from supported) to independent accommodation.
- **Redevelopment of the Council's homelessness hostel** – the current homelessness hostel is approaching the end of its useful operable life in its current form; repair costs are mounting and in order to bring it up to modern standards, considerable expenditure will be required. We will seek, in partnership with housing association partners, to pursue the re-provision of the hostel to ensure that it meets modern standards and is flexible for the changing needs and requirements of those requiring emergency accommodation.
- **Assisting young persons to access suitable accommodation** – we will work with key partners to seek to develop innovative housing solutions to facilitate the successful transition of young people leaving care into independent accommodation. To inform the development of these housing solutions we will undertake a detailed analysis of the potential housing need of young persons' due to leave care both in the short, medium and long term as part of their pathway plan into independent living.

⁴⁵ The Wales Housing Management Standard for Tackling Anti-Social Behaviour 2008

- **Developing older person housing** – Bridgend has an increasing population of older persons for whom suitable accommodation is in limited supply. In line with local and national policy we will seek to enable older persons to remain as independent as possible for as long as possible in their own homes. In this we recognise the need to develop flexible services to ensure the most effective use of the resources available. We will seek to develop suitable older person accommodation to meet these needs, such as the provision of Extra Care housing, similar to that already provided at the Llys Ton Extra Care scheme in Kenfig Hill.
- **Providing appropriate adaptations in the home** – The Private Sector Housing Renewal and Disabled Adaptations Policy sets out the assistance provided by the Council and its partners to address poor and hazardous housing conditions and to enable the homes of disabled and elderly people to be adapted to meet their needs. We will review the assistance we provide to ensure it is appropriate and suitable to meet the needs of households accessing our services so that they can remain in their own homes and maximise their independence.
- **Addressing poverty** – we will seek to promote and maximise financial inclusion and digital inclusion, to raise the aspirations of communities and give them opportunities they may not have had i.e. employment and training opportunities, confidence raising, basic skills support. We will utilise programmes such as Communities First, Families First, Flying Start and Supporting People to assist in tackling persistent poverty and the causes of poverty – this also links with the “take reasonable steps to prevent homelessness” housing priority.
- **Reducing fuel poverty** – the high cost of energy can make a real difference to people on low incomes. We will raise awareness and educate households so they can help themselves and understand the tools they need to manage their energy consumption, for example, smart meters or shopping around for the best energy prices.
- **Delivering community cohesion** – we will work towards delivering the outcomes of the national Community Cohesion Plan by increasing awareness of cohesion issues such as hate crime and anti-social behaviour. We will work towards increased reporting of these issues when they occur, and seek to break down misconceptions, tackle negative stereotypes and build good relationships. We will ensure effective cohesion that reflects the diversity of the County Borough through our policies and services.

Priority 5

Create sustainable town centres through housing led regeneration

Why is this important?

The Welsh Government is committed to support housing-led regeneration in communities⁴⁶.

Housing, whatever the tenure, is a major contributor to physical and community regeneration. Town centre living is a marker of urban renaissance. Evidence suggests that the growth of town centre living reflects underlying performance and accelerates it. Town centre living is part of a package of regeneration measures: flats, shops, offices, public space.

New housing can help to improve town centres, central neighbourhoods become safer and more vibrant and town centre residents help blur the edges between the daytime and evening economies. Residents in town centres help the local service economy, particularly restaurants and bars and although they make up a relatively small share of total spending, they help attract more businesses into the area and with them, more visitors. Bridgend town centre in particular has a number of vacant properties which could be better utilised and help to portray a more positive image of the town centre.

There are also some wider catalyst effects of such housing on the labour and investment markets. Renewed town centres help graduate retention and support the growth of key sectors that rely on a supply of skilled workers. Investor interest is also informed by economic progress and projections of future growth.

There is scope to maximise the development of town centres for key workers and prospective first time buyers, however developers should provide a mix of flats, older persons' accommodation and larger, family-friendly housing around the edges of the core town centres to ensure longer term sustainability of the area.

Equidistant between Cardiff and Swansea, Bridgend town centre is an investment priority for regeneration and has recently received £5.9m under the Welsh Government's Vibrant and Viable Places Programme. The funds will be supported by public and private investment and will be used to develop the Rhiw Gateway in partnership with a housing association. The Rhiw Gateway has four elements:

⁴⁶ Programme for Government 2011 - 2016

- delivery of affordable town centre homes;
- improvement of temporary and permanent parking to help the Town Centre to compete with out-of-town retail parks;
- improvements to the traditional indoor market, which will help support local jobs and small businesses; and
- a new retail/community/arts space.

A mixed use regeneration scheme is planned on the waterfront in Porthcawl. The scheme will involve 1050 new dwellings for the whole of the Porthcawl Waterfront up to 2021, with an additional 300 dwellings anticipated to be delivered beyond this. New retail, leisure and commercial development is also proposed.

There is an outline planning consent which includes 20% affordable housing in Phase 1 of the scheme.

In Maesteg, a mixed use regeneration scheme is being developed on the former Revlon factory site, Ewenny Road involving over 100 new homes and retail and commercial uses. Added to this, work is underway, supported by a Welsh Government loan, to remediate land for housing uses, at the former Maesteg Washery Site which is also expected to deliver new homes.

What will we focus on?

- **Encouraging the regeneration of Bridgend town centre and its periphery –** we will support the Vibrant & Viable Places Programme by seeking to increase the supply and standards of housing in Bridgend town centre, through the encouragement of new developments and the conversion of existing units, in partnership with housing associations and the private sector. In particular, we will work in partnership to target corporately identified properties in the town centre and utilise available funding to enhance its viability and vitality, for example by bringing empty flats above shops back into use via the Homes in Towns Grant (HITs).
- **Encouraging the regeneration of Porthcawl town centre and its periphery -** the regeneration of Porthcawl town centre and its periphery, and in particular the coastal frontage, is a key element in the future development of the area as a sustainable seaside resort. This will be achieved through a combination of quality design of buildings and the surrounding environment, comprising residential, leisure, cultural, tourism and retail uses. We will seek to encourage the development of housing both in the private sector and through local housing association developments. We will continue to promote the take up of empty homes grants and loans schemes.
- **Encouraging the regeneration of Maesteg town centre and its periphery –** building on the work undertaken to regenerate the Maesteg market and town

centre we will continue to support this regeneration through encouraging the private sector and housing associations where a housing need is identified. Our focus will be on the former Ewenny Road industrial estate, Llywnderw School site and the Maesteg Washery site. We will also continue to promote the take up of empty homes grants and loans schemes.

- **Working closely with housing association partners** – Bridgend has a good record of partnership working and innovation when it comes to housing development and has a strong history of attracting additional finance and income for housing development and investment in the County Borough. We will encourage our partner housing associations to produce more affordable homes within the town centre areas through various sources of funding, including Social Housing Grant and Section 106 contributions.
- **Promoting brownfield regeneration over greenfield new build** – the reuse of brownfield and under-utilised land is viewed as key to creating a more sustainable pattern of development. We will seek to promote the development of land within urban areas, especially on previously developed brownfield sites, before considering the development of greenfield sites⁴⁷.

⁴⁷ Bridgend Local Development Plan 2006 – 2021

7.0 Next Steps

The Corporate Plan and the Directorate Business Plans will specify the actions and performance indicators which will contribute towards achieving the priorities within this strategy. The Corporate Plan is prepared on a 3 year cycle and the Directorate Business Plans updated annually. The actions within the Directorate Business Plans will be monitored on a quarterly basis, and those of corporate importance will be reported to Cabinet through the quarterly Corporate Performance Assessment.

The Community, Environment and Leisure Overview and Scrutiny Committee (CEL) will receive regular updates on performance against key indicators and project milestones.

The delivery of the strategy will comply with the process requirements of the Well-Being of Future Generations (Wales) Act 2015 to ensure the objectives of the Act are being met. We will seek to improve the economic, social and environmental well-being of Wales in accordance with the 5 themes of the sustainable development principle indicated in the Act, namely;

1. **Long term** – The importance of balancing short-term needs with the need to safeguard the ability to also meet long –term needs.
2. **Prevention** – How acting to prevent problems occurring or getting worse may help public bodies meet their objectives
3. **Integration** – Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their objectives, or on the objectives of other public bodies
4. **Collaboration** – Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.

Involvement – The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

The Authority will undertake a Local Housing Market Assessment, to ensure that it reflects the housing needs of the borough. This in turn, together with the Needs Mapping and Assessment exercises from Social Services & Wellbeing Act (Wales) and Well-being of Future Generations (Wales) Act 2015 will inform the development of the Homelessness Strategy in 2018 which is a requirement of the Housing (Wales) Act 2014. The Local Housing Strategy 2016-18 will be reviewed in light of the above and in line with Welsh Government guidance applicable at that time.

