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Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Bridgend County Borough Council



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

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Rhowch wybod i ni os mai Cymraeg yw eich
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Annwyl Cyngorydd,

CABINET

Cynhelir Cyfarfod Cabinet yn Ystafell Bwyllgora 1/2/3, Swyddfeydd Dinesig, Stryd Yr Angel, Penybont Ar Ogwr ar **Dydd Mawrth, 20 Tachwedd 2018** am **14:30**.

AGENDA

1. Ymddiheuriadau am absenoldeb
Derbyn ymddiheuriadau am absenoldeb gan Aelodau
2. Datganiadau o fuddiant
Derbyndatganiadau o ddiddordeb personol a rhagfarnol (os o gwbl) gan Aelodau/Swyddogion yn unol a darpariaethau'r Cod Ymddygiad Aelodau a fabwysiadwyd gan y Cyngor o 1 Medi 2008
3. Cymeradwyaeth Cofnodion 3 - 12
I dderbyn am gymeradwyaeth y Cofnodion cyfarfod y Cabinet 23/10/2018
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11. Adroddiadau Gwybodaeth i'w Nodi 121 - 130

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15. Materion Brys
I Ystyried unrhyw eitemau o fusness y, oherwydd amgylchiadau arbennig y cadeirydd o'r farn y dylid eu hystyried yn y cyfarfod fel mater o frys yn unol a pharagraff 2.4 (e) o'r Rheolau Trefn y Cabinet yn y Cyfansoddiad.
16. Gwahardd y Cyhoedd
Nid oedd yr eitem canlynol yn cael eu cyhoeddi, gan fod eu bod yn cynnwys gwybodaeth eithriedig fel y'i diffinnir ym Mharagraff 14 o Ran 4 a Pharagraff 21 o Ran 5, Atodlen 12A, Deddf Llywodraeth Leol 1972, fel y'i newidiwyd gan Orchymyn Llywodraeth Leol (Cymru) 2007 (Mynediad at Wybodaeth) (Amrywio).
- Os, yn dilyn cymhwyso'r prawf budd y cyhoedd yn y Cabinet yn penderfynu yn unol â'r Ddeddf i ystyried yr eitem hyn yn breifat, bydd y cyhoedd yn cael eu gwahardd o'r cyfarfod yn ystod ystyriaeth o'r fath.
17. Y Strategaeth Ddiwydiannol Yn Ymlaen o'r Chwyldro Ynni 225 - 230

Yn ddiffuant

K Watson

Pennaeth Gwasanaethau Cyfreithiol a Rheoleiddiol

Dosbarthiad:

Cynghowrwy

HJ David

CE Smith

Cynghorwyr

PJ White

HM Williams

Cynghorwyr

D Patel

RE Young

CABINET - DYDD MAWRTH, 23 HYDREF 2018

**COFNODION CYFARFOD Y CABINET A GYNHALIWYD YN YSTAFELLOEDD PWYLLGOR
1/2/3 - SWYDDFEYDD DINESIG, STRYD YR ANGEL, PEN-Y-BONT AR OGWR CF31 4WB
DYDD MAWRTH, 23 HYDREF 2018, AM 14:30**

Presennol

Y Cynghorydd HJ David – Cadeirydd

CE Smith
RE Young

PJ White

HM Williams

D Patel

Ymddiheuriadau am Absenoldeb

Swyddogion:

Gill Lewis	Pennaeth Cyllid a Swyddog 151 Dros Dro
Kelly Watson	Rheolwr Grŵp Gwasanaethau Cyfreithiol a Democraidd
Julie Ellams	Swyddog Gwasanaethau Democraidd - Pwyllgorau
Darren Mepham	Prif Weithredwr
Mark Shephard	Cyfarwyddwr Corfforaethol - Cymunedau
Susan Cooper	Cyfarwyddwr Corfforaethol - Gwasanaethau Cymdeithasol a Lles
Lindsay Harvey	Cyfarwyddwr Corfforaethol – Addysg a Chymorth i Deuluoedd
Jonathan Flower	Rheolwr Grŵp - Datblygu
David Holland	Head of Shared Regulatory Services

251. DATGANIADAU O FUDDIANT

Datganodd y Cynghorydd H Williams ddiddordeb personol yn eitem agenda 11, agoriad Canolfan Adnoddau Dysgu ar gyfer plant sydd ag Anhwylder ar y Sbectwm Awtistig (ASD) yn Ysgol Gynradd Gymraeg Calon y Cymoedd oherwydd bod ei wyrion yn mynd i'r ysgol honno.

