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Bridgend County Borough Council



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

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

Deialu uniongyrchol / Direct line /: 01656 643148 /
643147

Gofynnwch am / Ask for: Andrew Rees

Ein cyf / Our ref:

Eich cyf / Your ref:

Dyddiad/Date: Thursday, 1 February 2018

Dear Councillor,

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2

A meeting of the Subject Overview and Scrutiny Committee 2 will be held in the Council Chamber - Civic Offices Angel Street Bridgend CF31 4WB on **Wednesday, 7 February 2018 at 09:30**.

AGENDA

1. Apologies for Absence
To receive apologies for absence from Members.
2. Declarations of Interest
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members Code of Conduct adopted by Council from 1 September 2008 (including whipping declarations)
3. Approval of Minutes 3 - 14
To receive for approval the minutes of 12/12/17 & 08/01/18
4. Forward Work Programme Update 15 - 32
5. Economic Prosperity of Bridgend County Borough 33 - 44

Invitees

Cllr Charles Smith, Cabinet Member – Education and Regeneration;
Mark Shepherd, Corporate Director Communities;
Satwant Pryce, Head of Regeneration, Development and Property Services;
Jeff Peters, Projects and Business Approaches Team Leader;
Lisa Jones, Regeneration Funding and Regional Engagement Team Leader;
Ian Jessop, Bridgend Business Forum;
Simon Piroette, Principal Bridgend College;
Matthew Williams, Director of Engage Training and WBL.

6. Urgent Items
To consider any item(s) of business in respect of which notice has been given in

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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.

Yours faithfully

P A Jolley

Corporate Director Operational and Partnership Services

Councillors:

TH Beedle
MC Clarke
SK Dendy
J Gebbie
CA Green
M Jones

Councillors

MJ Kearns
JE Lewis
JR McCarthy
AA Pucella
KL Rowlands
SG Smith

Councillors

G Thomas
SR Vidal
KJ Watts
DBF White

MINUTES OF A MEETING OF THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2
HELD IN COUNCIL CHAMBER - CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB
ON TUESDAY, 12 DECEMBER 2017 AT 09:30

Present

Councillor CA Green – Chairperson

MC Clarke
SR Vidal

J Gebbie
KJ Watts

M Jones
DBF White

KL Rowlands

Registered Representatives

Rev Canon E J Evans	Church in Wales
William Bond	Parent Governor Representative
Ciaron Jackson	Parent Governor Representative

Apologies for Absence

JE Lewis, M Kearns, S Smith, G Thomas, PJ White

Officers:

Gail Jewell	Democratic Services Officer - Scrutiny
Andrew Rees	Senior Democratic Services Officer - Committees

Invitees:

Joanne Abbott-Davies	Assistant Director of Strategy & Partnerships, ABMU
Susan Cooper	Corporate Director - Social Services & Wellbeing
Andrew Davies	Chair ABMU
Nicola Echanis	Head of Education & Family Support
Jeremy Evans	Head of Heronsbridge School
Dr Sylvia Fowler	Heronsbridge
Lindsay Harvey	Corporate Director Education and Family Support
Gail Jewell	Democratic Services Officer - Scrutiny
Kaye King	Wellbeing Officer, Pencoed Primary
Laura Kinsey	Head of Children's Social Care
Steve Lambert	Deputy Head Teacher Pencoed Pprimary
Mark Lewis	Group Manager - Integrated Working
Andrew Rees	Senior Democratic Services Officer - Committees
Lorraine Silver	ALN Casework Manager

18. DECLARATIONS OF INTEREST

The following Declarations of Interest were made:

Councillor DBF White declared a personal interest in agenda item 3 – Child and Adolescent Mental Health Services as he works in the Social Services Department of Swansea Council and is a member of the Board of ABMU and a governor of Heronsbridge School.

Mr W Bond declared a personal interest in agenda item 3 – Child and Adolescent Mental Health Services as a governor of Heronsbridge School.

Mr C Jackson declared a personal interest in agenda item 3 – Child and Adolescent Mental Health Services as a governor of Brackla Primary School and Tremains Primary School.

19. CHILD AND ADOLESCENT MENTAL HEALTH SERVICES (CAMHS)

The Scrutiny Officer introduced the report on Child and Adolescent Mental Health Services (CAMHS)

The Committee received a presentation from the Interim Corporate Director Education and Family Support which updated the Committee on:

- training undertaken by professionals and volunteers to identify and support children and young people with mental health needs;
- CAMHS support in place for the Youth Offending Service (YOS);
- links to transitional adult mental health services; and
- information and data on mental health and emotional wellbeing services delivered in schools.

He informed the Committee of the provision to CAMHS by the Inclusion Service. He stated that the Youth Offending Service (YOS) is currently without a (statutorily-required) member of staff nominated by the Local Health Board. He also stated that YOS currently manages 108 young people, many of whom have mental health issues. Enhanced Case Management Approach (with Health as key partner) is being piloted. The Inclusion Service ensured ‘the right people provide the right support to the right people at the right time.’ He stated that monthly consultations are held with a consultant child psychiatrist. There were also referral pathways to primary healthcare services.

He highlighted links to adult mental health support, where there is transition planning for all young people who have identified mental health needs. He also highlighted the support provided to CAMHS by the Integrated Family Support Service. He informed the Committee of the provision of mental health and emotional wellbeing support provided to schools in the County Borough. He stated that health is responsible for CAMHS provision and funding is devolved directly to ABMU and Cwm Taf. All schools undertake a significant amount of work supporting pupil wellbeing and mental health, with provision met from core budgets.

The Committee referred to the provision of mental health services for young people and questioned whether provision in the Borough is better or worse compared to the national picture. The Assistant Director of Strategy and Partnerships stated there is a significant issue of recruitment throughout the UK to provide mental health services. Funding in various parts of Wales has led to staff moving around, creating shortages in other parts of Wales. She stated that all providers of CAMHS have problems in adhering to Welsh Government targets, with provision to young people at weekends being problematical. There was currently a full complement of staff in the Bridgend area, but there was insufficient accommodation to offer all services. The Assistant Director of Strategy and Partnerships informed the Committee that the target of 26 weeks for assessment is being achieved and provision of services locally was not significantly worse, but there was a need for services to improve. The Committee referred to the shortage of accommodation and questioned whether services could be accommodated in schools. The Interim Corporate Director Education and Family Support commented there is surplus capacity within schools, but the settings needed to be selective and must meet the needs of young people. The Head of Education and Family Support informed the

Committee that the use of safeguarding hubs was being considered for the provision of services.

The Committee questioned how funding from Welsh Government to support CAMHS was allocated. The Assistant Director of Strategy and Partnerships informed the Committee that funding from the Welsh Government for CAMHS is allocated to a particular service. The Welsh Government would also notify ABMU of the availability of further funding to support CAMHS during the year; this approach was problematic as it affected recruitment.

The Committee questioned the waiting times for young people to be able to access services and the support offered to young people during the interim. The Assistant Director of Strategy and Partnerships informed the Committee that waiting times in Bridgend are slightly longer and that 50% of referrals do not meet the criteria for CAMHS. The average time it takes for support to be accessed is 12.5 weeks. There was now funding in place for a liaison officer who would be the first point of contact and who would determine where best to direct children and young people for support. A service is also in existence whereby measures are in place to support children and young people in schools as a bridge to CAMHS.

The Committee commended the work undertaken by schools in putting in place measures to bridge the gap between children and young people who are awaiting assessment from CAMHS or do not meet the referral criteria. The Committee expressed concern that service provision is reliant on grant funding. The Committee commented on the need for pupils to be able to know where to go in order to access services. The Committee also commented that schools provide stability and questioned the mechanisms in place when young people are referred to CAMHS. The Assistant Director of Strategy and Partnerships informed the Committee that the challenge is to ensure continuity. There is a case management system which is in place for 7 weeks and the service is already seeing the benefits whereby individuals now have a wider range of options available to them. It had been made clear to Cwm Taf that Bridgend is not fully staffed, who were now attempting to stabilise the situation by recruiting younger staff. The Committee questioned what happens after the 7 weeks period has elapsed. Assistant Director of Strategy and Partnerships commented that the 7 weeks model is a national one, is outcome based and based on what the young person wants to get out of the service, as opposed to the number of times in which they are seen.

The Committee asked whether CAMHS is preventing young people from having support via Social Services. The Assistant Director of Strategy and Partnerships stated that it was about early intervention. The Corporate Director Social Services and Wellbeing informed the Committee of a complex picture, whereby some children have very complex needs. Social Services have links with health to ensure gaps in provision are minimised.

The Committee referred to the high turnover of staff and questioned is there any monitoring in place when young people who have gained the trust of staff subsequently do not return after their allocated consultant has left their post. The Assistant Director of Strategy and Partnerships stated monitoring does take place, although not necessarily when staff leave. The Head of Education and Family Support informed the Committee of the work undertaken by the planning group whereby it was looking why children are being referred and where they go when they do not meet the CAMHS criteria. The Head of Children's Social Care informed the Committee that the child's journey is looked at and where they receive support. The Corporate Director Social Services and Wellbeing informed the Committee that there is a large turnover of children's social workers, however a concerted effort had been made to recruit staff and a number of initiatives are being developed aimed at retention. The Committee questioned whether social work

staff receive exit interviews. The Corporate Director Social Services and Wellbeing confirmed that exit interviews are conducted with staff, which had shown a variety of reasons for staff leaving. She stated that children's social services have been inspected and there is an action plan in place. She commented on the importance of senior management being visible and that the Directorate has 21 newly qualified social workers which she had met and commended them for their enthusiasm and commitment. She stated that newly qualified staff have a mentor, a reduced caseload, a training plan and a professional practice portfolio. She informed the Committee that she would be meeting with the new recruits in 6 months and confirmed there were no vacancies at present.

The Committee asked whether schools and police could be linked to the WCCIS computer system. The Corporate Director Social Services and Wellbeing informed the Committee of the progress being made with WCCIS, which would see systems being integrated. To date, 11 local authorities and 1 health board had signed up to WCCIS. She also informed the Committee that joint teams are co-located and that the Multi-Agency safeguard Hub had been set up in virtual format at present. The Head of Children's Social Care stated there is parity across schools, with strong support for schools from the Inclusion Service and the Education Psychology Service. There is also a 'Team Bridgend' ethos and strong linkages with the Central South Consortium and plans are in place for a Festival of Learning. The Chair of ABMU commended the work of BCBC for being the pathfinder in rolling out WCCIS across the Western Bay region and commented that the pace of the roll out needs to increase. He also welcomed the approach undertaken by this Committee in wishing to scrutinise CAMHS and was pleased a whole system and innovative approach was being taken by all agencies. He also thanked officers for arranging a broad range of invitees which had participated in the meeting.

The Committee questioned what type of counselling support is available to young people. The Head of Education and Family Support informed the Committee that a great deal of counselling type activity is also delivered by the third sector. She also stated that the CAMHS planning group is putting together a directory of services. In the absence of a dedicated wellbeing officer being in post, there had been support from the Western Bay region and some limited support was available from the Youth Offending Service. The Assistant Director of Strategy and Partnerships commented that further support from the YOS would be counter-productive as staff would become de-skilled. It was important that the right support is committed as there was no spare capacity within the YOS when staff sickness occurs.