Local Housing Strategy Consultation Responses – January to March 2016

Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
BCBC - Wellbeing	2	4	<ul style="list-style-type: none"> Would it be beneficial to undertake a housing needs analysis to support the implementation of this act? – maybe this could be a priority action? This could then lead to an identification of the types of accommodation required and perhaps the development of a market position statement for those who wish to invest. 	<ul style="list-style-type: none"> Housing need is multi-faceted derived from 3 sources: <ul style="list-style-type: none"> Supported housing through the Supporting People Local Commissioning Plan and Regional Commissioning Plan. Market housing through the Local Housing Market Assessment. Social housing through the Common Housing Register. 	<ul style="list-style-type: none"> This information is intermittently updated.
V2C Housing Association	3	5	<ul style="list-style-type: none"> 'The highest house prices are in Porthcawl in the West', yet most expensive community is Coychurch (east of Bridgend). This is slightly confusing. With the large number of 1 bed need (870 persons or 67%) within the CHR, how many of these are under 35 years of age? What is BCBC proposing, beyond encouraging to develop more shared living options for this community? 	<ul style="list-style-type: none"> Acknowledge potential confusion. The information has been verified and updated for 2015/16. For clarification, the information is regarding actual sale values realised and not purely for sale price. Acknowledge point. For those in housing need and receiving housing benefit, shared living is likely to be the only financially sustainable solution and working in partnership with private and social landlords is imperative to achieve this. Other single person households, able to afford and access market housing, would seek to have their requirements met by the market. 	<ul style="list-style-type: none"> Updated for 2015/16. No action required. This is addressed under priority 2 and 3.
V2C Housing Association	4	11	<ul style="list-style-type: none"> Recent proposals by the UK Government to cap supported housing to the LHA is likely, if implemented, to result in sheltered, extra care and other supported projects becoming unaffordable for elderly and disabled persons from April 2017. This change should be included as a significant risk factor. 	<ul style="list-style-type: none"> Agreed. 	<ul style="list-style-type: none"> This is now included in section 4 "The Challenges Ahead".

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
Online response	4	11	<ul style="list-style-type: none"> Since the council transferred all their properties to v2c the only choice left to older people who would like to downgrade to a smaller property from private accommodation is to go into sheltered accommodation whereas before they could apply for a council bungalow. It focuses on vulnerable people, deprived areas and town centres without considering the needs of the non-dependant majority. It doesn't mention the impact of the well-being of future generations act 2015. It doesn't include making housing & communities resilient to climate change and impact on an aging population etc. e.g. of flooding, heat stress in summer, extreme colds and storms in winter. It focusses specifically on houses and doesn't necessarily consider the needs of communities which would drive the type and need of housing required in different communities. 	<ul style="list-style-type: none"> Many people can and do downsize to smaller properties by purchasing on the open market. If this is not possible because of affordability reasons and a housing need can be demonstrated, they would be eligible to apply to the Common Housing Register for a property suitable to meet their housing needs. Agreed that there is need across many household groups however, the strategy sets out the Council's main priorities which allows limited resources and work streams to be directed towards these priorities. Noted. 	<ul style="list-style-type: none"> No action required. No action required. Reference to the challenge has been included in section 4 "the challenges ahead" and ensuring the objectives of the Act are being met has been included in section 7 "next steps".
V2C Housing Association	5	14	<ul style="list-style-type: none"> How do these achievements relate to the previous Housing Strategies aims and SMART targets? An outcome assessment would be useful to enable better understanding. 	<ul style="list-style-type: none"> Agreed. 	<ul style="list-style-type: none"> Section 5 "Our achievements" has been updated to show progress from the strategic objectives of the last strategy.
BCBC - Wellbeing	6	17	<ul style="list-style-type: none"> Should there be a separate priority for refugees? 	<ul style="list-style-type: none"> Noted, reference to refugees should be included. However, not as a separate standalone priority as it is incorporated into homelessness legislation. 	<ul style="list-style-type: none"> Reference to assisting refugees has been added under priority 1.
W&W Housing Association	7	34	<ul style="list-style-type: none"> We would welcome the opportunity to comment upon the actions and performance indicators developed from this Strategy. We would support the commitment to provide regular updates on these indicators to ensure that shorter term projects and 	<ul style="list-style-type: none"> Noted. 	<ul style="list-style-type: none"> Updates will be provided to relevant stakeholders.

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
			actions and their outcomes can be monitored.		
V2C Housing Association			<ul style="list-style-type: none"> We understand that this is an interim document until Local Government Re-organisation, however, as written; it is not a full Strategy, more of a position statement. 	<ul style="list-style-type: none"> Noted. However, whilst the document highlights current position, it also sets out the strategic priority and direction for housing in Bridgend in the short/medium term. 	<ul style="list-style-type: none"> No action required.
V2C Housing Association			<ul style="list-style-type: none"> It highlights the main issues but does not present the Councils solutions/responses to the issues identified apart from where they are already in the pipeline. To us this is more of recognition of the problems facing those seeking housing in Bridgend. It does not actually set out how these individuals will be helped in enough detail to answer the issues raised. Its commitment is clear, but its intended actions are missing in detail. 	<ul style="list-style-type: none"> Noted. However, this document highlights the strategic focus of the Council and all its partners and as it is a short term strategy it will not contain an individual action plan. Actions constantly evolve to respond to changing opportunities and funding etc. and incorporating the actions and indicators into the annual business plans allows for this flexibility. 	<ul style="list-style-type: none"> No action required.
V2C Housing Association			<ul style="list-style-type: none"> Welfare reform should be a priority area of its own as it is the greatest risk facing housing. The Strategy needs to have an Action Plan attached detailing specific intentions over the next couple of years, rather than referencing inclusion within other corporate plans. 	<ul style="list-style-type: none"> Noted. Welfare reform has been recognised as a key Challenge. As such it is inferred throughout the document, particularly when addressing housing priorities and therefore, has not been included as a specific priority area of its own. Noted. Actions constantly evolve to respond to changing opportunities and funding etc. and incorporating the actions and indicators into the annual business plans allows for this flexibility. 	<ul style="list-style-type: none"> No action required. No action required.
Online response			<ul style="list-style-type: none"> For a local government document it is remarkably easy to read and understand. Although the language is clear, it is very heavy on numbers in text. This could be difficult for some people to digest. The report could make more effective use of tables and graphs to represent this information. Would benefit from an "executive summary". 	<ul style="list-style-type: none"> Support is welcomed. Acknowledged. Noted. 	<ul style="list-style-type: none"> No action required. Some charts and graphs have been now been added and additional images will be incorporated into the final document if appropriate. We will publish an executive

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
			<ul style="list-style-type: none"> • Not enough detail of how results are to be achieved (too much put on statistics). • There is no focus on retaining working couples, young families. 	<ul style="list-style-type: none"> • This document highlights the strategic focus of the Council and all its partners and as it is a short term strategy it will not contain an individual action plan. • Agreed that there is need across many household groups however, the strategy sets out the Council's main priorities which allows limited resources and work streams to be directed towards these priorities. 	<p>summary on the website on approval of the full strategy.</p> <ul style="list-style-type: none"> • No action required. • No action required.
Online response			<ul style="list-style-type: none"> • To support those who unable to maintain housing through debt or the Bedroom tax and to increase the number of homes which are one or two Bedroom homes. • There is no reference to retaining middle income families / couples in the area. • Does not consider what support could be given to purchasers willing to take on a run-down property and renovate it. • Pay due regard to the environment in which houses are located. Undeveloped land and open green spaces are an important element in housing. • The local housing strategy has a specific priority for 	<ul style="list-style-type: none"> • These issues are valid and therefore have already been included in the strategy and its priorities. • Agreed that there is need across many household groups however, the strategy sets out the Council's main priorities which allows limited resources and work streams to be directed towards these priorities. • The strategy makes reference to bringing empty properties back into use and the financial assistance available to do this. More detail is available on the Council's website. • Agreed that these are important, however they are planning considerations and are covered during the statutory planning application process. The strategy highlights the focus for promoting brownfield regeneration over Greenfield new build. • We seek to ensure that all communities are 	<ul style="list-style-type: none"> • No action required. • No action required. • No action required. • No action required.