252. CYMERADWYO'R COFNODION

PENDERFYNWYD: Bod cofnodion cyfarfod y Cabinet dyddiedig 18 Medi 2018 yn cael eu cymeradwyo fel cofnod gwir a chywir.

253. ADRODDIAD BLYNYDDOL 2017-18

Cyflwynodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 adroddiad i'r Cabinet i ystyried Adroddiad Blynyddol 2017-18 a'i anfon at y Cyngor i'w gymeradwyo. Eglurodd y byddai'n rhaid i'r awdurdod gyhoeddi ei asesiad o berfformiad ar gyfer y flwyddyn ariannol flaenorol cyn 31 Hydref, o dan adran 15 o Fesur Llywodraeth Leol (Cymru) 2009 ac yn unol â'r canllawiau statudol perthnasol.

Eglurodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 fod yr Adroddiad Blynyddol yn gwerthuso perfformiad y Cyngor yn 2017-18 wrth gyflawni ei ymrwymadau a'r canlyniadau arfaethedig ar gyfer y flwyddyn ariannol, gan ddefnyddio mesurau llwyddiant a thystiolaeth arall. Lle bynnag na lwyddwyd i gyrraedd y targed, rhoddwyd esboniadau.

Gwnaeth y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 ddweud fod y Cyngor wedi perfformio'n dda yn ystod 2017-18 ar y cyfan ac o'r 37 ymrwymiad a ddygwyd ymlaen, cyflawnwyd 29 gan y Cyngor gyda chwech arall bron wedi'u cwblhau. Roedd y Cyngor

yn brin o gyrraedd y targed a osodwyd ar gyfer dau ymrwymiad, sef gwella'r canlyniadau ar gyfer plant agored i niwed a'r Strategaeth Da i Wych ar gyfer pobl mwy abl a thalentog. Cafwyd rhywfaint o gynnydd yn y maes hwn a pharhawyd â'r gwaith i gyflawni'r rhain.

Amlinellodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 berfformiad y Cyngor yn erbyn ei ymrwymadau a'i dargedau yn ogystal â pherfformiad y Cyngor yn genedlaethol fel y'u nodir yn atodiad A o'r adroddiad. Eglurodd unwaith iddo gael ei gymeradwyo, y byddai'r Adroddiad Blynyddol yn cael ei gyhoeddi ar wefan y Cyngor ac yn cael ei rannu â rhanddeiliaid. Byddai copïau caled o'r adroddiad yn cael eu cynhyrchu hefyd a'u rhoi yn llyfrgelloedd cyhoeddus y Cyngor.

Dywedodd yr Arweinydd ei bod yn bwysig myfyrio ar y cynnydd a wnaed y llynedd a'i bod yn braf gweld bod 79% o gamau wedi'u cyflawni. Roedd 16% pellach bron wedi'u cwblhau a rhoddwyd esboniadau ar gyfer y ddau oedd yn weddill. Roedd hon hefyd yn ddogfen allweddol o ran y rheolyddion ac yn adlewyrchu'r Cynllun Corfforaethol a ystyriwyd trwy graffu.

PENDERFYNWYD: Bod y Cabinet yn ystyried Adroddiad Blynyddol 2017-18 a'i anfon at y Cyngor i'w gymeradwyo.

254. **CYNLLUN ADSEFYDLU POBL SY'N AGORED I NIWED**

Cyflwynodd yr Uwch-swyddog Strategaeth - Tai ac Adfywio Cymunedol adroddiad yn gofyn am gymeradwyaeth gan y Cabinet i ailsefydlu pum teulu arall o ffoaduriaid o dan y Cynllun Adsefydlu Pobl sy'n Agored i Niwed neu'r Cynllun Adsefydlu Plant sy'n Agored i Niwed. Yn amodol ar gymeradwyaeth gan y Cabinet, ceisiodd yr adroddiad hepgoriad o dan baragraff 3.2.9.2 o Reolau Gweithdrefnol Contract y Cyngor rhag y gofyniad i gael dyfynbrisiau neu dendrau trwy gystadleuaeth agored o dan y Cynllun Dirprwyo er mwyn amrywio'r contract presennol â Chymdeithas Tai Hafod ar gyfer y pum uned ychwanegol.

Eglurodd yr Uwch-swyddog Strategaeth - Tai ac Adfywio Cymunedol fod Llywodraeth y DU wedi ymrwymo i ailsefydlu 20,000 o ffoaduriaid o Syria erbyn 2020 a oedd yn ffoi o Syria o ganlyniad i'r rhyfel cartref. Eglurodd ei bod yn debygol y byddai Cymru yn derbyn 1,000 i 1,500 o ffoaduriaid dros y pum mlynedd nesaf fel rhan o raglen y Cynllun Adsefydlu Pobl sy'n Agored i Niwed. Fodd bynnag, ategodd fod cymryd rhan yn wirfoddol.