The Committee questioned whether teachers are trained in counselling and whether all primary schools in the Borough receive support. The Interim Corporate Director Education and Family Support informed the Committee that a number of teachers had been trained as part of their continuing professional development. The ALN Casework Manager informed the Committee that a great deal of emotional and wellbeing training is delivered to staff and schools in the Borough had been among the first in Wales to have ELSA training, which is designed to build capacity in schools to support the emotional needs of pupils. All the Borough's schools have at least one member of staff who is ELSA trained. ELSA is not dependent on grant funding and is sustainable and resilience is being developed alongside other preventative models to support mental health needs. Training had been introduced in Adverse Childhood Experiences and is being piloted in 3 schools within the Borough, whereby all school staff receive training in emotional needs.

The Committee referred to the proposed transfer of services from Cwm Taf to ABMU and questioned the impact on CAMHS waiting times. The Assistant Director of Strategy and Partnerships informed the Committee that ABMU would not be taking all CAMHS

services, but would be taking back primary care CAMHS services. She stated that staff would transfer under the TUPE arrangements. The ABMU did not want to unpick arrangements due to the proposals to change health board boundaries which affect Bridgend. She stated that there had been a spike in referrals for part 1 assessments and a liaison post would be created in order to assist in bringing referrals down.

The Committee questioned the training and counselling given to Worry Warriors. The Wellbeing Officer of Pencoed Primary stated that a number of children have concerns with approaching teachers directly and steps had been put in place so that they can approach their peers with their concerns who will then approach the Wellbeing Officer and relay those concerns. A worry box had also been introduced whereby pupils will write their concerns on a slip of paper which would then be addressed by the Wellbeing Officer. There were steps in place to address issues quickly with teachers and pupils. The Head of Heronsbridge School informed the Committee of the difficulty encountered in special schools in distinguishing bullying with interpretation and negative interactions.

The Committee referred to the pressures on schools with having to buy-in services and questioned whether support could be given to young people at with education psychologists at an earlier stage in avoid a referral to CAMHS. The Head of Education and Family Support informed the Committee of the excellent support given to young people by education psychologists and that there is a well-developed suite of intervention. The ALN Casework Manager stated that there was always a need for more education psychologists and she stressed the importance of young people being supported by those who know them best. Schools are supported through ELSA and drop-in services and there is a graduated response to enable schools to buy in services where needed. The Committee questioned whether joint working with education psychologists had been pursued with the Vale of Glamorgan Council. The Head of Education and Family Support stated that this proposal was not progressed as there would be no mutual benefit with this arrangement.

The Committee referred to school budgets being tight and questioned how additional resource is funded. The ALN Casework Manager stated that if schools require additional resource they would have the opportunity to do that.

The Committee questioned whether a demand pattern analysis had been undertaken on causation in order to have a greater understanding of the problems and the need for support to young people and to assist with ongoing early and preventative work in this area. The Committee considered that linkages need to be made with strategies like the Corporate Plan and Local Development Plan in order to plan and design services. The Interim Corporate Director Education and Family Support commented on the importance of analysis and this would be considered at the next meeting of the planning group. The Cabinet Member Wellbeing and Future Generations commented that discussions also take place with the police on this issue.

The Committee requested that it be provided with benchmarking data of AMBU, Cardiff and Vale and Cwm Taf Health Boards in relation to their performance for their residents in relation to CAMHS.

The Committee questioned why some schools receive support services whilst others do not. The Head of Education and Family Support stated there is a specific approach at Heronsbridge School, but the Directorate provides support to all schools through the services provided by the team led by the Group Manager Integrated Working and Family Support. The Group Manager Integrated Working and Family Support stated that 400 young people had school based counselling. Two schools receive funding for counselling through grant and 7 school based counsellors are managed by the hub. The Wellbeing Officer of Pencoed Primary informed the Committee that support to pupils is

very supported by the Head and the needs of the child must come first. The Head of Heronsbridge stated that it was the role of the Head to know their pupils and their families. There was a need to ensure that services are maintained and funding is diverted to meet need.

The Assistant Director of Strategy and Partnerships informed the Committee that the new model of CAMHS would be different as Cwm Taf would be both provider and commissioner.

Conclusions

The Committee noted the issues in ABMU regarding the lack of accommodation and facilities to undertake consultation with children and young people and Members therefore recommend that AMBU look for suitable space within the Borough schools or within the safeguarding hubs, two of which are located within the communities making them very accessible to the public.

Members commended the schools on the work they are putting in place to bridge the gap between the children and young people who are either awaiting assessment from CAMHS or that do not hit the CAMHS referral criteria, although the Committee recommend that consistency of services across all schools should be provided.

With reference to the ongoing research into where children and young people go when they do not hit the criteria for CAMHS and the imminent production of a comprehensive directory of services available for those children, Members ask to receive when the information is readily available. The Committee also recommend that the directory be rolled out to schools, police and parents.

The Committee understand that the Council are currently signed up to Community Care Information Solutions (CCIS) - a software solution that enables health and social care work better together – which will also be taken up by AMBU in 2018. Members recommend that the database should also include access and input from Schools and Police.

Members recommended that the planning group look to carry out a demand pattern analysis – detailing age groups, demographics etc. - to try and determine why children and young people in the Borough are being referred for CAMHS and to assist with ongoing early and preventative work in this area. The Committee further recommend that when this meeting takes place to discuss this proposal further, that Police are also invited to participate.

The Committee requested the following additional information

In relation to the high turnover of staff within AMBU, Members have asked to receive the amount of children who were undergoing treatment who did not return after their allocated consultant was no longer in post.

Members have asked to receive the recently collated benchmarking data of AMBU, Cardiff and Vale and Cwm Taf Health Boards in relation to their performance for their residents in relation to CAMHS.

20. URGENT ITEMS

There were no urgent items.

The meeting closed at 12:01

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SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2 - MONDAY, 8 JANUARY 2018

**MINUTES OF A MEETING OF THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2
HELD IN COUNCIL CHAMBER - CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB
ON MONDAY, 8 JANUARY 2018 AT 09:30**

Present

Councillor CA Green – Chairperson

TH Beedle
MJ Kearn
G Thomas

MC Clarke
JE Lewis
KJ Watts

J Gebbie
KL Rowlands

M Jones
SG Smith

Apologies for Absence

DBF White

Officers:

Julie Ellams Democratic Services Officer - Committees
Gail Jewell Democratic Services Officer - Scrutiny

Invitees:

Cllr PJ White Cabinet Member Social Services & Early Help
Susan Cooper Corporate Director - Social Services & Wellbeing
Jackie Davies Head of Adult Social Care
Carmel Donovan Group Manager - Older People
Julie Ellams Democratic Services Officer - Committees
Gail Jewell Democratic Services Officer - Scrutiny

21. DECLARATIONS OF INTEREST

None

22. APPROVAL OF MINUTES

- RESOLVED:
1. That the Minutes of the meeting of the Subject Overview and Scrutiny Committee 2 of 7th December 2017 be accepted as a true and accurate record.
 2. That the information requested at the 7th December 2017 meeting regarding the request for a Council Transport Unit representative and Scrutiny Members to sit on the Task and Finish Group and the actual figure for Sickness Absence, be provided to the Committee.

23. FORWARD WORK PROGRAMME UPDATE

The Scrutiny Officer presented the items prioritised by the Corporate Overview and Scrutiny Committee to this Overview and Scrutiny Committee, items for comment and prioritisation and asked the Committee to identify any further items for consideration

In relation to the Economic Prosperity of Bridgend County Borough report scheduled for 7 February 2018, Members requested that the following information also be included:

- Impact of BREXIT on EU Funding;

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2 - MONDAY, 8 JANUARY 2018

- Impact of BREXIT on current Worklessness Programmes;
- Statistics concerning the Worklessness Programmes.

The Committee highlighted Safeguarding as a priority to be presented to the Corporate Overview and Scrutiny Committee for formal prioritisation and identified Schools Standards Report 17/18 and ALN Reform for webcasting.

RESOLVED:

1. In relation to the Economic Prosperity of Bridgend County Borough report scheduled for 7 February 2018, Members requested that the following information also be included:
 - Impact of BREXIT on EU Funding;
 - Impact of BREXIT on current Worklessness Programmes;
 - Statistics concerning the Worklessness Programmes.
2. That Safeguarding be highlighted by the Committee as a priority to be presented to the Corporate Overview and Scrutiny Committee for formal prioritisation.
3. That the Schools Standards Report 17/18 and ALN Reform be identified as suitable for webcasting.

24. REMODELLING OLDER PERSONS ACCOMMODATION

The Head of Adult Social Care presented a report requesting pre-decision scrutiny from Overview and Scrutiny Committee 2 in respect of a recommendation to tender as a going concern, one of BCBC's internal residential care homes which was currently in-scope for the Extra Care Housing scheme plans. In July 2017 a report was presented to Cabinet advising then of the potential option to tender Ty Cwm Ogwr care home as a going concern. Targeted engagement and consultation was undertaken and the results were outlined in the report. The Head of Adult Social Care outlined the indicative procurement timetable, the benefits and risks of the proposal.

She explained that in light of the positive response to the proposal received from those directly affected, the report recommendations were to note the information contained in the report; to provide feedback in respect of the recommendation to tender Ty Cwm Ogwr as a going concern and to note that Cabinet would receive a report in February 2018 outlining the results of the consultation and feedback from scrutiny and seeking approval to go out to tender.

A member asked if it would be possible for details of the current and proposed staffing structures to be circulated. The Head of Adult Social Care explained that the current structure could be circulated but it would be for the new provider to create a new structure.

A member asked if it would be possible for a committee member to sit on the procurement panel as an observer to see exactly what was being procured. The member was advised that legal advice would be sought to see if this was possible. There were concerns about setting a precedent and if the process allowed observers although it was recognised that this would improve openness and transparency. The Cabinet Member for social Services and Early Help explained that the report would be considered by Cabinet and a number of Cabinet Members were already involved in the procurement process. The Head of Adult Services added that discussions were ongoing

with procurement to allow families to be part of the process and this could be extended to include an update to scrutiny.

A member welcomed the general direction of travel but requested more information on how the savings had been identified. He was concerned as to how the same staff on the same contracts with the same salaries working in a property that required investment could provide a comparable service.

Members asked who would take responsibility for redundancy payments following the transfer of staff and how terms and conditions compared to the current packages. The Head of Adult Services explained that the financial implications were included in the report. Discussions were ongoing regarding transitional arrangements. Independent providers had different opportunities with economies of scale and maximising the use of the site. The specification would include responsibility for redundancy costs and liability would transfer to new provider. Staff would transfer under TUPE however nursing placements would be funded in a different way and there would be no cost to the authority.

The Head of Adult Services added that BCBC had been approached by an independent provider, keen to purchase a home as a going concern. The independent provider had a very good reputation in Bridgend but the tender needed to be open to all providers.