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
			sustainable town centre regeneration. It should be a priority to make all communities sustainable.	sustainable; however the current redevelopment priority is for the town centres.	
Online response			<ul style="list-style-type: none"> Although the strategy does mention youth it does not go into a lot of detail. There is no mention of Looked After Children Care Leavers or any plans for the need of more supported housing for these young people. Vigorous action needs to be taken with respect to empty properties. Available legal means to bring them back into productive use should be used to the full. There is a shortage of 1 bedroom properties. In our town centres, there are upstairs premises, above shops and offices that would be ideal for this purpose. Compulsory purchase should be used if necessary. This should be a top priority. 	<ul style="list-style-type: none"> Agreed. The strategy has a clear focus of bringing empty properties back into use and references the financial assistance available to do this. More detail of this assistance is available on the Council's website. Where appropriate, enforcement action is carried out by the Authority. 	<ul style="list-style-type: none"> Reference has been made in priority 1 and 4. No action required.
W&W Housing Association	Priority 1	18	<ul style="list-style-type: none"> We fully support the assertion that single persons under 35 are likely to find their housing options constrained. We are committed to working in partnership with Bridgend CBC to tackle homelessness in the county. We recognise that the Welsh Government has emphasised that partnership working is key in addressing homelessness with the emphasis on a local approach. The preventative approach to homelessness, particularly with younger people and their families is supported. We fully support the commitment to developing a holistic approach to dealing with domestic abuse. 	<ul style="list-style-type: none"> Support is welcomed. 	<ul style="list-style-type: none"> No action required.

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
V2C Housing Association	Priority 1	18	<ul style="list-style-type: none"> We think more consideration needs to be given to solutions to address welfare reform and UK Government led austerity measures, especially the council's response to Digital by Default. The risk to future Homelessness presentations will be significant from rent arrears led evictions. What is the council proposing to do to enable improved advice, help and assistance services to this sector? 	<ul style="list-style-type: none"> Noted. Welfare reform has been recognised as key challenges in the Challenges Ahead Section (Political, Economic, Social & Technological). As such it is intrinsic throughout the document, particularly when addressing housing priorities and therefore, has not been included as a specific priority area of its own The Housing (Wales) Act 2014 places a strengthened duty on local authorities' to prevent and relieve homelessness. 	<ul style="list-style-type: none"> No further action required at this stage.
BCBC – Adult Social Care	Priority 1	18	<ul style="list-style-type: none"> Greater emphasis should be placed on duties to prison leavers. 	<ul style="list-style-type: none"> The Housing (Wales) Act 2014 places a strengthened duty on local authorities' to prevent and relieve homelessness and vulnerable prison leavers are one of the categories of applicants that are given a priority. 	<ul style="list-style-type: none"> No action required.
Online response	Priority 1	18	<ul style="list-style-type: none"> If the priorities are ranked in order of importance then this should not be the first priority. On the priority of homelessness prevention, there is no mention of working with Early Help Support Services to provide support to reduce escalation of issues such as debt arrears, relationship breakdown, poor home conditions, which can result in homelessness. 	<ul style="list-style-type: none"> Noted, the priorities are not listed in order of importance. They are all equally important. Agreed. 	<ul style="list-style-type: none"> We have included an undated statement in the strategy that these priorities are not ranked in order and are of equal importance. We have highlighted community based services focusing on early support in priority 1.
W&W Housing Association	Priority 2	22	<ul style="list-style-type: none"> We support the local authority in the commitment to maximise the use of existing stock. We would note that the reconfiguration, or new development of any property can be a longer term project, and it will be important the RSL and the local authority work well in partnership to understand the implication, both practically and financially, of any project. 	<ul style="list-style-type: none"> Agreed. 	<ul style="list-style-type: none"> We recognise at present there are barriers both technical and financial to the reconfiguration of existing properties and we have reflected this in the strategy (Priority 2). A new approach is required in this area involving a range of stakeholders.

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
			<ul style="list-style-type: none"> We would add examples such as supporting or incentivising older people to move from larger properties, and how we could match their needs. In addition, we should ensure that best use is made of the adapted homes element of the Common Housing Register to ensure that persons requiring adapted homes can be matched to suitable accommodation. We support the commitment by the council to improve housing standards in Bridgend. 	<ul style="list-style-type: none"> Agreed. Support is welcomed. 	<p>Effectively matching properties with applicants on the Common Housing Register has a part to play in this.</p> <ul style="list-style-type: none"> No action required.
W&W Housing Association	Priority 3	24	<ul style="list-style-type: none"> It is noted that the Council proposes to focus on maximising new intermediate rented housing based on affordability of a number of households however given the restrictions on the LHA currently this is not always a viable option for Associations. It is also noted the assessment of the affordability is based on the 2012 LHMA average market rent which has fluctuated since that date. We welcome the Councils' commitment to refreshing the LHMA. The Council's focus on providing opportunities for homeownership is supported and will help to create sustainable communities across the Borough. We see securing off site contributions (S106) as being a last resort. 	<ul style="list-style-type: none"> It is recognised that viability could be an issue for the RSLs. Updating the Local Housing Market Assessment will help to define what is needed. Support is welcomed. Noted and this is reflected in Supplementary Planning Guidance 13. 	<ul style="list-style-type: none"> The Local Housing Market Assessment will be updated. No action required. No action required.
V2C Housing Association	Priority 3	24	<ul style="list-style-type: none"> In regard to monetary payments in lieu of housing provision, this exclusion should not apply to disposals of council owned land. What is BCBC's Strategy for increasing the supply of land to RSL's development programmes and/or placing on site requirements to ensure early delivery of new social rented properties? 	<ul style="list-style-type: none"> Each site has to be considered on its own merits, because each comes with its own specific constraints. Therefore, a blanket approach is not appropriate. The delivery of affordable housing on site is determined in the s.106 with 'trigger points' for the construction of the affordable housing and which prevents the development of subsequent market housing on site until this requirement is met. 	<ul style="list-style-type: none"> No action required.

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
			<ul style="list-style-type: none"> Off-site contributions are a useful tool but should be considered as a last resort. When off-site contributions are received what is the council's policy and timescales for allocating the money to ensure timely delivery of actual units? 	<ul style="list-style-type: none"> Noted, it is the Council's stated preference for a Registered Social Landlord to be involved in provision of affordable housing on site. (SPG13 on Affordable Housing). Off-site and commuted sum contributions are only taken in exceptional circumstances. Any commuted sum is for the provision of affordable housing within areas of demand and are committed within a reasonable time as determined in the s.106 process 	<ul style="list-style-type: none"> No action required.
Coastal Housing Group	Priority 3	24	<ul style="list-style-type: none"> We would welcome consideration of intermediate rents, but would need to ensure that housing developments are delivered in such a way so that service charge costs are eliminated or minimised. We would welcome the opportunity to consider Council owned sites off-market to ensure that we can offer proper mixed tenure schemes achieving mixed communities. We don't feel that best value in monetary terms alone achieves the wider strategic goals set out. 	<ul style="list-style-type: none"> Noted. Noted. The Council do undertake direct land sales in certain circumstances where additional community benefits are demonstrated. However, this is balanced by the requirement for the Council to fulfil its Capital Programme Disposal. 	<ul style="list-style-type: none"> No action required. No action required.
BCBC - Wellbeing	Priority 3	24	<ul style="list-style-type: none"> Making best use of Section 106 Agreements - Would it be useful to undertake an analysis of upcoming and likely situations for s106 and develop a market position statement for investors setting our out key housing priorities? Again maybe this could be a priority action 	<ul style="list-style-type: none"> The Council's use of S106 is set out in its Local Development Plan together with its Supplementary Planning Guidance (13). Additionally, this strategy highlights the key themes for development. 	<ul style="list-style-type: none"> No action required
Online response	Priority 3	24	<ul style="list-style-type: none"> The priority should also say "in the right place". Ensuring there are appropriate services in place this should also include equality of transport such as active travel routes, sustainable transport links 	<ul style="list-style-type: none"> Agreed. Whilst these are important, they are planning considerations and are covered during the statutory planning application process. 	<ul style="list-style-type: none"> The priority has been altered to reflect this by adding, 'in the right place'. No action required

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
			<p>(buses, trains) and access to quality open space for recreation e.g. NRW accessible green space standards. These are important for long term sustainability in light of peak oil, climate change to increase community resilience.</p> <ul style="list-style-type: none"> The focus of the plan does not appear to facilitate the access to these areas (access to green spaces, access to parks, local shops, and transport) despite them being held in such regard in the text. 	<ul style="list-style-type: none"> Putting any development in the right place and addressing the issues highlighted is a consideration undertaken during the statutory planning process. 	<ul style="list-style-type: none"> No action required
W&W Housing Association	Priority 4	27	<ul style="list-style-type: none"> We fully support the emphasis within the Register to match currently adapted properties, or properties that can be adapted, to applicants who require them. We fully support the commitment within the Strategy to address poverty. In addition to the future challenges to be faced through the rollout of Universal Credit and the extension of the LHA shared accommodation rate to under 35 year olds in the RSL sector. We would also note the potential effect of the reduction of the Benefit Cap which will likely be felt from August 2016. We recognise the importance of early advice and support in maximising income. We fully support the commitment within the Strategy to tackle the issue of fuel poverty in Bridgend. We support the view that digital inclusion is a major element in supporting residents to access financial services. 	<ul style="list-style-type: none"> Support is welcomed. Support is welcomed. Noted and agreed. Noted. Support is welcomed. Support is welcomed. 	<ul style="list-style-type: none"> No action required. No action required. The benefit cap is now included in section 4 "The Challenges Ahead". No action required. No action required. No action required.