Eglurodd yr Uwch-swyddog Strategaeth - Tai ac Adfywio Cymunedol fod unigolion yn derbyn statws ffoaduriaid gan roi caniatâd iddynt aros am bum mlynedd gyda mynediad llawn i gyflogaeth ac arian cyhoeddus. Pe na baent wedi dychwelyd i Syria ar ôl pum mlynedd, gallent fod yn gymwys i wneud cais i aros yn y DU. Erbyn diwedd mis Mawrth 2018, dywedodd fod 10,500 o ffoaduriaid yn y DU gyda 645 ohonyn nhw yng Nghymru.

Eglurodd yr Uwch-swyddog Strategaeth - Tai ac Adfywio Cymunedol fod y Cabinet wedi rhoi ei gymeradwyaeth ym mis Gorffennaf 2016 ac wedi amlinellu ymrwymiad Cyngor Ffoaduriaid Cymru a Tai Hafod. Eglurodd i'r teulu cyntaf o Syria gyrraedd yn y fwrdeistref sirol ar 2 Tachwedd 2016. Mae'r chwe theulu nawr wedi ymgartrefu, a chyrraeddodd y teulu olaf ar 12 Medi 2017. Dywedodd i'r teuluoedd ymgartrefu ar draws y fwrdeistref sirol a bod ganddynt fynediad da i ysgolion ac amwynderau lleol. Cafodd yr holl deuluoedd groeso cynnes gan aelodau'r gymuned ac eglwysi lleol.

Dywedodd yr Uwch-swyddog Strategaeth - Tai ac Adfywio Cymunedol wrth y Cabinet fod Cydgadeirydd Partneriaeth Ymfudo Strategol Cymdeithas Llywodraeth Leol Cymru a Chyd-lefarydd Cymdeithas Llywodraeth Leol Cymru dros Gydraddoldeb, Diwygio Lles a

Gwrthdodi wedi ysgrifennu at yr Awdurdodau Lleol yn gofyn am eu hymrwymiad i'r broses adsefydlu fynd rhagddi ym mis Mawrth 2018. Mewn ymateb i'r llythyr hwn, adolygwyd blynyddoedd dilynol y rhaglen a chynigiwyd bod yr Awdurdod yn adsefydlu pum teulu arall yn ystod gweddill y rhaglen yn amodol ar gymeradwyaeth gan y Cabinet. I sicrhau cysondeb gwasanaeth, byddai hepgoriad i'r Rheolau Gweithdrefnol Contract yn ofynnol.

Eglurodd yr Uwch-swyddog Strategaeth - Tai ac Adfywio Cymunedol fod arian y flwyddyn gyntaf ar gael gan y Gyllideb Cymorth Datblygu Dramor at gostau uniongyrchol yr awdurdod lleol a bod cymorth ychwanegol ar gyfer anghenion addysgol a meddygol. Byddai arian blwyddyn dau i bump yn cael ei ddyrannu ar sail tariff graddedig dros bedair blynedd.

Dywedodd Aelod y Cabinet dros Lesiant a Chenedlaethau'r Dyfodol fod y rhain yn achosion cymhleth yn cynnwys ffoaduriaid rhyfel yn ffoi o Syria. O ran rhifau, nid oedd 34 allan o fwy na 10,000 yn nifer sylweddol ond yn arwydd bod yr awdurdod yn chwarae rhan ar adeg pan oedd toriadau sylweddol.

Cytunodd Aelod y Cabinet dros Addysg ac Adfywio â hyn gan ategu bod y Cabinet yn falch fod Pen-y-bont ar Ogwr ynghlwm â hyn ac yn cydnabod nad oedd yn hinsawdd ddymunol o ran y cyfryngau cymdeithasol a bod angen ymdrin â'r sefyllfa'n ofalus.

Dywedodd yr Arweinydd ein bod yn ffodus nad oes un ohonom ni wedi profi trawma o'r fath. Roedd yn falch o'r cymorth a roddwyd gan y gymuned a gofynnodd i'w ddiolchiadau gael eu hestyn i'r ysgolion, eglwysi a'r cymunedau lleol. Diolchodd hefyd i'r Uwch-swyddog Strategaeth - Tai ac Adfywio Cymunedol, ei gydweithwyr a Hafod.