A member asked for clarification regarding responsibility for redundancy costs should the new provider make a number of staff redundant six months after transfer. The Corporate Director – Social Services and Wellbeing explained that the receiving authority would be responsible for those costs. The new provider would make changes to the scheme and would enter into consultation with staff (who were already aware of the plans). The service had been discussed in detail and advice sought regarding the transfer of staff and residents into the new scheme. A detailed consultation had taken place with staff and residents and when the new provider was known, further consultation would be undertaken.

A member raised concerns about the shortage of beds and asked if places could be secured for Bridgend residents. The Head of Adult Social Care explained that provision needed to be built into plans going forward. Beds could be booked but if they were unoccupied for any time then fees would remain payable. There was always a waiting list so this should not be an issue.

A member asked why there was no in house model and stated that from her experience, staff in similar circumstances lost a third of their wages and she could not understand why somebody would approach the authority to take a home as a going concern. Members were concerned about staff and access to the pension scheme and that when a service had been tendered out, there was no control regarding terms and conditions for the transferred staff.

The Corporate Director – Social Services and Wellbeing explained that Bridgend was moving into extra care and modernising its provision. Reports had previously been submitted about residential care including the number of vacancies which were not sustainable going forward. When the extra care schemes were up and running, residents would be transferred into extra care homes which would have dual registration.

The Cabinet Member for Social Services and Early Help confirmed that this matter would be considered at Cabinet and the happiness of staff and extensive consultation would be considered in detail. TUPE arrangements would be carefully monitored and would form part of the tender.

A member raised concerns about the poor response to the survey and that there had to be due diligence to ensure the private sector did not fail in its safeguarding

responsibility. There was an element of risk and this had to be mitigated in the procurement process. Safeguarding had to be at the forefront of everything we did and outsourcing could be an issue.

The Corporate Director Social Services and Wellbeing welcomed the comments from the committee. The issue of Safeguarding needed to be covered in the report including that safeguarding and the contract team worked closely together and that procedures had been strengthened enormously. If a provider failed then premium payments would be attached.

The Head of Adult Social Care explained that in addition to the survey results, they had spent time on site discussing proposals with staff and they appeared to be very positive about the future of the home. Communication had been ongoing for a long time. A member suggested that the report be updated to reflect this because it was important to have a true picture.

A member asked if Rhondda Cynon Taff (RCT) had been included in discussions regarding service modelling and transition arrangements. The Corporate Director Social Services and Wellbeing explained that RCT were not yet in the same position as BCBC but they had started attending meetings and links had been established.

A member raised concerns that there were no specific plans covering Porthcawl, Bridgend and Pencoed. The Corporate Director Social Services and Wellbeing explained that she would like to see plans extended to these areas but they were restricted. Independent providers such as McCarthy and Stone already provided facilities in Porthcawl.

A member stressed how important it was to identify suitable sites in the LDP to future proof the authority.

Remodelling Older Persons Accommodation

Members wished to make the following comments and conclusions:

- a) The Committee was reassured to hear of the Trade Unions involvement during the targeted engagement process and also throughout the ongoing consultation to support the employees of Ty Cwm Ogwr.
- b) Members expressed concerns regarding the response rate of 1 in 3 for both staff and families and therefore recommend that further detail is provided to Cabinet regarding the outcome from the full day drop in sessions; offer of 1:1 meetings and any further contact made with residents, their families and staff. On the subject of lack of contribution to the survey, the Committee recommend that the importance of feedback from respondents is emphasised in any further consultation to allow Members to have a greater understanding on local concern and representations.
- c) The Committee note that there is currently work ongoing with Procurement in considering how families of residents and staff members can be a part of the tender process and Members have requested that this inclusion is extended to a Member of the Committee to observe the procedure.
- d) Members welcomed the proposal but highlight the need for transparency in relation to how the savings will be achieved and therefore recommend that further detail be provided regarding the potential savings within the report to Cabinet.
- e) Members of the Committee recommend that the Directorate ensure that specifications for the new provider are clear and robust to ensure the standard of service

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2 - MONDAY, 8 JANUARY 2018

provision is adhered to. Also, with reference to the position of Ty Cwm Ogwr being close to the boundary of Rhondda Cynon Taff and Neath Port Talbot, the Committee further recommend that a percentage of the provision of EMI beds are held for the residents of Bridgend.

f) The Committee note that all staff employed at Ty Cwm Ogwr will TUPE across to the new provider at contract commencement, however due to previous outsourcing experience, Members were keen to ensure that within reason, staff current terms and conditions were maintained.

g) With reference to the identified risks with the proposal, Members emphasised the need for safeguarding to be at the forefront of all discussions and recommend that safeguarding is referenced within the report to Cabinet, along with any mitigating factors.

h) During discussions regarding possible future provision of Extra Care Housing, concerns were raised in that there is currently no ECH in close proximity to Porthcawl, Bridgend or Pencoed. Members therefore recommend that the Social Services Directorate work more closely with the Planning department to develop the Local Development Plan to ensure suitable sites are identified.

Additional Information

- Members have asked to receive the current staffing structure for Ty Cwm Ogwr.

25. URGENT ITEM

There were no urgent items.

The meeting closed at 11:00

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2

7 FEBRUARY 2018

REPORT OF THE CORPORATE DIRECTOR – OPERATIONAL AND PARTNERSHIP SERVICES

FORWARD WORK PROGRAMME UPDATE

1. Purpose of the Report

- a) To present the items prioritised by the Corporate Overview and Scrutiny Committee including the next item delegated to this Subject Overview and Scrutiny Committee;
- b) To present the Committee with a list of further potential items for comment and prioritisation;
- c) To ask the Committee to identify any further items for consideration using the pre-determined criteria form.
- d) To consider and approve the feedback from the previous meetings of the Subject Overview and Scrutiny Committee 2 and note the list of responses including any still outstanding at Appendix A

2. Connection to Corporate Improvement Objectives / Other Corporate Priorities

- 2.1 The key improvement objectives identified in the Corporate Plan 2016–2020 have been embodied in the Overview & Scrutiny Forward Work Programmes. The Corporate Improvement Objectives were adopted by Council on 1 March 2017 and formally set out the improvement objectives that the Council will seek to implement between 2016 and 2020. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

3. Background

- 3.1 Under the terms of Bridgend County Borough Council's Constitution, each Overview and Scrutiny Committee must publish a Forward Work Programme (FWP) as far as it is known.
- 3.2 An effective FWP will identify the issues that the Committee wishes to focus on during the year and provide a clear rationale as to why particular issues have been selected, as well as the approach that will be adopted; i.e. will the Committee be undertaking a policy review/ development role ("Overview") or performance management approach ("Scrutiny").

Feedback

- 3.3 All conclusions made at Subject Overview and Scrutiny Committee (SOSC) meetings, as well as recommendations and requests for information should be responded to by Officers, to ensure that there are clear outcomes from each topic investigated.
- 3.4 These will then be presented to the relevant Scrutiny Committee at their next meeting to ensure that they have had a response.
- 3.5 When each topic has been considered and the Committee is satisfied with the outcome, the SOSC will then present their findings to the Corporate Overview and Scrutiny Committee (COSC) who will determine whether to remove the item from the FWP or to re-add for further prioritisation at a future date.
- 3.6 The FWPs will remain flexible and will be revisited at each COSC meeting with input from each SOSC and any information gathered from FWP meetings with Corporate Directors and Cabinet.

4. Current Situation / Proposal

- 4.1 Attached at **Appendix B** is the overall FWP for the SOSCs which includes the topics prioritised by the COSC for the next set of SOSCs in Table A, as well as topics that were deemed important for future prioritisation at Table B. This has been compiled from suggested items from each of the SOSCs at previous meetings as well as the COSC. It also includes information proposed from Corporate Directors, detail from research undertaken by Scrutiny Officers and information from FWP Development meetings between the Scrutiny Chairs and Cabinet.
- 4.2 The Committee is asked to first consider the next topic they have been allocated by the COSC in Table A and determine what further detail they would like the report to contain, what questions they wish Officers to address and if there are any further invitees they wish to attend for this meeting to assist Members in their investigation.
- 4.3 The Committee is also asked to then prioritise up to six items from the list in Table B to present to the COSC for formal prioritisation and designation to each SOSC for the next set of meetings.

Corporate Parenting

- 4.4 Corporate Parenting is the term used to describe the responsibility of a local authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent', therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.
- 4.5 In this role, it is suggested that Members consider how each item they consider affects children in care and care leavers, and in what way can the Committee assist in these areas.

- 4.6 Scrutiny Champions can greatly support the Committee in this by advising them of the ongoing work of the Cabinet-Committee and particularly any decisions or changes which they should be aware of as Corporate Parents.

Identification of Further Items

- 4.7 The Committee are reminded of the Criteria form which Members can use to propose further items for the FWP which the Committee can then consider for prioritisation at a future meeting. The Criteria Form emphasises the need to consider issues such as impact, risk, performance, budget and community perception when identifying topics for investigation and to ensure a strategic responsibility for Scrutiny and that its work benefits the organisation.

5. Effect upon Policy Framework & Procedure Rules

- 5.1 The work of the Overview & Scrutiny Committees relates to the review and development of plans, policy or strategy that form part of the Council's Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend. Any changes to the structure of the Scrutiny Committees and the procedures relating to them would require the Bridgend County Borough Council constitution to be updated.

6. Equality Impact Assessment

- 6.1 There are no equality implications attached to this report.

7. Financial Implications

- 7.1 There are no financial implications attached to this report.

8. Recommendations

- 8.1 The Committee is recommended to:

- (i) Approve the feedback from the previous meetings of the Subject Overview and Scrutiny Committee 2 and note the list of responses including any still outstanding at Appendix A;
- (ii) Identify any additional information the Committee wish to receive on their next item delegated to them in the FWP including invitees;
- (iii) Identify any further detail required for other items in the overall FWP at Table B of Appendix B;
- (iv) Consider identifying additional items using the criteria form for topics for future consideration on the Scrutiny Forward Work Programmes at meetings following the Annual Meeting in May 2018;

- (v) Identify suitable items for Webcasting from the overall Forward Work Programme.

PA Jolley

Corporate Director - Operational and Partnership Services

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Background documents

None.