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Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
V2C Housing Association	Priority 4	27	<ul style="list-style-type: none"> With increasing pressure on budgets the principle of encouraging people to stay in their own home must be challenged. Re-locating to more suitable properties in more accessible homes and areas to local services will reduce high cost adaptations and allow existing budgets to help more people. How have the long-running programmes, such as Community 1st, Flying Start etc. performed in tackling poverty and housing inequalities and what is their role in this Strategy? 	<ul style="list-style-type: none"> Whilst it is acknowledged that a person's current property may not be suitable and that relocation may be an option, the document refers to own home in the wider sense, i.e. promoting independence. Home does not necessarily refer to the particular property they are residing in currently but to a property suitable for the person's needs. It is not appropriate in a housing strategy to go into detail however; the strategy recognises that these programmes have a useful role to play in dealing with these issues. 	<ul style="list-style-type: none"> No action required. No action required.
BCBC – Wellbeing	Priority 4	27	<ul style="list-style-type: none"> Wish to include: <ul style="list-style-type: none"> Transition from foster care where they choose not to remain in placement through 'When I am ready'. Making all communities dementia friendly? As per the Council's commitment to the Dublin declaration and in the ageing well plan. Physical and sensory impairment? Although very relevant this chapter has a large focus on SP and it may be of use to include other housing funding and an analysis of future funding sources for housing for vulnerable people. "Granny flat" is not a terminology that is used in ASC we recommend that this phrase is removed. Transport is also critical for the engagement of older adults in the community where they can no longer drive or do not have access to transport. Will there also be a coordinated approach to aids adaptations and housing renewal for disabled and 	<ul style="list-style-type: none"> Agreed. Noted. This is already referenced in the Councils Private Sector Renewal Policy. Noted. The strategy refers to the major sources of housing related support and assistance funding. Noted. Agreed. This is already referenced in the Councils Private Sector Renewal Policy. 	<ul style="list-style-type: none"> Reference has been made in priorities 1 and 4. Reference to dementia has been added in regards to housing related support. No action required. No action required. Have removed the term "granny flat". Have deleted reference to employment. No action required.

Appendix 2

Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
			<p>older adults in our community?</p> <ul style="list-style-type: none"> Under “addressing poverty” and “reducing fuel poverty” include something here about financial inclusion - having warm homes efficient homes being able to pay bills – maximising income but also ensuring that properties are insulated and efficient. Information about access to grants for boiler renewal etc. Add as a focus “Flexibility of Environment” - Developing homes for life that can be adapted in line with changing needs and with appropriate space to enable practical support to be delivered effectively within a person’s home. Homes should be developed in a way that utilises modern technology solutions. Work should be undertaken with landlords so that they support adaptations within their properties so that people do not have to face moving home as their needs require adaptations to their surroundings. Add as a focus “Position Statement” - Develop a population assessment to understand housing needs for vulnerable people. 	<ul style="list-style-type: none"> Noted. The strategy already references financial inclusion. “Homes for Life” is already embedded within the development of new social housing. It would require a national policy to impose this on private developers. In addition, a pragmatic approach would be required as some properties are unsuitable for adaptation because of their location (e.g. no public transport and topography). This is addressed as part of the Local and Regional Supporting People Commissioning Plans. 	<ul style="list-style-type: none"> No action required. No action required. No action required.
W&W Housing Association	Priority 5	31	<ul style="list-style-type: none"> The opportunities to regenerate town centres are recognised and it is acknowledged require commitment from a range of partners in particular the private sector and investors. Attracting people to live in town centres is the challenge. 	<ul style="list-style-type: none"> Agreed. Therefore, the quality of the housing offer is paramount. 	<ul style="list-style-type: none"> No action required.
V2C Housing Association	Priority 5	31	<ul style="list-style-type: none"> The renewed focus on Bridgend is welcomed as an aid to improve the town centre. However, experience of other local authorities is that this investment maybe at the expense of investment in other key retail areas such as Maesteg and Porthcawl. 	<ul style="list-style-type: none"> Noted. However, there are existing regeneration programmes underway in all three key retail town centres 	<ul style="list-style-type: none"> No action required.

Appendix 2

Organisation	Section No.	Page No.	Representation	Reasoned Response	Decision and Action
Coastal Housing Group	Priority 5	31	<ul style="list-style-type: none"> Welcome focus on town centre regeneration; the principle of town centre living is one that Coastal welcomes, and we see it as a mechanism for revitalising the town centre by introducing footfall into the area. We welcome the focus on the other main town centres of Porthcawl and Maesteg and would be keen to work alongside the Council to explore options in these areas. 	<ul style="list-style-type: none"> Noted. However, there are existing regeneration programmes underway in all three key retail town centres 	<ul style="list-style-type: none"> No action required.
BCBC – Wellbeing	Priority 5	31	<ul style="list-style-type: none"> Transport absolutely essential for our valley communities as part of a package of regeneration measures. Could consideration be given to supported housing for older people in town centres? Shops would be accessible, transport would be accessible. Could we consider parking e.g. free parking for the first two hours? 	<ul style="list-style-type: none"> Noted, however it is not appropriate to include this level of detail in this strategy; however it is addressed in relevant transport strategies. Agreed. Noted, however it is not appropriate to include car parking within a Housing Strategy. 	<ul style="list-style-type: none"> No action required. Have added reference to older persons' accommodation in priority 5. No action required.
Online response	Priority 5	31	<ul style="list-style-type: none"> Town centre should be retail and services.....NOT HOUSING. 	<ul style="list-style-type: none"> An appropriate mix is required within town centres. Housing can help to sustain the vitality required for retail and services. 	<ul style="list-style-type: none"> No action required.

Factual Updates

Organisation	Section No.	Page No.	Summary of Representations	Reasoned response	Decision and Action
BCBC - Planning	3	5	<ul style="list-style-type: none"> There are an estimated 62,462 homes in the County Borough. Approximately 70% of these are owner occupied, 16% privately “rented” instead of “owned”. 		<ul style="list-style-type: none"> This has been altered from privately owned to privately rented.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

8 JUNE 2016

REPORT OF THE CORPORATE DIRECTOR OPERATIONAL AND PARTNERSHIP SERVICES

PAY POLICY STATEMENT – UPDATE 2016/17

1. Purpose of Report.

- 1.1.1 This report confirms that the Council is meeting its legal obligation following the Localism Act 2011.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities.

- 2.1 None.

3. Background.

- 3.1 The Localism Act 2011 requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement beginning 2012/13 and for each financial year thereafter.
- 3.2 Council has already fulfilled its obligations, as required by Section 39(1) Localism Act 2011, and the first Pay Policy Statement came into effect on 1st April 2012 with the subsequent Pay Policy Statements being published on 1st April 2013, 13th November 2013, 17th September 2014, 1st April 2015 and 17th February 2016.

4. Current situation / proposal.

- 4.1 The updated Pay Policy Statement for Council's consideration for the year 2016/17 is attached as Appendix A.
- 4.2 This Pay Policy Statement is fully compliant with the Localism Act 2011.
- 4.3 Agreement has been reached in respect of the pay negotiations for:
- 4.3.1 Chief Executives which offer a 1% rise as of 01.04.16 and a further 1% rise as of 01.14.17
- 4.3.2 Chief Officers which offers a 1% rise as of 01.04.16 and a further 1% rise as of 01.14.17
- 4.4 [Both 4.4 and 4.5 have been referred to and approved by the Independent Review Panel].

4.5 The NJC negotiations concluded in May 2016 with agreement from Unison and GMB but not with agreement from Unite. The offer is a two year deal and will be implemented in two parts. A 1% increase as of 01.04.16 and a further 1% increase as of 01.04.17.

4.6 The current Redundancy and Redeployment policy is attached to the Pay Policy Statement as required.

5. Effect upon Policy Framework & Procedure Rules.

5.1 None.

6. Equality Impact Assessment

6.1 An Initial Screening Equality Impact Assessment has been undertaken which indicates that the proposed Pay Policy Statement will positively assist in the delivery of the Council's equality duties.