PENDERFYNWYD: Bod y Cabinet wedi:

- (1) Yn cymeradwyo ailsefydlu pum teulu ychwanegol erbyn 2020 gyda hyblygrwydd i ailsefydlu teuluoedd naill ai o'r Cynllun Adsefydlu Pobl sy'n Agored i Niwed neu'r Cynllun Adsefydlu Plant sy'n Agored i Niwed, yn dibynnu ar yr angen mwyaf brys am ailsefydlu ar y pryd
- (2) Yn cytuno i geisio hepgoriad o dan baragraff 3.2.9.2 o Reolau Gweithdrefnol Contract y Cyngor rhag y gofyniad i gael dyfynbrisiau neu dendrau trwy gystadleuaeth agored, o dan y Cynllun Dirprwyo er mwyn amrywio'r contract presennol â Chymdeithas Tai Hafod ar gyfer y pum uned ychwanegol.

255. MONITRO CYLLIDEB 2018-19 - RHAGOLWG CHWARTER DAU

Cyflwynodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 adroddiad i'r Cabinet yn cynnwys diweddariad ar sefyllfa ariannol y Cyngor ar 30 Medi 2018.

Adroddodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 fod y Cyngor, ar 28 Chwefror 2018, wedi cymeradwyo cyllideb refeniw net o £265.984 miliwn ar gyfer 2018-19, ynghyd â rhaglen cyfalaf gwerth £33.693 miliwn ar gyfer y flwyddyn, a gafodd ei diweddaru ers hynny i ystyried cymeradwyaethau newydd a llithriant rhwng blynyddoedd ariannol. Eglurodd fod y sefyllfa ragamcanol gyffredinol ar 30 Medi 2018 yn danwariant net o £2.551 miliwn, yn cynnwys gorwariant net o £738,000 ar gyfarwyddiaethau a thanwariant net gwerth £5.269 miliwn ar gyllidebau corfforaethol, wedi'i wrthbwysu gan gronfeydd net newydd wrth gefn wedi'u clustnodi o £1.98 miliwn.

Eglurodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 fod y Cyngor wedi derbyn ei setliad dros dro yn ddiweddar ar gyfer 2019-20 gan Lywodraeth Cymru a'i bod yn amlwg y byddai pwysau i'w hwynebu wrth symud ymlaen.

Eglurodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 na fu unrhyw drosglwyddiadau rhwng cyllidebau ond bod nifer o addasiadau technegol wedi'u gwneud rhwng cyllidebau ers i ragolwg chwarter un gael ei adrodd i'r Cabinet ym mis Gorffennaf 2018. Yn dilyn hyn, rhoddodd esboniad cryno ar bob addasiad technegol.

Eglurodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 fod nifer o ddarparwyr ynni wedi cyhoeddi y byddai prisiau'n codi yn 2018 ac felly, roedd arian ychwanegol ar gyfer cynnydd mewn prisiau ynni yn 2018-19 o tua 9% ar gyfartaledd, wedi'i roi yn ystod chwarter dau. Roedd y dyfarniad cyflog i athrawon o fis Medi 2018 wedi'i gytuno yng nghanol mis Medi. Roedd Llywodraeth y DU wedi cyhoeddi y byddai'n rhoi £23.5 yn ychwanegol i Gymru tuag at dâl i athrawon ond nid oedd yn glir faint y byddai Pen-y-bont ar Ogwr yn ei dderbyn.

Adroddodd y Pennaeth Cyllid a Swyddog Adran 151 fod y gyllideb net ar gyfer y flwyddyn ariannol wedi'i gosod gan dybio y byddai gofynion lleihau cyllideb y flwyddyn bresennol yn cael eu cyflawni'n llawn. Pe bai cynigion yn cael eu gohirio neu nad oeddent yn gyraeddadwy, roedd yn rhaid i gyfarwyddiaethau gyflwyno cynigion eraill i gyflawni eu gofynion.

Yn ystod 2016-17 a 2017-18 roedd £2.982 miliwn o gynigion cyllideb nad oeddent wedi'u cyflawni'n llawn gyda chyfanswm cyllideb sy'n weddill o £2.523 miliwn. Rhoddodd y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 y sefyllfa ddiweddaraf gyda chrynodeb ar gyfer pob cyfarwyddiaeth. O'r £2.604 miliwn o ostyngiadau a oedd yn weddill, roedd £1.411 miliwn yn debygol o gael ei gyflawni yn 2018-19 gan adael diffyg cyllid o £1.193 miliwn.