Date of meeting	Item	Members wished to make the following comments and conclusions:	Response/Comments	Follow Up Required
07-Dec-2017	Medium Term Financial Strategy 2018-19 to 2022-23	<p>Recommendations to Officers In relation to the proposed cuts to transport services, Members voiced concerns of the possible effect this would have on service users independence and note the ongoing work of the Regional Partnership Board in securing funding for additional vehicles. Following on from this, Members recommend that the work of the mentioned task and finish group include the Councils Transport Unit and Scrutiny Members.</p>	<p>The social services and wellbeing directorate were successful in securing a capital Western Bay ICF bid for 3 vehicles, these vehicles are in the process of being procured and once delivered will become part of the Community Transport fleet which will support people to retain their independence.</p>	
		<p>In relation to the Directorates approach to offering services and placements to other local authorities and the independent sector, the Committee recommend that the Directorate take more of a commercial approach to ensure they exploit their assets and resources.</p>	<p>The directorate will consider all opportunities and will engage with the corporate commercial group in taking any initiatives forward</p>	
		<p>With reference to Sickness Absence, Members recommend that Corporate analysis be undertaken into the associated costs to absence, to provide an actual figure to which can be related to as a budgetary pressure, specifically in the case of posts that require replacements.</p>	<p>The directorate has reported an improved sickness position and is working closely with HR to sustain this position. We have liaised with HR and can confirm that there are robust systems in place to report and monitor sickness and that extensive training is in place; in the absence of a "costed payroll system" ie, one which holds the absence date and the cost of each absence , per job, per person, it is not possible to provide the actual cost of sickness to the Authority.</p> <p>Further, HR advises that there is no means of costing the consequential effects of sickness absence, ie, loss of productivity, the potential reduction in quality of service capable of being provided via "cover arrangement" and the effect on the morale of those remaining in work, etc.</p>	
		<p>Additional Information Members have asked to receive the amount of people who have taken up the Extra Care Scheme</p>	<p>The 2 new Extra Care facilities will be open in the Autumn 2018. At this stage a number of individuals following an assessment of their needs have been identified as potentially moving to the new facilities, the directorate is working towards having the final numbers by the end of March 2018, this will take into account the changing needs and circumstances of individuals</p>	

	<p>Recommendations to Cabinet Due to the issues in achieving income generation due to the Welsh Government cap of £70 per week for non-residential care, the Committee recommend that Cabinet lobby Welsh Government to consider the possibility of introducing a means tested cap that takes into account people who are able to pay supplementary monies.</p>	<p>For reference only. This recommendation will be presented to Cabinet in January.</p>	
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Date of meeting	Item	Members wished to make the following comments and conclusions:	Response/Comments	Follow Up Required
12-Dec-2017	Child Adolescent Mental Health Services (CAMHS)	The Committee note the issues in AMBU regarding the lack of accommodation and facilities to undertake consultation with children and young people and Members therefore recommend that AMBU look for suitable space within the Borough schools or within the safeguarding hubs, two of which are located within the communities making them very accessible to the public.	The Health Board are grateful for the offer of such accommodation and will follow up with the Council on these opportunities.	
		Members commend the schools on the work they are putting in place to bridge the gap between the children and young people who are either awaiting assessment from CAMHS or that do not hit the CAMHS referral criteria, although the Committee recommend that consistency of services across all schools should be provided.	<i>Chased response from Sue Cooper and Lindsay Harvey 30 January 2018</i>	
		With reference to the ongoing research into where children and young people go when they do not hit the criteria for CAMHS and the immanent production of a comprehensive directory of services available for those children, Members ask to receive when the information is readily available. The Committee also recommend that the directory be rolled out to schools, police and parents.	Noted. The information will be circulated to members and made available widely as suggested.	
		The Committee understand that the Council are currently signed up to Community Care Information Solutions (CCIS) - a software solution that enables health and social care work better together – which will also be taken up by AMBU in 2018. Members recommend that the database should also include access and input from Schools and Police.	The Welsh Community Care Information System is a national system across social care and health in Wales. Welsh Government contributed to the initial set up costs and have since targeted ICF funding at WCCIS specifically to support health and social care integration. Whilst BCBC was the first council to implement the system, WCCIS is considered a National system that is in the process of being implemented in councils and health boards across Wales. The primary ambition of WCCIS is to provide a national system that can support information sharing between health and social care services as a means to better support integrated working. However it is also acknowledged that WCCIS can share information with other related services but this will require a national strategic approach to ensure that Information Governance and supplier contractual issues are addressed to support this development. At this time Schools and the Police are not currently in scope to access WCCIS data and not deemed a priority due to the challenges being dealt with to enable Health Boards in particular adopting the system. Therefore the recommendation cannot be progressed at this time.	
		In relation to the statutory Membership of the Youth Offending Service (YOS) requiring a member of staff nominated by the Local Health Board, the Committee recommend that this be remedied as soon as possible to ensure that the invaluable expertise of the health professional is communicated to the YOS.	As explained to the Committee the requirement is for allocated input into the YOS from CAMHS, not a single member of staff. Reasons for the latter not being a sustainable solution were outlined to the Committee. As explained a meeting has been arranged with the YOS manager in January to agree input required going forward, including reviewing the existing input from the CAMHS Consultant on key cases.	
		Members recommend that the planning group look to carry out a demand pattern analysis – detailing age groups, demographics etc. - to try and determine why children and young people in the Borough are being referred for CAMHS and to assist with ongoing early and preventative work in this area. The Committee further recommend that when this meeting takes place to discuss this proposal further, that Police are also invited to participate.	Noted, this will be put on the agenda for the next meeting of the joint planning group to scope this work.	
		<p>Additional Information</p> <p>In relation to the high turnover of staff within AMBU, Members have asked to receive the amount of children who were undergoing treatment who did not return after their allocated consultant was no longer in post.</p>	This request will be put to Cwm Taf Health Board who provide this service. However it is unlikely that this information will be available from current information systems and if obtainable would require a manual trawl of cases which may prove difficult.	

		Members have asked to receive the recently collated benchmarking data of AMBU, Cardiff and Vale and Cwm Taf Health Boards in relation to their performance for their residents in relation to CAMHS.	The performance data relates to ABMU residents, and at the moment comparative information is not available for Cardiff & Vale or Cwm Taf as the datasets utilised are different. Work is underway to standardise this information across the 3 HBs, in the meantime the performance data for ABMU can be provided.	
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Date of meeting	Item	Members wished to make the following comments and conclusions:	Response/Comments	Follow Up Required
		<p>The Committee was reassured to hear of the Trade Unions involvement during the targeted engagement process and also throughout the ongoing consultation to support the employees of Ty Cwm Ogwr.</p>	Noted	
		<p>Members expressed concerns regarding the response rate of 1 in 3 for both staff and families and therefore recommend that further detail is provided to Cabinet regarding the outcome from the full day drop in sessions; offer of 1:1 meetings and any further contact made with residents, their families and staff. On the subject of lack of contribution to the survey, the Committee recommend that the importance of feedback from respondents is emphasised in any further consultation to allow Members to have a greater understanding on local concern and representations.</p>	<p>Noted - further detail will be provided to Cabinet regarding the outcome from the full day drop in sessions; offer of 1:1 meetings; and any further contact made with residents, their families and staff.</p>	
		<p>The Committee note that there is currently work ongoing with Procurement in considering how families of residents and staff members can be a part of the tender process and Members have requested that this inclusion is extended to a Member of the Committee to observe the procedure.</p>	<p>Response provided by Legal Services and Procurement: It is not appropriate for Members to sit on an evaluation panel as this is a delegated officer function. The officers are chosen for their technical expertise in this area. Families of residents / staff members are invited to participate in limited aspects of the tender process. Given the confidential nature of the service under consideration it is not appropriate for the process to be observed. If Members are interested in the tender process in general Officers can identify a suitable process for them to observe, which would not be of a sensitive / confidential nature</p>	

08-Jan-2018	Remodelling Older Persons Accommodation	Members welcomed the proposal but highlight the need for transparency in relation to how the savings will be achieved and therefore recommend that further detail be provided regarding the potential savings within the report to Cabinet.	Noted - any additional detail available re potential savings will be provided to Cabinet	
		Members of the Committee recommend that the Directorate ensure that specifications for the new provider are clear and robust to ensure the standard of service provision is adhered to. Also, with reference to the position of Ty Cwm Ogwr being close to the boundary of Rhondda Cynon Taff and Neath Port Talbot, the Committee further recommend that a percentage of the provision of EMI beds are held for the residents of Bridgend.	Noted - due consideration will be given re potential to 'block purchase' a number of beds, in consideration of the current status and pressures of the care home market	
		The Committee note that all staff employed at Ty Cwm Ogwr will TUPE across to the new provider at contract commencement, however due to previous outsourcing experience, Members were keen to ensure that within reason, staff current terms and conditions were maintained.	Noted - as part of TUPE process, staff Terms and Conditions must transfer - which is a regulatory requirement	
		With reference to the identified risks with the proposal, Members emphasised the need for safeguarding to be at the forefront of all discussions and recommend that safeguarding is referenced within the report to Cabinet, along with any mitigating factors.	Noted - report will be amended to include a stronger reference to Safeguarding and mitigating factors	
		During discussions regarding possible future provision of Extra Care Housing, concerns were raised in that there is currently no ECH in close proximity to Porthcawl, Bridgend or Pencoed. Members therefore recommend that the Social Services Directorate work more closely with the Planning department to develop the Local Development Plan to ensure suitable sites are identified.	Noted - close working relationships in place between Social Services, Supporting People and Housing - who actively contribute towards eachother's Commissioning Plans, which identify need and set the future priorities and strategic direction for both Housing and Social Services	
		Additional Information		
		Members have asked to receive the current staffing structure for Ty Cwm Ogwr.	Attached	

Additional Information

Staff Structure – Ty Cwm Ogwr

Residential Manager
Ty Cwm Ogwr

2x Team Leaders

Staff Team

Clerical Assistant (1)

Mobile Grounds
Maintenance Worker (1)

Social Care Workers (11)

Night Care Workers (6)

Annualised Staff (7)

Domestic Workers (4)

Main Cook (1)

Assistant cooks (3)

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Scrutiny Forward Work Programme

Table A

The following items were previously prioritised by the Subject OVS Committees and considered by Corporate at its last meeting where the top three items were scheduled in for the next round of meetings:

Date	Subject Committee	Item	Specific Information to request	Rationale for prioritisation	Proposed date	Proposed rationale for timing from Officers	Suggested Invitees	Prioritised by Committees	Webcast
08-Feb-18	SOSC 1	School Standards Report 17-18	Annual school performance report from CSC	Annual school performance results form the basis of monitoring of schools which is a primary responsibility of Scrutiny.	Proposed to receive late January/early February once the school results have been formally published.		Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Mandy Paish, CSC Senior Challenge Advisor; Mike Glavin, Managing Director CSC		SOSC 2 highlighted this item as suitable for webcasting.
12-Feb-18	SOSC 3	Town Centre Regeneration	To provide members with information on the following responsibilities of the Council and how these are managed and can be developed with reduced resources <ul style="list-style-type: none"> • Car parking review – When is the car parking review going to be undertaken? Charges for staff car parking at all sites - has this been reviewed? If this was taken forward what income would this generate? • Residents Parking - when residents permit parking going to be rolled out? • Inconsiderate parking in the Borough - where are the problem areas? What are we doing to tackle these issues? Are we prosecuting? • Parking outside schools - How are we tackling bad parking at schools? Update on the introduction of the mobile camera van that was purchased to tackle such issues. What areas has this van been at. How many fines have been issued to date? • Pedestrianisation - particularly in Bridgend Town Centre. Outcomes of the consultation to allow traffic into the town • Business Rates • Strategic Building Investment • Disabled facilities 		Prioritised by SOSC 3 17 July 2017 13 September 2017 Prioritised by SOSC 2 18 September 2017		Mark Shephard, Corporate Director Communities; Cllr Charles Smith, Cabinet Member - Education and Regeneration; Zak Shell, Head of Streetscene; Satwant Pryce, Head of Regeneration; Rhiannon Kingsley, Town Centre Manager; Possible Representative from BID Company; Clerks from each town Council in the Borough; Trader representation; Representative from a Disability organisation. Rachel Bell - Manager of Rhiw		SOSC 2 highlighted this item as suitable for webcasting.
07-Mar-2018	SOSC 2	Prevention and Wellbeing and Local Community Coordination	To include information about the number of different initiatives that are available within the community as an alternative to statutory services. LCC projects to be referenced under a heading for each area – Ogmores, Llynfi and Garw Valleys – to ensure ease of reference to what projects are being carried out where. To include information on the work being undertaken with the 3rd Sector. What initiatives are available within the community? What input is provided by AMBU and what is provided by Bridgend Council?		Proposed date March/April 2018		Susan Cooper Corporate Director Social Services and Wellbeing; Cllr Phil White, Cabinet Member - Social Services and Early Help Cllr Dhanisha Patel, Cabinet Member - Wellbeing and Future Generations; Jacqueline Davies, Head of Adult Social Care; Andrew Thomas, Group Manager – Prevention and Wellbeing.		
12-Mar-2018	SOSC 1	School Modernisation Band B	To advise committee on the development of the strategic outline plan for band b of the 21 st century schools modernisation programme How did Band A improve attainment? What were the outcomes for Band A? How were they achieved. What lessons can be learnt for Band B?	Scrutiny to inform the plans and refine the rationale for the development of the schools estate	Proposed by Officers - March 2018		Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Gaynor Thomas, Schools Programme Manager		

21-Mar-2018	SOSC 3	Empty Properties	<p>How effective has this council been on bringing back into use empty properties over the last five years?</p> <p>Does this council have the appropriate policies and process in place to fully utilise the powers that we already have to tackle empty homes. For example - Empty Dwelling Management Orders and charging council tax premiums on long-term empty homes and second homes?</p> <p>What are the levels of empty homes across Bridgend?</p> <p>What is the potential loss of council tax receipts due to empty homes?</p> <p>Data on levels of empty properties and homes - how long they have been empty for and what contact has been made regarding them;</p> <p>Examples of case studies from Bridgend CBC;</p> <p>Good practice from across wales;</p> <p>Detail of Welsh Government policies;</p> <p>In relation to empty properties - could a breakdown of service provision be provided? To include contracts that we sub let out;</p> <p>Members queried how many section 215 have been used in relation to blight properties.</p>				<p>Andrew Jolley, Corporate Director Operational and Partnership Services</p> <p>Mark Shepherd, Corporate Director Communities</p> <p>Satwant Pryce, Head of Regeneration, Development & Property</p> <p>Martin Morgans, Head of Performance and Partnership Services</p> <p>Clr Dhanisha Patel</p> <p>Welsh Government contacts?</p> <p>Helen Picton, SRS (VOG)</p> <p>Jennifer Ellis (RCT)</p>	SOSC 3 and SOSC 1 reprioritised this in Dec 2017 after it was rescheduled to accommodate other report	
16-Apr-2018	SOSC 1	Early Help and Social Care	<p>The process into how the following information will be presented will be confirmed following meetings with both Directorates Corporate Directors.</p> <ul style="list-style-type: none"> Up to date figures presenting the numbers of Looked After Children by Local Authority; A breakdown of referral figures, to include statistics from local pre-school nurseries; Outcome from the review undertaken by Institute of Public Care; What services are being provided post 16, given that research indicates shows that children who have been looked after, have the increased probability that their children will also end up in the care system; <p>To evidence how the two services are working together and the impact on the LAC population.</p> <p><i>Rec from BREP -</i></p> <p>For Scrutiny to receive data relating to the Early Help and Safeguarding Board's joint dataset to evidence how the work being undertaken in relation to Early Help has impacted directly on social services.</p> <p>Detailed analysis of the causes and demands on Children's Social Services. Members commented that if this is not known and understood then the Authority cannot effectively plan for the future and Members cannot be assured that changes that are being introduced are fit for purpose.</p>				<p>Susan Cooper Corporate Director Social Services and Wellbeing;</p> <p>Lindsay Harvey, Interim Corporate Director - Education and Family Support;</p> <p>Clr Charles Smith, Cabinet Member for Education and Regeneration;</p> <p>Clr Phil White, Cabinet Member – Social Services and Early Help;</p> <p>Nicola Echanis, Head of Education and Early Help.</p> <p>Laura Kinsey, Head of Children's Social Care;</p> <p>Mark Lewis,</p> <p>Elizabeth Walton James, Group Manager Safeguarding and Quality Assurance</p>	SOSC 1	
17-Apr-2018	SOSC 2	Dementia Care	<ul style="list-style-type: none"> Include accurate and up to date figures on the people diagnosed with dementia in Bridgend County Borough for comparison with the number of people predicted to be living with dementia; Provide Members with the information which can be found on the Local GP Dementia Register which highlights prevalence of dementia by area throughout the borough and type of dementia. The Panel recommend that these statistics are presented on a map diagram for ease of reference. If possible, Members wish that this data be elaborated upon to include age, and whether the numbers show if diagnosis was received prior to moving into the borough; Provide an update on the review of joint intentions with health and the third sector and include information regarding the production of a dementia strategy and delivery plan - stating milestones, target dates and responsible officers. Provide an update on existing discussions with nursing care providers in relation to the development of nursing residential care places for people with dementia; Include facts and figures on people with dementia living in Cardiff as well as Neath Port Talbot and Swansea for comparison to Bridgend. <p>Comparisons with other LAs such as Maesteg and the Vale on dementia awareness training to consider how successful the Authority has been in making Bridgend Dementia friendly.</p>			Proposed change from Directorate from 7 March as will take time to get the detailed information as it is not owned by the LA and needs to be gathered from Health etc.	<p>Susan Cooper Corporate Director Social Services and Wellbeing;</p> <p>Clr Phil White, Cabinet Member – Social Services and Early Help;</p> <p>Jacqueline Davies, Head of Adult Social Care;</p> <p>Representative from Age Concern Wales;</p> <p>Representative from ABMU;</p> <p>Representative from Bavo.</p>		Corporate highlighted this item as suitable for webcasting.

19-Apr-2018	SOSC 3	Emergency Housing	<p>Is the current emergency housing provided by BCBC meeting the needs of the service users? Is the current provision a good use of public resources? Should an alternative provision be made to ensure families, in particular children, achieve their potential. Service user numbers Service user demographic –ages, disabilities, gender Outcomes Challenges faced daily by families using provision –health, dentist, mental health, schools *Members have requested a possible site visit</p>	members asked for this item to be prioritised by the Corporate Committee to address the homelessness across the county which has increased and can be seen by the increased number of people sleeping in tents.			Andrew Jolley, Corporate Director – Operational and Partnership Services; Martin Morgans, Head of Performance and Partnership Services Cllr Dhanisha Patel, Cabinet Member - Wellbeing and Future Generations;	SOSC3 SOSC 1	
TBC	SOSC 1	Budgetary Impacts of Parc Prison	<p>How much core funding does BCBC receive to deal with the impact of a prison being located within its boundary? What is the true cost of servicing this need? Is there a different impact due to Parc Prison being privately run as opposed to being run by the Prison Service? Educational aspects in prisons and their impact</p>		Proposed by Directorate for May-June 2018	Ongoing discussions with WG over financial position -more appropriate to receive later in year	Susan Cooper, Corporate Director Social Services and Wellbeing Jacqueline Davies, Head of Adult Social Care Cllr P White, Cabinet Member Services and Early Help Cllr Charles Smith, Cabinet Member for Education and Regeneration; Representative from Parc prison		
TBC	SOSC 2	ALN Reform	<p>When the Bill has been further progressed, report to include consideration of the following points: a) How the Authority and Schools are engaging with parents over the changes to the Bill? b) What the finalised process is for assessments and who is responsible for leading with them? c) What involvement/responsibilities do Educational Psychologists have under the Bill? d) Has the Bill led to an increase in tribunals and what impact has this had? This is set against the context of the recent announcement by the Lifelong Learning Minister that instead of saving £4.8m over four years the Bill could potentially cost £8.2m due to an expected increase in the number of cases of dispute resolution. e) Given that the Bill focuses on the involvement of young people and their parents, what support is available for those involved in court disputes? f) Outcomes from the Supported Internship programme. g) Support for those with ALN into employment. h) Staffing - Protection and support for staff, ALNCO support, workloads and capacity. i) Pupil-teacher ratios and class sizes and impact of Bill on capacity of teachers to support pupils with ALN j) How is the implementation of the Bill being monitored; what quality assurance frameworks are there and what accountability for local authorities, consortiums and schools?</p>	Needs revisiting to monitor implementation of the Bill and if needs are being met as well as impact on future budgets	Proposed by SOSC 1 to be revisited in next years FWP		Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help. Michelle Hatcher, Group Manager Inclusion and School Improvement Third Sector Representatives		SOSC 2 highlighted this item as suitable for webcasting.
TBC		Waste Services Contract	<p>Members would like the report to include an update on the following: The impact of the recently recruited senior managers associated with the Bridgend contract and front line operative staff. Was recruitment successful? Have all Members now been given full inductions and training Information on the updates to the CRC centre including the instalment of the polystyrene baler and webcam so residents are able to monitor the traffic flow at the site. Change of days for the communal collections - Has this happened? Has the service shown improvements since the change? Impact of the new collection vehicles. Have they made collection rounds more efficient? Outcome of the review of BCBC in house Street Scene enforcement activity Longer term trend of flytipping. What are the figures of flytipping in the Borough? Have they improved? Domestic or business? A review of the AHP bags be considered when Scrutiny revisit the subject of 'Waste' in approximately 12 months time to include the monetary against environmental impact.</p>	Members requested that this item is prioritised by the Corporate Committee for June 2018 so they can monitor the contract and ensure that improvements to the delivery of the service are made. Members requested that this item remain until significant improvements are made and the service is at a satisfactory level for residents.	SOSC 3 proposed revisit item in June 2018		Mark Shepherd, Corporate Director Communities; Cllr Hywel Williams, Deputy Leader; Cllr Richard Young, Cabinet Member – Communities; Zak Shell, Head of Streetscene; Maz Akhtar, Regional Manager Kier Julian Tranter, Managing Director Kier Claire Pring, Kier		

Table B

The following items were deemed important for future prioritisation:

Item	Specific Information to request	Rationale for prioritisation	Proposed date	Suggested invitees	Webcast
Safeguarding	<p>To include Safeguarding activity in both Children and Adult Services.</p> <p>To also cover:</p> <ul style="list-style-type: none"> Regional Safeguarding Boards Bridgend Corporate Safeguarding Policy CSE DOLS <p>Report to provide statistical data in relation to service demands and evidence how quickly and effectively the services are acting to those needs.</p> <p>To evidence how the two services are working together and the impact on the LAC population.</p> <p>To receive the outcome of the in depth analysis which was currently being undertaken within the Council.</p> <p>To include information on Advocacy for Children and Adults:</p> <ul style="list-style-type: none"> The outcome from the Advocacy Pilot Scheme The current system Social Services & Wellbeing Act Regional Children Services advocacy Adult Services – Golden Thread Project 	Members stressed that this subject must be considered by Scrutiny on their FWP as is a huge responsibility of the Authority and Scrutiny must ensure the work being undertaken to protect some of the most vulnerable people is effective and achieving outcomes.	Pilot for Advocacy ends April. Therefore proposed date May/June 2018.	<p>Susan Cooper Corporate Director Social Services and Wellbeing;</p> <p>Cllr Phil White, Cabinet Member – Social Services and Early Help;</p> <p>Jacqueline Davies, Head of Adult Social Care;</p> <p>Laura Kinsey, Head of Children's Social Care;</p> <p>Elizabeth Walton James, Group Manager Safeguarding and Quality Assurance</p> <p>Richard Thomas, Strategic Planning and Commissioning Officer</p>	SOSC2 Jan 18
Annual Recommendations/feedback Update to each SOSC	Update on all feedback that required follow up and recommendations - Cabinet and Officer ones		Proposed for March 2018 to inform next years FWP planning	None	
Care and Social Services Inspectorate Wales (CSSIW) Inspection of Children's Services.	The Committee requested that they receive an information report detailing the progress of the plan and update Members whether or not the actions have addressed the issues raised by the Inspectorate.		Going to Corporate Parenting on 24 Jan - Scrutiny Officers to pick up and send to Committee		
Remodelling Fostering Project	<p>Further project as part of the Remodelling Children's Social Services</p> <ul style="list-style-type: none"> - Detail regarding the upskilling of three internal foster carers to provide intensive, therapeutic step down placements as part of Residential Remodelling project - Review of the foster carer marketing and recruitment strategy at a draft/early stage to allow members input into the process 			<p>Susan Cooper, Corporate Director, Social Services and Wellbeing;</p> <p>Cllr Phil White, Cabinet Member – Social Services and Early Help;</p> <p>Laura Kinsey, Head of Children's Social Care;</p> <p>Pete Tyson, Group Manager – Commissioning;</p> <p>Lauren North, Commissioning and Contract Management Officer;</p> <p>Natalie Silcox, Group Manager Children's Regulated Services.</p>	

<p>Home to School Transport</p>	<p>To provide assurances on rationalisation of Learner Transport as far as possible in order to make budget savings:</p> <p>Update on pilot that school transport team proposing to run in Spring and Summer terms 2017-2018 - to support the enforcement of bus passes on home to school transport contracts. As part of this pilot, the Authority is also investigating opportunities to track the use of our school bus services by individual pupils.</p> <p>Update on Recommendation from BREP: The Panel recommend the need for the Authority to adopt a Corporate approach in relation to Home to School Transport maximising the LA's minibuses such as those used for day centres. It is proposed that this be supported by slightly amending the opening and closing times of day centres so that the buses can be available for school transport. Other aspects that could be considered include the exploration of whether school staff could transport children and young people instead of hiring independent drivers.</p> <p>To test and scrutinise the current licensing and school transport regime to gain assurances that it provides adequate protection against the potential of putting children and vulnerable children at risk from those who are in a position of trust. Changes to the DBS status of their employees to be scrutinised to ensure that children are not being put at undue risk. To provide robust scrutiny and recommendations on how the current regime can be improved. To provide assurances to the public and maintain public confidence in the system of school transport</p> <p>Report to include Update on the current arrangements of how licensing and school transport operates within the County Borough since the change in 2015 to the Police National Policy for disclosing non-conviction information to the local authority. Information to include a report from South Wales Police on its approach to disclosing information it holds about licencees following arrests, charges and convictions. What is the current relationship between the local authority's licensing and school transport departments in relation to the disclosure of information from South Wales police? Is there sufficient oversight on behalf of the local authority and a risk of contractors withholding information which may prejudice the continuation of their contract?</p>	<p>To provide assurances on rationalisation of Learner Transport as far as possible in order to make budget savings. To test and scrutinise the current licensing and school transport regime to gain assurances that it provides adequate protection against the potential of putting children and vulnerable children at risk from those who are in a position of trust. Changes to the DBS status of their employees ought to be scrutinised by an Overview & Scrutiny Committee at the earliest opportunity to ensure that children are not being put at undue risk. To provide robust scrutiny and recommendations on how the current regime can be improved. To provide assurances to the public and maintain public confidence in the system of school transport</p>					
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Further Proposed Items

Highways Services	To include information of efficiency savings and the impact of what the MTFS has on the service				Mark Shepherd, Corporate Director Communities; Cllr Richard Young, Cabinet Member – Communities; Zak Shell, Head of Streetscene; Andrew Hobbs, Group Manager Streetworks		
Community Services	Rec from BREP The Committee recommend that Scrutiny consider a future item on what other Local Authorities are doing to respond to the gap in provision in Community Services.						
Collaboration with Police	The Panel highlighted the need to work more closely with the Police and therefore proposed that a Research and Evaluation Panel be established to look at Policing of the borough on a local level. Members proposed the following points and areas to go to the Research and Evaluation Panel for consideration as part of their ongoing investigative work: a) As the delegated powers to the Police and PCSO's varies between local authorities, the Panel recommend that clarification be provided on what powers have been assigned to the Police and what has been retained be the LA to inform all Members, members of the public, inspectors and PCSOs; b) How often does the Chief Executive and Leader meet with key people in the Police to discuss and align priorities; c) How often do both the Corporate Director – Operational and Partnership Services and the Corporate Director - Communities meet with their counterparts in the Police to discuss community policing and safety within the County Borough and align priorities. d) The need for a joint plan between Police and the LA; e) How the Police assist the LA in relation to safeguarding vulnerable adults and children.						
Remodelling Children's Residential Services Project	SOSC 1 requested that the item be followed up by Scrutiny in the future for monitoring purposes, incorporating evidence of outcomes.						
CSSIW investigation into LAC	The Committee requested that the outcome of the CSSIW investigation into Looked After Children be provided to Scrutiny for information when it becomes available.						

The following items for briefing sessions or pre-Council briefing

Item	Specific Information to request
Overview of Direct Payment Scheme	To update Members on the Direct Payments Process.
Social Services Commissioning Strategy	To include information on what work has taken place following the Social Services and Wellbeing Act population assessment. To also cover the following: <ul style="list-style-type: none"> Regional Annual Plan Bridgend Social Services Commissioning Strategy
Western Bay Regional Report	Update on situation and way forward with WB and Regional Working?

Residential Remodelling - Extra Care Housing	Site visit to current Extra Care Housing and then to new site once work has begun
Children's Social Services	Briefing for SOSC 1 on Child Practice Reviews - details of latest CPRs over last 12-18 months - what recommendations have come out of them, how have they been responded to, how have they helped inform future work to help safeguard children.

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO OVERVIEW AND SCRUTINY COMMITTEE 2

7 FEBRUARY 2018

REPORT OF THE CORPORATE DIRECTOR - COMMUNITIES

ECONOMIC PROSPERITY OF BRIDGEND COUNTY BOROUGH

1. Purpose of the Report

- 1.1 To inform Overview and Scrutiny Committee 2 of the contribution of the work of the Regeneration Service in relation to economic development and worklessness programmes and European Union (EU) funding for skills.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 This report supports the following corporate priorities:
- Supporting a successful local economy
 - Smarter use of resources

3. Background

- 3.1 The importance of a prosperous and healthy economy can hardly be overstated. Most measures of personal well-being have a direct relationship to whether an individual is in employment. Many problems the Council and other organisations have to deal with, for example poor health, have a clear relationship to employment issues.

- 3.2 A local authority's ability to influence the local economy however is quite limited. The context is largely set by national and international factors. Many of Bridgend County Borough's (BCB's) biggest private sector employers have to adjust to constant changes and conditions in a global market. Similarly the impact of welfare reform for Bridgend will have a profound effect on local communities. Changes to Tax Credits and Housing Benefit for example, within Universal Credit, will impact extensively on those who are already in employment. Also, the outcome of Brexit will not be known for years to come but it is considered that many parts of Wales are at high risk of Brexit related consequences with exposure likely to be higher in West Wales and the Valleys. The development of the Cardiff Capital City Region and the Swansea Bay Region will also influence the economic prosperity of Bridgend.

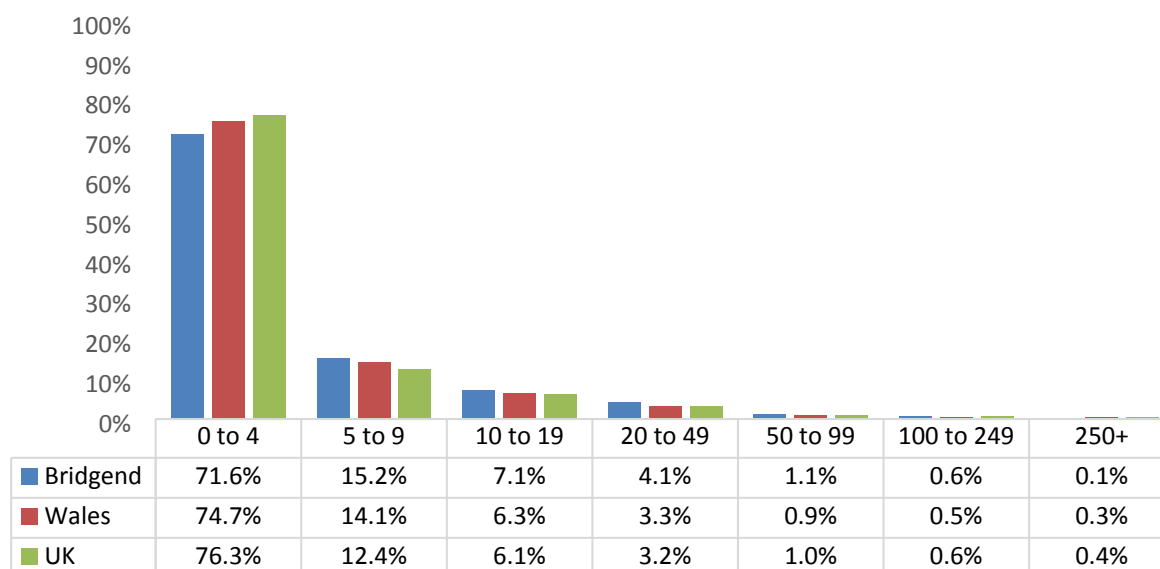
Nevertheless, the local authority can still play a significant role in attracting investment and creating jobs. To give just one example, the Special Regeneration Fund in a period from 2010, has created 223 jobs in the County Borough, and 137 local businesses have received support for investment projects. 82 new businesses have been set-up through support from the fund.

- 3.3 The economy of the UK was hit hard by the global financial crisis at the end of the past decade. Only through many different attempts at stimulating the economy has

it been possible for the UK to get back to a stabilised, albeit weakened, economy. In 2015, the economy of the UK was the second largest in Europe - trailing only Germany - and number five in the world by Gross Domestic Product (GDP).