7. Financial Implications.

7.1 There are no financial implications arising from the recommendations in this report.

8. Recommendation.

8.1 Council is requested to approve the updated Pay Policy Statement as attached as Appendix A.

Andrew Jolley
Corporate Director Operational & Partnership Services
20/05/16

Background documents: None

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BRIDGEND COUNTY BOROUGH COUNCIL PAY POLICY STATEMENT – 2016/17

1. INTRODUCTION AND PURPOSE

- 1.1 Under Section 112 of the Local Government Act 1972 the Council has ‘the power to appoint officers on such reasonable terms and conditions as the Authority thinks fit’. This Pay Policy Statement outlines the Council’s approach to pay policy in accordance with the requirements of 38 (1) of the Localism Act 2011 which requires English and Welsh Local Authorities to produce and publish a Pay Policy Statement for 2012/3 and for each financial year after that, detailing:
- a) The Authority’s policies towards all aspects and elements of the remuneration of Chief Officers;
 - b) Their approach to the publication of and access to information relating to all aspects of the remuneration of Chief Officers;
 - c) The Authority’s policies towards the remuneration of its lowest paid employees (including the definition adopted and reasons for it);
 - d) The relationship between the remuneration of its Chief Officers and other employees.
- 1.2 Local Authorities are large complex organisations and provide and/or commission a wide range of essential services. The strategic approach to remuneration levels may need to differ from one group of employees to another to reflect specific circumstances at a local, Welsh or UK national level. The Council will require some flexibility in its Pay Policy Statement to address changing circumstances which may or may not be foreseeable.
- 1.3 As approved by full Council, as required by Section 39(1) Localism Act 2011, this Pay Policy Statement came into effect on 1st April 2012 and will be subject to review on a minimum of an annual basis in accordance with the relevant legislation above.

2. LEGISLATIVE FRAMEWORK

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes the
- a) Equality Act 2010
 - b) Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000
 - c) Agency Workers Regulations 2010 and where relevant, the
 - d) Transfer of Undertakings (Protection of Earnings) Regulations
- 2.2 In respect of the Equal Pay requirements contained within the Equality Act, the Council is currently working to ensure that there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified. The introduction of a new pay and grading system in September 2013, following the conclusion of the job evaluation project, an equality impact assessment and a Collective Agreement with the three recognised trade unions enables the Council to ensure that remuneration is appropriate for the requirements, demands and responsibilities of roles at an individual post level as well as in relative terms across all posts.

3. SCOPE OF THE PAY POLICY STATEMENT

- 3.1 The Localism Act 2011 requires Local Authorities to develop and make public their Pay Policy Statement on all aspects of Chief Officer remuneration (including on ceasing to hold office), and that pertaining to the 'lowest paid' in the Authority, explaining their policy in respect of the relationship between remuneration for Chief Officers and other groups. However, in the interests of transparency and accountability the Council has chosen to take a broader approach, producing a pay policy which covers all employee groups with the exception of School Teachers. The remuneration for this latter group is set by the Secretary of State and not in the control of Local Authorities.
- 3.2 Nothing within the provisions of the Localism Act 2011 detract from the Council's autonomy in making decisions on pay that are appropriate to local circumstances and which deliver value for money for local tax payers. However, the Council will comply with this Pay Policy Statement in setting remuneration levels for all groups within its scope.

4. BROAD PRINCIPLES OF OUR PAY POLICY

4.1 Transparency, accountability and value for money

- 4.1.1 The Council is committed to an open and transparent approach to its pay policy which will enable the tax payer to access, understand and assess information on remuneration levels across all groups of council employees. To this end the following are provided as Appendices to this policy:-

- a) [Employee Pay Scales](#) (Appendix A)
- b) [Chief Officer Pay Scales](#) (Appendix B)
- c) [Soulbury Pay Scale](#) (Appendix C)
- d) [JNC \(Youth & Community\)](#) (Appendix D)
- e) [Policy on Redundancy and Severance Payments](#) (including additional pension payments) (Appendix E)

4.2 Development of a Pay Policy

- 4.2.1 The primary aim of a reward strategy is to attract, motivate and retain suitably skilled employees to enable the Council to perform at its best. One of the biggest challenges for the Council in the current circumstances is to maximise productivity and efficiency within current resources. The Pay Policy Statement outlines the remuneration levels believed to be effective in facilitating a sufficient supply of appropriately skilled employees which can be objectively justified and provide the local tax payer with an assurance of value for money.
- 4.2.2 At the more senior grades in particular, remuneration levels need to effect sufficient interest to enable the attraction of a suitably wide pool of talent and the Council will often be seeking to recruit in competition with other public and private sector employers.
- 4.2.3 The Council's pay policy will, through its design, development and review, seek to balance these factors appropriately to maximise outcomes while managing pay costs appropriately and maintaining sufficient flexibility to meet future needs.

4.2.4 This Pay Policy Statement will be reviewed on an annual basis and approved annually by full Council.

4.3 Pay Structure

4.3.1 The Council uses the nationally negotiated pay spine as the basis for its pay & grading structure. This determines the remuneration of the majority of the non-teaching workforce, together with the use of other nationally defined rates where relevant.

4.3.2 The Council has extended the national pay spine up to spinal column point 55.

4.3.3 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by Council Policy.

4.3.4 New appointments will normally be made at the minimum of the relevant grade, although flexibility exists to ensure the best candidate is secured.

4.4 Pay and Performance

4.4.1 The Council does not employ any performance related pay mechanisms.

4.5 Job Evaluation

4.5.1 Job evaluation is a systematic way of determining the value of a job in relation to other jobs within an organisation. It provides a means of systematic comparison of jobs to assess their relative worth for the purpose of establishing an equitable and justifiable pay structure.

4.5.2 In 2013 the Council established a Collective Agreement in respect of Single Status for all NJC employees in terms of Pay & Grading and Terms & Conditions. Our Equality Impact Assessment (EIA) process has been used throughout the process and will continue to be used in the future. The Council, as it is bound to do, engaged an independent assessor to confirm the integrity of our new pay and grading system and this external expertise was provided by NothgateArniso.

4.6 Market Supplements

4.6.1 Job evaluation will enable the council to determine remuneration levels, which reward responsibility in a relative way within the council. However, from time to time it may be necessary to take account of the external pay market to attract and retain employees with particular experience, skills and capacity.

4.6.2 In due course the Council may draft a Market Supplements Policy to ensure that the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector. It is the Council's policy that any such additional payments be kept to a minimum and be reviewed on an annual basis so that they can be withdrawn where no longer considered necessary. An EIA would also be carried out on any proposal.

4.7 Honoraria

- 4.7.1 When the Council requires an employee to carry out additional duties to those of their substantive post, for a prolonged period of time, an additional payment commensurate with those duties may be made in accordance with the Council's Acting Rank/Honorarium Protocol, which is attached as Appendix F.

5. CHIEF OFFICER REMUNERATION

5.1 Definitions of Chief Officer & Pay Levels

- 5.1.1 For the purposes of this statement, 'Chief Officers' are as defined within S43 of the Localism Act. The posts falling within the statutory definition of S43 of the Localism Act are set out below: (details of the salary of each are included at Appendix B):

- a) Chief Executive
- b) Corporate Directors
- c) Heads of Service

- 5.1.2 Each JNC Chief Officer grade consists of 4 incremental points.

- 5.1.3 No bonus or performance related pay mechanism exists in respect of Chief Officers' pay.

- 5.1.4 Any decision to vary the remuneration of chief officers [or those to be appointed] must be made by full Council, without the opportunity of delegating it to a committee of the Council.

5.2 Recruitment of Chief Officers

- 5.2.1 The Council's Policy and Procedures with regard to recruitment of Chief Officers is contained within the Officer Employment Procedure Rules as set out in Part 4. Rules of Procedure of the Constitution. The determination of the remuneration to be offered to any newly appointed Chief Officer will be in accordance with the pay structure and relevant policies in place at the time of recruitment.

- 5.2.2 The 2014 Regulations prescribe that where an authority proposes to appoint a chief officer with an annual remuneration package of £100,000 or more the post must be publicly advertised. The only exception to this requirement is where the appointment would be for no longer than 12 months.

- 5.2.3 Where the Council remains unable to directly recruit Chief Officers or there is a need for interim support to provide cover for a vacant substantive Chief Officer post the Council may consider engaging individuals under 'contracts for service'. These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money. The Council does not currently have any Chief Officers engaged under such arrangements. The Council is currently sourcing support from the WLGA on an Interim basis to cover the post of Corporate Director Resources.