Gwnaeth y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 roi diweddariad ar raglen cyfalaf y Cyngor ar gyfer 2018-19 ac esbonio'r sefyllfa ynghylch y cronfeydd wrth gefn a oedd wedi'u clustnodi. Y swm cronol a dynnwyd i lawr gan y Cyfarwyddiaethau oedd £2.688 miliwn o gronfeydd penodol wrth gefn a oedd wedi'u clustnodi a bu ychwanegiadau net o £1.980 fel y gwelir yn yr adroddiad.

Daeth y Pennaeth Cyllid Dros Dro a Swyddog Adran 151 i'r casgliad fod yr awdurdod mewn sefyllfa well nag yr adroddwyd yn flaenorol a bod y sefyllfa ar gyllidebau cyfarwyddiaethau yn ddymunol.

Gofynnodd y Dirprwy Arweinydd i'w ddiolchiadau gael eu hestyn i'r tîm cyllid. Roedd yr adroddiad yn ymddangos yn foddhaol ond roedd yn cuddio nifer o broblemau y byddent yn eu hwynebu'n fuan. Roedd yr Adroddiad Blynyddol yn nodi fod 973 o bobl wedi'u dargyfeirio oddi wrth y gwasanaethau prif ffrwd. Pe na bai hyn yn wir, byddai'r sefyllfa yn fwy heriol o lawer. Roedd angen setliad arian teg gan Lywodraeth Cymru.

Cynghorodd Aelod y Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar, wrth gymharu statws COG, mai bach iawn o newid a oedd i'w weld ond bod dau chwarter i fynd o hyd.

Cadarnhawyd gan yr Arweinydd fod Llywodraeth Cymru yn ddiweddar wedi cyhoeddi y byddai rhywfaint o arian ychwanegol yn cael ei roi i wasanaethau cymdeithasol yn ystod y flwyddyn sydd i ddod. Byddai hyn yn ddefnyddiol yng ngoleuni'r gorwariant a ragwelir mewn gwasanaethau cymdeithasol. Nid oedd y pwysau gan wasanaethau plant yn unig ond gan anabledau dysgu hefyd. Ateggodd yr Arweinydd y byddai'n ddefnyddiol derbyn adroddiad ar gyfer cyfarfod yn y dyfodol. Roedd nawr mwy o bobl yn dioddef o anabledau cymhleth a difrifol a byddai'n ddefnyddiol adolygu'r ddarpariaeth a nodi beth fyddai gofynion y dyfodol a chynllunio ar gyfer y cynnydd a ragwelir mewn galw.

Dyweddodd y Cyfarwyddwr Corfforaethol – Gwasanaethau Cymdeithasol & Llesiant mai dyma'n sicr lle roedd y problemau'n codi ac ymddengys fod cymhlethdod cynyddol o ran y sawl sydd ag anableddau dysgu a'u bod hefyd yn byw yn hirach.

Dyweddodd yr Arweinydd fod y cytundeb yn ddigalon a bod gan yr awdurdod lai o arian na'r flwyddyn gynt ond bod yn rhaid iddyn nhw ddod o hyd i £4 miliwn ar gyfer ysgolion o hyd er mwyn darparu ar gyfer cyfraniadau pensiwn uwch a chodiad cyflog i athrawon. Byddai hyn yn cyfrif am fwy na'r incwm a gynhrychir gan gynnydd o 4.9% yn y dreth gyngor. Dywedodd iddo dderbyn rhywfaint o newyddion da oherwydd bod arian yr UE wedi'i gadarnhau i ariannu'r ganolfan chwaraeon dŵr newydd ym Mhorthcawl.

PENDERFYNWYD:

- (1) Bod y Cabinet yn nodi'r refeniw rhagamcanol a'r sefyllfa o ran alldro cyfalaf ar gyfer 2018-19.
- (2) Bod adroddiad ar Anableddau Dysgu yn cael ei gyflwyno i gyfarfod yn y dyfodol.

256. DEDDF LLYWODRAETH LEOL (DARPARIAETHAU AMRYWIOL) ADRAN 65 PŴER I OSOD PRISIAU AR GYFER CERBYDAU HACNI – CEISIADAU I AMRYWIO'R TARIFF PRISIAU AR GYFER CERBYDAU HACNI.

Rhoddodd Pennaeth y Gwasanaethau Rheoliadol a Rennir adborth ar yr ymgynghoriad masnach a gynhaliwyd mewn perthynas â thabl prisiau cerbydau hacni Bwrdeistref Sirol Pen-y-bont ar Ogwr. Roedd hyn yn dilyn cynigion i'r Adran Drwyddedu i ddiwygio'r tabl prisiau. Gofynnwyd i'r Cabinet ystyried y cynigion a'r ymatebion i'r ymgynghoriad ac i benderfynu a ddylai un o'r cynigion fynd ymlaen i'r broses hysbysiad cyhoeddus.