- 3.4 BCB has fared reasonably well over the long-term. For example, figures released by the Welsh Government towards the end of 2014 showed that over the twelve years between 2001 and 2013, which included one of the worst economic downturns in history, BCB had seen workplace employment growth of 18%, considerably above the Welsh average of 8% and UK average of 7%. In real terms this means there were 10,000 more people in work in 2013 than there were in 2001. When one considers the headline grabbing factory closures and job losses over that period – Christie Tyler, Sony Bridgend, Kraft, Cooper Standard, Cosi-Budelpack (formerly Revlon), Harman Becker, Dairy Farmers, Kimball Electronics, Lloyds Bank Call-Centre etc., it is a remarkable performance. It is also indicative of how quickly labour markets can change.
- 3.5 In 2015 there were 3,515 enterprises in Bridgend which makes up 4% of all enterprises in Wales (97,800). Population estimates (2014) suggest that the number of enterprises per capita (per person) in Bridgend is slightly less than in Wales and the UK overall with 0.025 enterprise per capita in Bridgend compared to 0.032 in Wales, and 0.038 in the UK. However, the data also shows that the number of enterprises in Bridgend is increasing at a quicker rate than for Wales as a whole with a 10% increase from 2010 to 2015 in Bridgend compared to a 9% increase in Wales in the same period. However this is still less than the average rate of increase across the UK which stood at 12%.
- 3.6 There are however proportionally fewer enterprises in Bridgend at both ends of the employee bands (up to four employees as well as more than 250 employees) with a similar pattern evident when compared to the whole of the UK. There is a greater prevalence of enterprises in Bridgend of a small and medium size than typically found throughout Wales, however the county borough remains dominated by self-employed and micro-enterprises (which collectively account for almost 87% of all enterprises). A micro-business is defined as one which has fewer than ten employees and a turnover or annual balance sheet total of less than €2 million.

Business Size Comparison



- 3.7 Although Bridgend has proportionally fewer large enterprises (250+ employees) than Wales as a whole, Bridgend has more employees in the large enterprises band. In other words, the proportion of large enterprises is higher in Wales as a whole but those enterprises employ more people, overall, in Bridgend. In general, business size comparisons in terms of both employees and enterprises mirror those seen across the UK. In addition to the variations in the size of enterprises in Bridgend and Wales as a whole, there are some notable differences in the sectoral makeup of Bridgend.
- 3.8 For the most part there is a similar spread of businesses across each industrial sector in Wales and Bridgend. However, there are some notable exceptions with the main differences being in agriculture and manufacturing. As could be expected in a comparably densely populated authority such as Bridgend, only a small proportion of enterprises operate in agriculture – 3% compared to 14% in Wales as a whole. The other significant difference is in manufacturing where Bridgend has almost twice the proportion of enterprises in this sector compared to Wales as a whole (10% of Bridgend enterprises are in the manufacturing sector compared to 6% in Wales). The sectoral makeup of both Bridgend and Wales illustrates that a smaller proportion of enterprises are operating in professional, scientific and technical activities (12%) than seen in the UK as a whole (18%).
- 3.9 The most recent data from the Annual Population Survey suggests lower levels of qualifications amongst those of a working age in Bridgend than Great Britain as a whole. However the percentage of those qualified at NVQ4 level or above in Bridgend is slightly better than Wales (36.3% and 35.1% respectively). The figures are however lower than at the national level (38.2%). A higher proportion of Bridgend's working age population have no qualifications compared with both Wales and the UK (10.7%, 9.6% and 8.0% respectively).
- 3.10 There have been some important changes occurring in the context for economic development work. The current round of EU resources has been channelled into major Welsh Government initiatives. There was no European money this time around for local authority business support schemes such as Local Investment

Fund, Social Enterprise support and Green Shoots (supporting micro enterprise growth in the rural wards). The Welsh Government has utilised European funding to push forward with the delivery of Business Wales as the national provider of business support and the creation of a Development Bank for Wales for business investment, in line with its view that all business support should be delivered on a national basis. Local authorities under continuing economic pressures have already made and are having to make more difficult decisions in all areas of work including economic development services.

- 3.11 In this context it is important to set out how the economic development and skills resources available can best support the corporate objective of supporting a successful local economy.

4. Current Situation

Economic Development

- 4.1 In 2010 there were 7.7 FTE staff employed by the Council exclusively working on economic development activity in Bridgend. Specific areas that have been delivered in the past have included inward investment, local business support (including the delivery of the Local Investment Fund scheme), direct grant assistance for companies, social and community business support, international trade/exporting, environmental and industrial estate improvements, business events/Business Forum, property database/location services, redundancy response, supporting enterprise in schools through the Education Business Partnership and the delivery of the Sirrolli model of enterprise facilitation.
- 4.2 The Economic Development Unit became part of the Economy and Natural Resources Team in 2016 following a restructure and now has 3 staff - Team Leader, Business Support Officer and an Events Coordinator. It has been a similar story with regard to Tourism which is now part of the Economy and Natural Resources Team. In 2010, there were 11.3 people employed, whereas today there is only 1 person employed as a Destination Management Officer. It is fair to say that both services are now running at the minimum level possible to maintain a meaningful presence in these areas.
- 4.3 Economic Development activity has a marketing and events budget of £52,000. It also has £120,000 of capital funding through the Strategic Regeneration Fund (SRF) to support start-up businesses and existing businesses seeking to invest and grow. It can also support businesses wishing to locate in the BCB area.
- 4.4 The Economy and Natural Resources Team service plan is pared down to its essentials and taking into account the context set out in section 3 earlier, the key areas where actions are still considered relevant, add value and represent effective use of resources, are as follows:
- Supporting new business start-ups
 - Supporting existing local businesses to develop
 - Supporting new investment into the area
 - Marketing and Communications

- 4.5 **Supporting new business start-ups:** Enquiries are dealt with in the team and appropriate support guidance is given. Specifically, a “kick-start” grant is available to support business start-ups. This is 50% funded by UK Steel Enterprise and 50% by the Strategic Regeneration Fund capital budget. It offers small grants (up to £2,000) to new starts and businesses in their first year of trading. A total of 22 businesses have been supported this financial year with a further 5 applications pending. A total of £22,341 has been awarded with 27 jobs created. The scheme is now on hold as the budget has been allocated. It is anticipated that further funding will be made available through the SRF from April 2018 to support the continuation of the Kick Start Fund. Since the scheme has been on hold a further 23 enquiries have been received for start-up funding. This type of support is not available through the national Business Wales programme.
- 4.6 **Supporting existing businesses to develop:** enquiries from local businesses are responded to and can be assisted through the SRF capital budget. This allows grants of up to £5,000 or 40% of the eligible investment, whichever is least, to be made to small and medium sized businesses making capital investments and creating jobs. A total of 20 companies have been supported to date in this financial year with 28 jobs created and 54 jobs safeguarded. £80,000 has been awarded in grants with the businesses investing a further £144,000. Eight applications are pending. Like the Kick Start scheme, this has been oversubscribed and is now on hold. Since the scheme was put on hold a further 6 SRF enquiries have been received.
- 4.7 A further way local businesses are supported is through the **Bridgend Business Forum**. This gives businesses an opportunity to network locally with other businesses, facilitating the opportunity to increase local trading. The Forum has over 800 members and is chaired by Ian Jessopp, Managing Director of KK Solutions. The Events Coordinator acts as the Secretariat for the Forum supported by the Corporate Marketing and Communications Team. Recently the Forum activities have been strengthened with the creation of an Executive Group made up of local business representatives.
- 4.8 Linked to the Forum, but not limited to Forum members, a series of business events are organised. On average 24 events are held a year. For the 2017/18 year, 23 events have been held so far with an aggregate of 1,178 delegates attending, which are made up of local business owners from a cross section of companies based in Bridgend. These events vary in topics ranging from updates on issues relevant to businesses such as employment law and utilising social media, networking events, to high profile events such as the Bridgend Business Forum Awards and St. David’s Day breakfast.
- 4.9 Other ways local businesses are supported are as follows:
- Referrals to other business support organisations such as Business Wales, Business in Focus, Welsh Government and Development Bank for Wales, as may be appropriate.
 - A local Business Directory is hosted on the Council’s web site. The number of businesses listed currently stands at just over 1,500.

- Labour market data is produced and disseminated on a monthly basis. This provides information on subjects such as employment, unemployment, occupations, qualifications, earnings and employment by sectors.
- Monthly e-mail news updates on topics of interest to them as businesses.

4.10 **Supporting new investment into the area:** Welsh Government act as the lead for attracting foreign investment into Wales. In terms of attracting investment from other parts of the UK, between 2000 and 2014 the 10 local authorities in South Wales worked with the Welsh Government under the umbrella organisation “Capital Wales”. Each authority, and Welsh Government, made an annual subscription and a campaign was implemented by Capital Wales on behalf of the region. This had mixed success and eventually Welsh Government and Cardiff City withdrew, signalling its demise in 2014. This has left a gap which it was hoped would be filled by the Cardiff Capital Region and, more recently, City Deal. Until such time as a new programme of activity is introduced, new investment enquiries, such as the Heathrow Logistics Hub, are dealt with in the Economy and Natural Resources Team.

4.11 **Business Events, Marketing and Communications:** To underpin the above activities, Economic Development has a marketing and events budget of £52,000 per annum. The key items of expenditure and how they relate to the action areas set out above are as follows:

- Business events – the larger events (the Bridgend Business Forum Awards ceremony and St. David Day’s Breakfast) are operated on a break-even basis, with the income from sponsorship and paying attendees generally equaling the cost of holding the event. The remaining events organised – generally over 20 per year – are not charged. These are regarded as services designed to support local businesses in a variety of ways such as providing useful information and encouraging local networking. The merits of charging for events have been considered, and the conclusion was that the potential gains would largely be offset by the administrative costs of charging. However, it is the intention to trial charging for attendance at the Social Media workshops in 2018, to determine whether this is the case in practice.
- Advertising – advertising raises awareness of the services available to local businesses from the Council, including the events being organised, and assists in promoting the area generally and showcasing local businesses, for example through the Bridgend Business Forum Awards. Videos of events and attendees being interviewed are placed on the Bridgend Business Forum web site to showcase the events and local businesses. Photography is used for media releases, to support other promotional articles.
- A subscription is made to host the Council’s on-line Business Directory. It provides a useful resource for local companies across all sectors and for external users researching information on businesses based in BCB. Users can search through a variety of different criteria such as company location, size and sector. When a business registers it receives the latest updates on funding available, business events and seminars in the form of regular e-shots or within the monthly e-news updates. The Directory can be e-mailed

out in a PDF format. It is also used for the Council's own economic development marketing purposes and is used for direct mail and e-mail activity. There are over 1,500 businesses on the Directory.

- Design and Print – this is utilised when professional assistance is required in relation to the production of promotional material and literature and web page improvements.