5.3 Additions to Salary of Chief Officers

- 5.3.1 The Council does not apply any bonuses or performance related pay to its Chief Officers.
- 5.3.2 The Council does pay all reasonable travel and subsistence expenses on production of receipts and in accordance with JNC conditions and other local conditions.
- 5.3.3 The cost of membership of one professional body is met by the Authority.
- 5.3.4 The Chief Executive is also appointed as Returning Officer. This is an Office Holding rather than an employment contract. The Chief Executive will receive a fee from the organisation requiring the election to be carried out in accordance with the Fee Order in force at the time. In the case of a local election the Authority's fee structure will be approved at the time.
- 5.3.5 The Deputy Returning Officer's fees are authorised by the Returning Officer in accordance with the Fee Order or, in the case of local elections, the Council's fee structure at the time.
- 5.3.6 Fees applied for all other Elections and referenda are prescribed by the UK Government or Welsh Government..

5.4 Payments on Termination

- 5.4.1 The Council's approach to statutory and discretionary payments on termination of employment of Chief Officers (and all other employees), prior to reaching normal retirement age, is set out within its Ill Health, Early Retirement & Redundancy Policy in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006. Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007 do not apply as the Authority does not increase the total membership of active members (Regulation 12) or award additional pension (Regulation 13).

- 5.4.2 Statutory Guidance issued by the Welsh Government states that it

“recommends that full Council should be offered the opportunity to vote before severance packages of £100,000 and above are approved for staff leaving the organization. However, Members must be aware of the statutory or contractual entitlements due to an employee and the consequences of non-approval by Council which may allow an employee to claim damages for breach of contract”.

- 5.4.3 Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the Council or Committee of Council in the case of the Chief Executive or; Council or Council Committee or Officer with delegated powers at the time, in the case of other JNC Officers. The Chief Executive or officer with delegated power from the Chief Executive will determine such payments in respect of all other staff.

6. PUBLICATION

- 6.1 Upon approval by the full Council, this statement will be published on the Council's Website.
- 6.2 In addition, for posts where the full time equivalent salary is at least £60,000 and where the posts have been designated as a head of paid service or a statutory or non-statutory chief officer, as required under the Accounts and Audit (Wales) (Amendment) Regulations 2010, the Council's Annual Statement of Accounts will provide information in relation to: salary, fees and allowances; expenses; termination payments and pension contributions. It will also publish the number of employees in the year to which the accounts relate whose remuneration is greater than £60,000 in multiples of £5,000 brackets of scale.

7. PAY RELATIVITIES WITHIN THE AUTHORITY

- 7.1 The lowest paid persons employed under a Contract of Employment with the Council are employed on full time [37 hours] equivalent salaries in accordance with the minimum spinal column point currently in use within the Council's grading structure. As at 1st April 2016, this is £14,514 per annum. The Council employs Apprentices [and other Trainees] who are not included within the definition of 'lowest paid employees' as they are not employed under Contracts of Employment.
- 7.2 The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton Report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than twenty times the lowest paid person in the organisation. The report concluded that the relationship to average earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the average salary of the whole of the Authority's workforce.
- 7.3 The current pay levels within the Council define the multiple between:
- 7.3.1 the lowest paid employee (full time equivalent) and the Chief Executive as **1:9.4**
- 7.3.2 the lowest paid employee and average Chief Officer as **1:6.4**
- 7.3.3 the multiple between the average full time equivalent earnings and the Chief Executive as **1:4.3**
- 7.3.4 the multiple between the average full time equivalent earnings and average Chief Officer as **1:2.9**

8. ACCOUNTABILITY AND DECISION MAKING

- 8.1 In accordance with the Constitution of the Council, full Council decide upon the organisational structure, recruitment, pay, terms & conditions and severance arrangements for JNC Chief Officers.
- 8.2 The responsibility for the organisational structure, recruitment, pay, terms & conditions and severance arrangements for NJC, Craft, Youth & Community and Soulbury employees has been delegated to officers.

9. RE-EMPLOYMENT

- 9.1 Whilst having due regard to the Council's duty under Section 7 of the Local Government and Housing Act 1989, no Chief Officer who was previously made redundant or granted early retirement from the Council will be later re-employed or re-engaged either as an employee (Contract of Service), as a Consultant (Contract for Service) or through an external contractor commissioned to work on behalf of the Council.

10. REVIEWING THE POLICY

- 10.1 This Pay Policy Statement outlines the current position in respect of pay and reward within the Council at the time of writing. It will be reviewed and updated and published annually as a matter of course and in the event of any changes taking place during a financial year.

PAY SCALES FOR NJC EMPLOYEES.

Salary	SCP	Grades
£14,514	6	Grade 1 (-249)
£14,615	7	
£14,771	8	Grade 2 (250-294)
£14,975	9	
£15,238	10	
£15,507	11	
£15,823	12	Grade 3 (295-320)
£16,191	13	
£16,481	14	
£16,772	15	Grade 4 (321-349)
£17,169	16	
£17,547	17	Grade 5 (350-379)
£17,891	18	
£18,560	19	
£19,238	20	Grade 6 (380-409)
£19,939	21	
£20,456	22	Grade 7 (410-439)
£21,057	23	
£21,745	24	
£22,434	25	Grade 8 (440-469)
£23,166	26	
£23,935	27	
£24,717	28	
£25,694	29	Grade 9 (470-503)
£26,556	30	
£27,394	31	
£28,203	32	Grade 10 (504-539)
£29,033	33	
£29,854	34	
£30,480	35	
£31,288	36	Grade 11 (540-569)
£32,164	37	
£33,106	38	
£34,196	39	Grade 12 (570-599)
£35,093	40	
£36,019	41	
£36,937	42	Grade 13 (600-639)
£37,858	43	
£38,789	44	
£39,660	45	
£40,619	46	
£41,551	47	Grade 14 (640-669)
£42,474	48	
£43,387	49	
£44,297	50	
£45,206	51	Grade 15 (670-697)
£46,118	52	
£47,028	53	
£47,938	54	Grade 16 (698+)
£48,848	55	

CHIEF OFFICERS PAY SCALES

CHIEF EXECUTIVE PAY RANGE						
£123,546 - £132,402						
DIRECTORS' PAY SCALES £100,378 - £105,109						
Point 1	Point 2	Point 3	Point 4			
£100,378	£102,655	£102,876	£105,109			
HEADS OF SERVICE £75,287 - £80,406						
Point 1	Point 2	Point 3	Point 4			
£75,287	£76,993	£78,700	£80,406			

SOULBURY PAY SCALES

EDUCATIONAL PSYCHOLOGISTS - SCALE A	
SPINE POINT	SALARY FROM 01.03.2015
1.	£35,027
2.	£36,805
3.	£38,583
4.	£40,360
5.	£42,137
6.	£43,914
7.	£45,588
8.	£47,261
9.	£48,829
10.	£50,398
11.	£51,861

NOTES:

1. Salary scales to consist of six consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.
2. Extension to scale to accommodate structured professional assessment points.

SENIOR & PRINCIPAL EDUCATIONAL PSYCHOLOGISTS - SCALE B	
SPINE POINT	SALARY FROM 01.03.2015
1.	£43,914
2.	£45,588
3.	£47,261
4.	£48,829
5.	£50,398
6.	£51,861
7.	£52,462
8.	£53,584
9.	£54,696
10.	£55,828
11.	£56,937
12.	£58,068
13.	£59,219
14.	£60,330
15.	£61,495
16.	£62,649
17.	£63,810
18.	£64,970

Notes:

1. Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit, retain and motivate staff.
2. Normal minimum point for the Principal Educational Psychologist undertaking the full range of duties at this level.
3. Extension to range to accommodate discretionary scale points and structured professional assessments
4. Principals are paid on a 4 point scale 8-14 [this also includes 3 spa points]

EDUCATIONAL IMPROVEMENT PROFESSIONALS	
SPINE POINT	SALARY FROM 01.03.2015
1.	£33,396
2.	£34,592
3.	£35,721
4.	£36,865
5.	£38,003
6.	£39,142
7.	£40,338
8.	£41,487
9.	£42,828
10.	£44,023
11.	£45,203
12.	£46,346
13.	£47,640
14.	£48,792
15.	£50,066
16.	£51,219
17.	£52,373
18.	£53,507
19.	£54,646
20.	£55,280
21.	£56,441
22.	£57,452
23.	£58,566
24.	£59,564
25.	£60,633
26.	£61,674
27.	£62,740
28.	£63,819
29.	£64,902
30.	£65,983
31.	£67,054
32.	£68,143
33.	£69,232
34.	£70,347

35.	£71,458
36.	£72,603
37.	£73,728
38.	£74,866
39.	£75,988
40.	£77,109
41.	£78,237
42.	£79,362
43.	£80,488
44.	£81,619
45.	£82,747
46.	£83,876
47.	£85,010
48.	£86,134
49.	£87,262
50.	£88,391