Esboniodd Pennaeth y Gwasanaethau Rheoliadol y cyflwynwyd tri chynnig i amrywio'r tabl prisiau presennol ar gyfer cerbydau hacni, yng nghyfarfod y Cabinet ym Medi 2017. Penderfynodd y Cabinet wrthod y tri chynnig ac argymhellodd y dylid ystyried cyfreithlondeb ac ymarferoldeb ymgynghori ar ffioedd cerbydau hacni gyda'r fasnach tacsis a'r cyhoedd. Gofynnwyd i ymgeiswyr gyflwyno cais pellach gyda chefnogaeth gan yr holl bartion. Fodd bynnag, ni ellid dod i unrhyw gytundeb ac felly anfonwyd llythyr a holiadur at bob gyrrwr cerbyd hurio preifat/cerbyd hacni trwyddedig ym Mhen-y-bont ar Ogwr yn gofyn am ei safbwyntiau a'i ddewis opsiwn. Nododd Pennaeth y Gwasanaethau Rheoliadol fod 653 o lythyrau wedi'u hanfon a derbyniwyd 67 o ymatebion. Cynnig 1 oedd y dewis opsiwn fel y nodwyd yn yr adroddiad. Darparodd hefyd gymhariaeth gyda'r pris a gynigiwyd a'r prisiau a awdurdodwyd gan awdurdodau trwyddedu eraill.

Dyweddodd Aelod y Cabinet dros Wasanaethau Cymdeithasol a Chymorth Cynnar fod ardaloedd gwledig a threfol ym Mhen-y-bont ar Ogwr ac y defnyddiwyd y cerbydau hyn fel rhan o fywyd bob dydd. Byddai'n ddefnyddiol bod mewn sefyllfa ble y gallem symud ymlaen ac ymateb i'r pwysau a chostau cynyddol.

Eglurodd Pennaeth y Gwasanaethau Rheoliadol y gwahaniaethau rhwng cerbyd hacni a cherbyd hurio preifat. Dywedodd mai Uber sy'n llywio'r gystadleuaeth ym Mro Morgannwg a Chaerdydd yn ôl pob golwg.

Dyweddodd Aelod y Cabinet dros Lesiant a Chenedlaethau'r Dyfodol fod yr ymateb yn siomedig ond rhoddwyd y cyfle i bawb roi sylwadau. Roedd yn ymddangos bod y gyrrwyr yn credu y dylai fod cynnydd bychan ac roedd y mwyafrif yn cefnogi cynnig 1. Byddai'r ymgynghoriad yn rhoi cyfle i'r teithwyr roi eu sylwadau.

Cymeradwyodd Pennaeth y Gwasanaethau Rheoliadol y sylwadau hyn a dywedodd fod cynnig 1 yn is na'r cynigion eraill. Roedd y gyrwyr wedi gweld cynnydd sylweddol mewn premiymau yswiriant ond ni chafwyd unrhyw gynnydd o ran ffioedd ers 2011

PENDERFYNWYD: Bod yr Aelodau yn argymhell bod cynnig 1 yn mynd ymlaen i'r broses hysbysiad cyhoeddus ac mai 3 Rhagfyr 2018 fyddai'r dyddiad gweithredu (ar yr amod nad oes unrhyw wrthwynebiadau).

257. POLISI DIOGELU DATA A DATGELU CATEGORïAU ARBENNIG O DDATA PERSONOL - PROTOCOL AELODAU ETHOLEDIG

Darparodd Pennaeth y Gwasanaethau Cyfreithiol a Rheoleiddio a'r Swyddog Monitro y Polisi Diogelu Data wedi'i ddiweddarau i'r Cabinet er mwyn ei gymeradwyo. Roedd wedi cael ei adolygu'n anffurfiol gan Swyddfa'r Comisiynydd Gwybodaeth. Gofynnwyd i'r Cabinet hefyd i nodi'r Datgeliad o Gategorïau Arbennig o Ddata Personol - Protocol Aelodau Etholedig

Esboniodd Pennaeth y Gwasanaethau Cyfreithiol a Rheoleiddio a'r Swyddog Monitro fod y Cabinet wedi derbyn adroddiad ar ddarpariaethau'r Rheoliadau Diogelu Data Cyffredinol a Deddf Diogelu Data 2018 yn Ebrill 2018, a ddaeth i rym ym mis Mai 2018. Eglurodd fod yr awdurdod wedi adolygu ei holl weithdrefnau a pholisïau diogelu data i sicrhau eu bod yn addas i'r diben a bod y Polisi Diogelu Data a ddiweddarwyd wedi'i gynnwys yn yr adroddiad.