Economic prospects

- 4.12 As stated earlier a local authority's ability to influence the development of the economy at macro level is limited and it is possibly even more difficult to predict the future prospects without a great deal of speculation. However, recent research by PWC, KPMG, Institute of Chartered Accountants, the Organisation for Economic Cooperation and Development (OECD) and the Office for Budget Responsibility (OBR) have generally agreed that the economic outlook for the UK is challenging. Using these references, a recent report by the Bevan Foundation has assumed that if Wales follows the UK's trajectory there will be 'Tough Times Ahead'.
- 4.13 In terms of economic output the UK is widely expected to grow around 1.4% over the year. PWC expect GDP (gross domestic product) growth in Wales to be slightly below the UK rate and while better than Scotland, Northern Ireland and some English regions, the gap between Wales and the UK average is stubbornly persistent.
- 4.14 Almost all forecasters anticipate a modest increase in UK employment with unemployment remaining at around 4.3% over the year. Currently this figure for the County Borough stands at 5%.
- 4.15 Some of the larger public infrastructure projects may also have an impact on the future economic prospects of the County Borough. The recent announcement by Welsh Government to financially support the Swansea Bay Tidal Lagoon may help in getting the project underway. Closer to home the Welsh Government's Brocastle site at Waterton has been 'longlisted' together with sixty-five potential sites for the proposed Heathrow logistics hubs.
- 4.16 The Heathrow expansion has been described as the first major infrastructure project in the UK to pioneer the large-scale use of logistics hubs. The plans for logistics hubs are part of a wider commitment by Heathrow to use the expansion to revolutionise the way the UK builds major infrastructure and to spread the economic benefits of the project right across the country. Seven sites in Wales have been 'longlisted'. The current construction programme envisages a start on site (Heathrow) of 2020, with the peak of the Logistic Hubs' activity taking place between 2023 and 2030.
- 4.17 Plans were agreed last August for the development of a new Watersports Centre in Porthcawl and preparatory work should begin this year. The harbour kiosk is planned to be refurbished, with new showers, toilets and other facilities for boats using Porthcawl Marina.

4.18 On 31st January 2017, Cabinet approved an application for EU funding for a scheme for facilitating the development of enterprise hubs in the County Borough, to address the shortage of industrial units in the area. This will assist in broadening opportunities for entrepreneurship and higher value business. The Economy Team are currently waiting for further guidance from Legal and Finance on State Aid issues, before progressing to the next steps.

EU Training Programmes for Skills

4.19 **Strategic context:** The comparatively lower skill levels in this area, has been referred to earlier. There are a large number of contributory factors, which are not possible to cover in this report. However, there is a clearly identified need to develop a demand-led skills system that is driven by the needs of industry and which delivers employment and skills support in response to the growth potential within the regional economy.

4.20 Key regional challenges/priorities are to:

- Increase productivity;
- Address skills gap, focusing on specific sectors;
- Increase qualification levels to meet demand and future proof the workforce;
- Improve the take-up of apprenticeships and increase the range of opportunities;
- Support and enhance industry engagement with education and the marketing of career opportunities and pathways; and
- Develop a regional employability plan that will support more people into work

4.21 **Regional Skills Structures:** within South East Wales, the regional skills partnership Learning Skills and Innovation Partnership (LSKIP) is tasked with 4 main roles:

- to produce and analyse labour market information aligned to economic intelligence to inform the skills requirements in the regions and inform future priorities for funding linked to a co-investment policy;
- to provide a mechanism to review regional skills provision and advise Welsh Government on future prioritisation of skills funding in line with regional employment and skills needs;
- to act as a strategic body effectively representing regional interests to inform a demand-led and sustainable skills system, ensuring that this is informed by strong industry engagement and takes into account the level of skills utilisation in the region, and
- to act collectively and strategically to maximise future available funds acknowledging the likely reduction in public funds over the coming years.

4.22 LSKIP is required to agree priorities through an annual 'Regional Employment and Skills Report' submitted in March and a 'Regional Plan', offering a more detailed demand/supply assessment, in September of each year. The current plan can be viewed here:

http://www.lskip.wales/downloads/170731_Employment%20Skills_Plan_eng.pdf

4.23 LSKIP is working closely with the Cardiff Capital Region City Deal and is expected to formally become the Cardiff Capital Region Skills Partnership from April 2018, advising on both City Deal and wider issues. The partnership is governed by its

cross-sector Employment and Skills Board, chaired by Leigh Hughes, Business Development & Corporate Social Responsibility Director, Bouygues UK. Local government is represented by Cllr Debbie Wilcox, Leader of Newport CC (skills lead within the City Deal Joint Cabinet) and Richard Crook, Director for Environment and Regeneration at Blaenau Gwent (skills lead within the City Deal Programme Board).

- 4.24 The Cardiff Capital Region City Deal makes specific reference to a number of skills objectives including the development of a regional Employability Plan. A task and finish group has been established to develop a draft plan by March 2018. The group is chaired by Richard Crook and has a cross-sector membership including officers from Welsh Government, HE and FE.
- 4.25 **Direction of travel within Welsh Government post Brexit:** there is a need to consider the potentially significant impact following the UK's departure from the European Union (Brexit) on labour supply and skills availability if restrictions are placed on the free movement of labour from other European countries. Succession plans are also needed for European Union funded programmes.
- 4.26 Responding to Brexit has been included as one of the eight priorities within the region's current Employment and Skills plan - to develop succession plans for European Union funded programmes post-Brexit. The SE Wales Regional Engagement Team, hosted by Bridgend CBC, is working closely with LSKIP on this. The Team is supported by 3 externally funded Regional Engagement Team officers. Their role is to ensure cross sector engagement and alignment with the strategic ambitions of the region to maximise impact of investment.
- 4.27 Welsh Government has now launched its consultation on Regional Investment in Wales after Brexit, with comments needing to be submitted by 23rd March 2018. Welsh Government is holding 2 consultation events, with the South Wales event being held on the 25th January 2018. Officers will be attending the event and will report back. The consultation and supporting documents can be viewed here: http://gov.wales/funding/regional-investment-in-wales-after-brexit/?lang=en&_ga=2.199369070.1785683465.1516012837-2007784582.1474446328

Worklessness Programmes

- 4.28 Bridges Into Work 2 (BIW2) is an ESF-funded project, which is led by Torfaen County Borough Council and includes 5 local authorities in South East Wales who are eligible for the West Wales and the Valleys European monies. BIW2 commenced in April 2015, and will continue until March 2020 but is expected to gain an extension until December 2022. The project targets are clients aged 25+, living outside Communities First (CF) areas who are economically inactive or long term unemployed. The majority of the council's match-funding is 'in-kind' support, made up of premises, IT, payroll and other similar costs.
- 4.29 Currently, the project is exceeding both its performance targets and is on profile financially. To 31st December 2017, the project has worked with just over 400 participants (4.6% above target), 199 people have gained qualifications (15.1% above target) and 65 people have entered employment which is 24.6% above target. The project works with employers who take participants on work experience and as a result of this, often then offer employment. There are many interesting

case studies which show the impact the project can have on the lives of people. The project works out of 'job clubs' which take place in the various communities of Bridgend, as well as the town centres.

- 4.30 There are 2 other ESF-funded projects in the authority; Communities for Work, based in Operational and Partnership Services, which works with people who live in CF areas, aged 16+ and Inspire for Work, based in Education, which works with those aged 16 plus across Bridgend. There is currently some duplication in services, not of Bridgend's making, but there is work in progress within the Council to better align these programmes and to complement the wider Anti-Poverty agenda and grants from Welsh Government. This includes projects such as Flying Start, Supporting People and Families First, and the aim is to have a more coherent offer for the client as well as making some efficiencies in back office services.
- 4.31 Work is also underway, in partnership with the 5 local authorities involved with BIW2, to develop 2 new projects for Bridgend to target those people who are in work. Nurture Engage Thrive (NET), will tackle in-work poverty by finding opportunities for clients to secure more working hours, more pay per hour or more secure employment so that the client is better off.
- 4.32 This will be supported by Working Skills for Adults (WSFA), which will give people in employment, who do not have more than an NVQ level 2, an opportunity to gain a higher qualification and be the catalyst to improve their earning potential. Wide consultation shows that this is very popular, as this will help to address in-work poverty. It is also intended to improve the sustainability of other projects that place clients in employment, but have to 'let go' once the job starts. NET and WSFA will support those people to stay, and progress, in employment.
- 4.33 The Regeneration Service's core staffing resource for skills and worklessness is one part-time officer. The funding for this post is utilised alongside SRF, and in-kind contributions, to lever EU grant-funding. For example, for BIW2, the breakdown is as follows:

Total cost	£2,355,238
EU Grant	£1,816,398 (77.1216%)
BCBC cash match	£161,058
BCBC staff match	£149,400
FR40 match*	£228,382

*FR40 is a simplified cost agreed up front by Wales European Funding Office and is calculated from 40% of the eligible total staff costs on the project. This amount is then added to the total project cost and is used to support the delivery costs on the project.

For a small cash contribution, a significant scale of resource can be leveraged, to deliver skills and worklessness programmes. However, without the investment of the core member of staff, and the Strategic Regeneration Fund, this would not be possible.

Conclusion

- 4.34 To a large extent, Bridgend's economy reflects the structural weaknesses of the Welsh economy as a whole, as characterised by low productivity, low pay and over-reliance on the now shrinking public sector for secure, well-paid employment. However, there are also strengths to build on, and for many years, the economic development work undertaken by the council has focused efforts on encouraging small businesses to invest and expand. It is difficult to explain why the numbers of people without levels qualifications in the working age population in Bridgend should be lower than both Wales and the UK, given that education provision is quite consistent across England and Wales. However, the impact of this is clear, and the welfare reform agenda has made this more apparent. For this reason, while the historic focus of the Council's work in this area has been on helping unemployed people access the labour market, there is now also an imperative to assist those in work, to access better paid and more secure employment.
- 4.35 The decision to exit from the EU will have significant consequences for economic development and skills work across the UK. Historically, the EU has been a major funder of this work, and the extent to which there will be replacement funding to fill the gap created, is very uncertain. EU regional policy has focused on 'closing the gap' between developed and less developed areas, and Bridgend has benefitted financially from this. However, if replacement funding programmes were to focus, for example, on those areas most able to deliver productivity and jobs growth, both Bridgend and Wales as a whole would lose considerable resources.
- 4.36 In total, the number of core funded (i.e. not grant funded) staff implementing the economic development, tourism and skills programmes in the Regeneration Service is 4.5 compared with 20.0 in 2010, a reduction of 77.5%, generating significant financial savings for the authority. This has been achieved in a variety of different ways – for example use of alternative delivery methods, technology, social media, and leverage of external resources. This is the base level of staffing required to deliver a meaningful economic development, tourism and skills agenda.

5. Effect upon Policy Framework & Procedure Rules.

5.1 None.

6. Equality Impact Assessment

6.1 None required for this report.

7. Financial Implications.

7.1 None arising from this report.

8. Recommendation.

8.1 It is recommended that the report be noted.

Mark Shephard
Corporate Director - Communities

January 2018

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CF31 4WB

Background documents

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