Notes:

Salary scales to consist of not more than four consecutive points, based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

APPENDIX D

YOUTH & COMMUNITY SUPPORT WORKER

JESC 172

Pay Points	w.e.f 1.03.15
1	14,597
2	15,207
3	15,817
4	16,431
5	17,041
6	17,651
7	18,267
8	18,880
9	19,659
10	20,269
11	21,254
12	22,219
13	23,213
14	24,243
15	24,945
16	25,678
17	26,398

Professional Range

Pay Points	w.e.f 1.03.15
11	21,254
12	22,219
13	23,213
14	24,243
15	24,945
16	25,678
17	26,398
18	27,125
19	27,845
20	28,566
21	29,378
22	30,298
23	31,193
24	32,092
25	32,999
26	33,904
27	34,811
28	35,728
29	36,639
30	37,549

Bridgend County Borough Council
Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

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REDUNDANCY AND REDEPLOYMENT POLICY

Date of Issue: March 2010

1. Introduction

- 1.1 This policy is designed to assist with the management of redundancy and redeployment situations within the Authority. It should be read in conjunction with: the Authority's Early Retirement, Ill Health Retirement and Redundancy Policy and the Managers' Guidelines attaching to this policy.
- 1.2 Whilst the Authority's policy is to avoid redundancies wherever possible, the needs of the business may from time to time require a reduction in the overall number of staff employed or organisational changes that result in some employees being made redundant.
- 1.3 The Authority, in consultation with the Trade Unions, will seek to avoid or minimise redundancies by exploring alternative options, such as
- "Natural wastage"
 - Redeployment
 - Retraining
 - Restrictions on recruitment [inc use of agency staff]
 - Early retirement
 - Voluntary redundancy, including "bumped redundancy" where someone other than the postholder's post is made redundant
 - Reduction or elimination of overtime
- 1.4 Where redundancy is inevitable the Authority will handle the matter in the most fair, consistent and sympathetic manner possible in order to minimise any hardship that may be suffered by the employee(s) concerned. The Authority will ensure that:
- the total number of redundancies made is kept to a minimum;
 - employees and their representatives are fully consulted on any proposals and their implementation;
 - selection for redundancy is based on clear criteria that will be determined objectively and fairly applied;
 - every effort is made to redeploy or find alternative work for employees selected for redundancy; and
 - support and advice is provided to employees selected for redundancy to help them find suitable alternative work.

2. Consultation

- 2.1 When a potential redundancy situation has been identified it will be necessary to write to the recognised trade unions and issue notice of formal consultation.

2.2 Selection criteria will be identified, where necessary, and where possible agreed with the employees/Trade Unions in advance.

2.3 Consultations will be carried out with affected employees and with the recognised Trade Unions over the proposals and the process to be followed. The consultation should start as soon as practicable and at least:-

Number of affected employees	Period of consultation
• Less than 20 employees	30 days
• 20 to 99 employees	30 days
• 100 or more employees	45 days

2.4 At the start of the consultation, written details of the following will be provided to employees and recognised Trade Unions:-

- the reasons for the proposals
- the numbers of employees affected by the consultation and descriptions of employees that could potentially be dismissed as redundant
- the total number of employees of any such description employed at the service unit in question
- the criteria to be applied for selection for redundancy
- how the redundancies are to be carried out, including the period over which the redundancies are to take effect.

2.5 Formal consultation meetings with employee(s) will be held with those potentially affected by the proposed redundancy.

2.6 Where an agreed position has not been reached by the end of the consultation period a further notice of formal consultation will be issued. The length of the second consultation period will be the same as the original. It is necessary for all parties to have undertaken genuine consultation with a view to avoiding redundancy and reaching agreement. Consultation should continue until all issues have been aired and parties have had a reasonable amount of time to comment on information provided and proposals made.

2.7 Following the completion of the consultation process, if no satisfactory resolution has been agreed to avoid a redundancy, the selection criteria will be applied to determine which employees will be issued with notice of redundancy.

3. Voluntary Redundancy

3.1 In order to minimise the need for compulsory redundancies, the Authority may consider inviting expressions of interests from employees for voluntary redundancies. However, the Authority reserves the right at its discretion to decline all or some of such expressions of interests.

4. Redundancy Selection

4.1 Where the need for redundancies arises, selection will be made on the basis of objective criteria, which will be reasonably, fairly and consistently applied. The Authority will ensure that the selection criteria are applied to the affected employees.

4.2 The criteria to be used will normally include but is not limited to:

- Absence record
- Disciplinary record
- Qualifications
- Skills
- Standard of work performance

4.3 Where an employee in the pool for selection has declared themselves as being disabled, the Authority will ensure that full consideration is given to the Disability Discrimination Act 1995 and that he/she is not put at any disadvantage on account of the selection criteria and will make reasonable adjustments as appropriate.

5. Redeployment

- 5.1 The Authority will make every effort to provide suitable alternative work to any employee who is selected for redundancy. Suitable alternative work will be considered both during the consultation period and after the conclusion of the consultation period. All current vacancies suitable for redeployment will be considered in respect of the selected employees, including where possible, consideration of retraining. If more than one employee is interested in a suitable, alternative post it may be necessary to apply selection criteria and/or conduct competitive interviews. This process will be ring-fenced to the affected employees in the first instance.
- 5.2 Prior consideration will apply where employee(s) have expressed an interest in a vacancy and meet the criteria for the post which is at a grade commensurate with their existing salary range.
- 5.3 Where interest is expressed for a post of a higher salary, the normal selection procedures will apply and consideration will be in competition with any other applicants.
- 5.4 Any offer of redeployment will be made in writing. This will include notification of the trial period which will apply to a redeployment appointment. Whilst this will be for a 4 week period, it can be extended or curtailed depending upon the individual circumstances.
- 5.5 During the trial period there will be performance review(s) at appropriate intervals. This will provide opportunity for the manager and employee to assess suitability. Should the redeployment be successful this will be confirmed and the written statement of particulars issued. If the redeployment is not successful this too will be confirmed in writing.
- 5.6 An employee may undertake more than one trial period during their period of notice.
- 5.7 Should an employee embark on a trial period and the four week period exceeds the date of termination, the trial period will continue for the 4 weeks. At the end of this period should it be unsuccessful redundancy will be confirmed.
- 5.8 Where the redeployment involves an employee changing their normal place of work they will be paid excess travelling expenses, in accordance with the authority's allowances and expenses policy.

- 5.9 Should the employee decline the offer of suitable alternative employment, further redeployment opportunities will be explored during the period of the consultation and notice.
- 5.10 Should an employee refuse an offer of suitable alternative employment or resigns during the trial period the right to a redundancy payment will be lost.
- 5.11 In certain circumstances to avoid a redundancy situation, employee(s) who are in comparable positions but not directly affected by the proposed redundancy can be invited to express an interest in redundancy. This is a bumped redundancy and will only be considered where its approval will save another employee facing redundancy.
- 5.12 If after carrying out these steps there appears to be no possibility of redeployment, the employee(s) will be terminated in accordance with their notice period.

6. Dismissal by reason of Redundancy

- 6.1 In all cases where a dismissal is being considered the three step process will be followed:
- Step 1 - Employee to be advised in writing of the circumstances of the meeting.
 - Step 2 - Meeting takes place with the employee to determine the options.
 - Step 3 - Employee to be advised in writing of the outcome of the meeting.
- 6.2 Where an employee has been selected after the selection criteria has been applied, the employee will have the opportunity during the step 2 meeting to make any representations in support of or against their selection. Management will then consider these representations and, if necessary, extend the consultation period. A further meeting, if necessary, may be scheduled to inform the employee of the decision.
- 6.3 Whilst under notice of termination due to redundancy an employee is entitled to a reasonable amount of paid time off to look for alternative work, attend interviews etc. Employee(s) wishing to take advantage of this provision should seek prior approval for their absence with their manager in the normal manner.
- 6.4 Where an offer of employment is made by an associated employer i.e. any other local authority or other relevant public authority and employment commences within four weeks of the date of termination, this disqualifies the employee from a redundancy payment.

7. Redundancy Notification

- 7.1 At least 90 days written notification must be given to the Department for Business, Enterprise and Regulatory Reform (BERR/BISS) if 100 or more employees are to be made redundant, and at least 30 days for 20 to 99 employees. For less than 20 employees, no notification to BERR/BISS is required.