Esboniodd Aelod y Cabinet - Llesiant a Chenedlaethau'r Dyfodol fod angen diweddarau'r polisi ac atgoffodd aelodau fod hyfforddiant ar-lein ar gael ac yn orfodol.

Atgoffodd yr Arweinydd yr aelodau ei fod yn drosedd dileu gwybodaeth y gofynnwyd amdani ac ailadroddodd y byddai hyfforddiant gorfodol i aelodau.

Cymeradwyodd Aelod y Cabinet - Gwasanaethau Cymdeithasol a Chymorth Cynnar ei sylwadau ac ychwanegodd fod hyfforddiant yn angenrheidiol a dylai gael ei drefnu cyn gynted â phosibl.

PENDERFYNWYD: Bod y Cabinet:

- (1) Yn cymeradwyo'r Polisi Diogelu Data a ddiweddarwyd sydd wedi'i atodi yn Atodiad 1.
- (2) Yn nodi'r Datgeliad o Gategorïau Arbennig o Ddata Personol - Protocol Aelodau Etholedig sydd wedi'i atodi yn Atodiad 2.

258. ADRODDIADAU GWYBODAETH I'W NODI

Cyflwynodd Pennaeth y Gwasanaethau Cyfreithiol a Rheoleiddio adroddiad yn hysbysu'r Cabinet am yr Adroddiadau Gwybodaeth i'w Nodi a gyhoeddwyd ers y cyfarfod diwethaf a drefnwyd:-

1. Adroddiad Hanner Blwyddyn Rheoli'r Trysorlys 2018-19
2. Eithriad, o dan Reol 3.1.1 o'r Rheolau Trefniadaeth Contract (Cprs) - Gwaith Brys, Ysgol Gynradd Mynydd Cynffig

PENDERFYNWYD: Bod y Cabinet yn cydnabod cyhoeddi'r dogfennau a restrwyd yn yr adroddiad.

259. ESTYNIAD PROSIECT AR Y RHAGLENNI YSBRYDOLI I GYFLAWNI AC YSBRYDOLI I WEITHIO, A ARIANNWYD GAN GRONFA GYMDEITHASOL EWROP

Cyflwynodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd adroddiad yn gofyn am gymeradwyaeth y Cabinet i estyn y prosiectau Ysbrydoli i Gyflawni ac Ysbrydoli i Weithio a arweinir gan Gyngor Bwrdeistref Sirol Blaenau Gwent ac a ariennir gan Gronfa Gymdeithasol Ewrop o dan Flaenoriaeth 3 (Cyflogaeth a Chyrhaeddiad Pobl Ifanc). Gofynnodd yr adroddiad hefyd i'r Cabinet ddirprwyo awdurdod i'r Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd yn amodol ar gymeradwyaeth Swyddog Adran 151 a'r Swyddog Monitro i ymrwymo i'r llythyrau ariannu angenrheidiol gyda Swyddfa Cyllid Ewropeaidd Cymru a'r cytundebau cysylltiedig gyda Chyngor Bwrdeistref Sirol Blaenau Gwent a buddiolwyr ar y cyd eraill ar ran y Cyngor.

Darparodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd gefndir i'r rhaglenni gwaith ac esboniodd y byddai'r broses o gyflwyno'r ddau brosiect yn dod i ben yn ôl y bwriad ar ddiwedd Rhagfyr 2018, a byddai'r rhaglenni'n cau yn gyfan gwbl erbyn diwedd mis Mawrth 2019. Byddai'r estyniad arfaethedig ar gyfer y ddau brosiect yn gweld y gwasanaeth yn rhedeg tan fis Rhagfyr 2022 gan barhau i gefnogi pobl ifanc nad oeddent mewn addysg, cyflogaeth na hyfforddiant (NEET), neu y gallent berthyn i'r categori hwnnw o bosibl. Roedd y gwaith hwn yn ganolog i alluogi'r awdurdod lleol i gyflawni'r gofynion a osodwyd yn Fframwaith Ymgysylltu a Datblygu Ieuenctid Llywodraeth Cymru.

Amlinellodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd yr amcanion ar gyfer pob rhaglen, crynodeb o'r bobl ifanc ym Mhen-y-bont ar Ogwr, canlyniadau'r prosiect hyd yn hyn a'r cynigion ar gyfer proffil staff. Esboniodd y byddai'n rhaid dod o hyd i arian cyfatebol addas am gyfnod yr estyniad arfaethedig, un trwy gyfraniad gan ysgolion uwchradd yn defnyddio canran osodedig o'u Grant Gwella Addysg, ac un trwy Grant Cymorth Ieuenctid Llywodraeth Cymru. Amlinellodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd y risg i'r awdurdod y gallai ffrydiau arian cyfatebol leihau neu beidio â bod ar gael mewn blynyddoedd i ddod a phe bai hyn yn digwydd, yr opsiwn i ddod o hyd i arian amgen neu i dynnu'n ôl o'r prosiect gyda'r risg o adfachu'r grant.