8. Right of Appeal

- 8.1 Any employee who has been selected for redundancy and who is dissatisfied with the way in which the Authority has applied its redundancy selection criteria [including DDA issues], or who believes that the procedure has not been applied correctly will have a right to appeal.
- 8.2 The employee has a right of appeal against the decision of the Authority.
- 8.3 The appeal will be heard by Elected Members.
- 8.4 The employee has 7 calendar days in which to exercise their right of Appeal from the date of receipt of the written notification of termination.
- 8.5 The Appeal must be made in writing stating the grounds of Appeal as outlined in 8.1 above.
- 8.6 The bundles for the Appeal must be exchanged no later than 7 calendar days before the date of the appeal hearing.
- 8.7 Members of the Sub-Committee will hear representations from the employee and his/her representative and from the Corporate Director (or nominated officer) before making its decision.
- 8.8 The decision of the Sub-Committee will be conveyed in writing to the employee and a copy provided to Human Resources.
- 8.9 The process to be adopted at the Appeal hearing is set out in Appendix 1.

Procedure to be adopted at Appeal

1. The hearing will be held by the Grievance and Disciplinary Appeals Committee, who will be supported by one of the Council's Solicitors in the role of Clerk, a Human Resources Advisor and a minute taker.
2. The parties and their representatives shall be called in simultaneously before the Committee. At the start of the hearing the Chairman will introduce those present and will explain the procedure.
3. The Chief Officer or his/her representative will present the management's case calling, if appropriate, any witnesses to assist in substantiating or clarifying the facts.
4. The appellant or his/her representative will be entitled to question the Chief Officer or his/her representative and any witnesses.
5. The appellant or his/her representative will present the appellant's case calling, if appropriate, any witnesses.
6. The Chief Officer or his/her representative will be entitled to question the appellant and any witnesses.
7. The Members, Clerk of the Committee and the Human Resources Advisor will be entitled at any time during the hearing, with the consent of the Chairman, to ask questions.
8. Where new evidence arises during an appeal it may be appropriate to adjourn in order to investigate or consider such points.
9. The Chief Officer or his/her representative will be given an opportunity to sum up but will not be able to introduce any new evidence at this stage.
10. The appellant or his/her representative will be given an opportunity to sum up. He/she will not be able to introduce any new evidence at this stage.
11. All parties other than the Members of the Committee, the Human Resources Advisor and the Legal Clerk will withdraw from the meeting. The Human Resources Advisor and Legal Clerk will remain in the meeting whilst the Committee require advice.
12. Once the Committee has received advice from the Human Resources Advisor and Legal Clerk the Human Resources Advisor and Legal Clerk will withdraw, while the Committee considered the appeal.
13. The Committee may recall the Human Resources Advisor, Legal Clerk and minute-taker to clarify any points. Should the Committee require advice from the Human Resources Advisor or Legal Clerk both officers should be recalled together.
14. The Committee may recall the parties to clarify any points but, if so, must recall both parties and their representatives and allow them to comment if they so wish.
15. After the Committee has reached a decision on the appeal the parties and their representatives will be recalled and the decision announced to them together with the

reasons for it. The decision will be confirmed in writing by the Human Resources Advisor as soon as possible after the hearing.

NOTE:

- The term 'Chief Officer' means Chief Executive, Assistant Chief Executive, Corporate Director or Head of Service of the Council.

The appellant may be represented by either his / her Trade Union representative or by a work colleague.

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ACTING RANK/HONORARIA PAYMENTS PROTOCOL

PURPOSE

It will be necessary for the Authority to make arrangements to cover the absence of officers other than for annual leave purposes.

The payment of honoraria is designed to cover relatively short-term and usually unplanned absences to ensure that there is no reduction in provision of service.

PAYMENT (Acting Rank)

1. Employees who are requested to undertake the full range of duties and responsibilities of a higher graded post are entitled to additional remuneration commensurate with those duties, for the period during which they are undertaken.
2. An employee will only receive an additional payment after the additional duties and responsibilities have been undertaken for a continuous period of 4 weeks.
3. Once the qualifying period of 4 weeks has elapsed, the additional payment will be paid with effect from the first day on which the employee undertook the additional duties and responsibilities.

HONORARIUM

1. Where employees who are requested to undertake less than the full duties and responsibilities of a higher graded post an honorarium may be paid on a pro rata basis.
2. Where the duties and responsibilities are shared between two or more employees then any amount paid will be calculated pro rata dependent upon the circumstances of each case.
3. Employees who are requested to perform additional duties and responsibilities outside the scope of their substantive post e.g. undertaking project work will receive an honorarium based upon the value of the duties and responsibilities (evaluated by HR/OD & JE).

SELECTION

(Acting up and honorarium payment)

1. An honorarium will be paid to an individual who is a recognised and agreed [by management] as deputy or assistant clearly identified within a section or division.
2. Where no obvious deputy exists the consideration should be given to sharing the honorarium between the direct line management reports of the [temporarily] vacant post.
3. Where no deputy or assistant exists but it is felt that just one person is required to undertake the full range of duties and responsibilities of the higher graded post, then competitive interviews should be undertaken.
4. The selection process will mirror the Authority's policy on Recruitment & Selection.
5. Where cover is anticipated to be required for between 1-3 months, the temporary vacancy will be ring-fenced to the Service Unit or Section in which it occurs.
6. Where cover is anticipated to be required for in excess of 3 months, it will be regarded as a temporary vacancy and will be dealt with under the Protocol for Secondments.

EXCEPTIONAL CIRCUMSTANCES

(Acting up and honorarium payments)

1. There may be occasions where the Corporate Director Resources [or nominated Officer] and the Head of HR/OD [or nominated officer] will determine that exceptional circumstances occur. In these cases there may be a requirement to deviate from the normal procedures, e.g., where a senior officer is absented, without notice, from his/her duties and responsibilities.
2. Each case will be determined on its merits and any deviation to the protocol will be authorised by a second Corporate Director and the Head of HR/OD.

AUTHORISATION

1. All honorarium payments must be agreed with the Human Resources/Organisational Development Service Unit and only the Human Resources/Organisational Development Service Unit may authorise payment.

REVIEW PERIOD

1. All honorarium payments will be subject to a review period of no less frequently than 3 months.

Issue Date: October 2013

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO COUNCIL

8 JUNE 2016

REPORT OF THE MONITORING OFFICER

APPOINTMENTS TO THE STANDARDS COMMITTEE

1. Purpose of Report

- 1.1 Members will be aware that a vacancy for an Independent Member has arisen on the Standards Committee. It is therefore necessary for an appointment to be made to fill this vacancy.
- 1.2 To note the appointment of Mr Clifford Jones as Chairperson for the Committee.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 The Standards Committee functions directly support the Corporate Priorities.

3. Background

- 3.1 The Standards Committees (Wales) Regulations 2001 provide for the membership of Standards Committees. The Standards Committee of this Council has a current membership of six members comprised as follows:

- Cllr R Jenkins (County Borough Member)
- Cllr D Lewis (County Borough Member)
- Cllr J Hancock (Town and Community Council)
- Cllr A Davies (Town and Community Council)
- Mr J Baker (Independent Member)
- Mrs J Keily (Independent Member)
- Mr C Jones (Independent Member)

- 3.2 A vacancy for an Independent Member has arisen on the Committee. The Council has previously provided delegated authority to the Monitoring Officer to oversee a recruitment process and to report to Council on the outcome for its decision on the appointment.

- 3.3 For the vacancy of the Independent Member, a general advert was placed on the Council's Website and in a local newspaper.

- 3.4 The following criteria was adopted for the appointment:

- Understanding of the Model Code of Conduct.
- Understanding / experience of undertaking investigative hearings.
- Understanding of Local Government and the role of Members.
- Acceptance of the values required within public office.

4. Current situation / proposal

Independent Member Vacancy

- 4.1 Following interviews by the Standards Committee of candidates, it was recommended that Mr Philip Clarke be appointed to the vacancy.

Appointment of Chair

- 4.2 Under the Standards Committees (Wales) Regulations 2001 the members of a Standards Committee shall elect a Chairperson from amongst the Independent Members of the Committee.
- 4.3 At a meeting of the Standards Committee on 24 March 2016, the Committee approved the appointment of Mr Clifford Jones as Chairperson of the Committee.

5. Effect upon Policy Framework & Procedure Rules

- 5.1 There is no effect upon the Policy Framework and Procedure Rules; however the Standards Committee contributes to the maintenance of probity in the Authority.

6. Equality Impact Assessment

- 6.1 There are no equality implications arising from this report.

7. Financial Implications

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

8. Recommendation

It is recommended that Council:

- 8.1 Appoint Mr Philip Clarke as an Independent Member of the Standards Committee with immediate effect until a term to be determined;
- 8.2 Note the appointment of Mr Clifford Jones as Chairperson of the Standards Committee with immediate effect until a term to be determined.

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Background documents

None

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