Nododd Aelod y Cabinet dros Lesiant a Chenedlaethau'r Dyfodol fod yr adroddiad yn gadarnhaol iawn a nododd nifer y bobl yr oedd yr awdurdod wedi gweithio gyda nhw a sut roedd y lefel wedi lleihau. Dywedodd fod hwn yn grŵp pwysig i weithio gydag ef ac yn gyfle i sicrhau llwyddiant ar gyfer y dyfodol, ac roedd yn cefnogi'r cynigion.

Cefnogodd Aelod y Cabinet dros Addysg ac Adfywio yr argymhellion a dywedodd fod ganddo astudiaethau achos ar gyfer nifer o'r rheini a oedd wedi cael budd o'r rhaglenni.

Dywedodd yr Arweinydd fod hyn yn newyddion gwych a'i bod yn bwysig buddsoddi mewn pobl ifanc. Roedd y tabl yn dweud cyfrolau a dangosodd leihad o dros 50% ar draws yr awdurdod lleol yn nifer y myfyrwyr blwyddyn 11 sy'n gadael ysgol a oedd yn perthyn i'r categori NEET ar ôl gadael ysgol yn y flwyddyn academaidd gyntaf y daeth Ysbrydoli i Gyflawni yn weithredol. Gofynnodd i roi ei ddiolch i'r swyddogion.

PENDERFYNWYD: Bod y Cabinet:

- (1) Yn awdurdodi'r estyniad arfaethedig ar gyfer y prosiectau Ysbrydoli i Gyflawni ac Ysbrydoli i Weithio.
- (2) Yn dirprwyo awdurdod i'r Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd, yn amodol ar gymeradwyaeth y Swyddog S151

a'r Swyddog Monitro, i ymrwymo i'r llythyrau ariannu angenrheidiol gyda Swyddfa Cyllid Ewropeaidd Cymru a'r cytundebau cysylltiedig gyda Chyngor Bwrdeistref Sirol Blaenau Gwent a buddiolwyr ar y cyd eraill ar ran y Cyngor.

260. AGOR CANOLFAN ADNODDAU DYSGU (LRC) ANHWYLDER AR Y SBECTRWM AWTISTIG (ASD) YN YSGOL GYNRADD GYMRAEG CALON Y CYMOEDD

Cyflwynodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd adroddiad yn gofyn am gymeradwyaeth y Cabinet i ymgynghori'n ffurfiol â rhieni, staff a chorff llywodraethu Ysgol Gynradd Gymraeg Calon y Cymoedd ac unrhyw bartion eraill â diddordeb ar y cynnig i sefydlu LRC i fyfyrwyr ag ASD yn Ysgol Gynradd Gymraeg Calon y Cymoedd. Esboniodd fod y Cyngor yn cefnogi'r egwyddorion y dylai plant, lle bo'n bosib, gael eu haddysgu mewn amgylchedd ysgol brif ffrwd a mor agos i'w cartref â phosib. Byddai'r cynnig i agor ASD LRC arall yn Ysgol Gynradd Gymraeg Calon y Cymoedd yn galluogi'r plant hynny ag ASD sy'n cael eu haddysg drwy gyfrwng y Gymraeg ar hyn o bryd, i barhau eu haddysg yn eu hardal leol.

Amlinellodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd, effaith y cynigion a sut, o safbwynt y disgyblion, y byddent yn cael mynediad at brofiadau grwpiau bach unigol a dosbarth cyfan fel y bo'n briodol. Byddai disgyblion prif ffrwd eraill yn yr ysgol hefyd yn cael budd o'r cynnig gan y byddai'n anelu at ehangu'r cyfleusterau dysgu arbenigol o fewn yr ysgol.

Dywedodd Aelod y Cabinet dros Addysg ac Adfywio fod cefnogaeth aruthrol dros sefydlu hyn.

Dywedodd yr Arweinydd fod hyn yn rhywbeth newydd cyffrous ar gyfer ysgol gynradd. Byddai rhieni, llywodraethwyr a staff yn cael y cyfle i ddweud eu dweud yn y broses ymgynghori ffurfiol.

PENDERFYNWYD: Bod y Cabinet yn cytuno:

- (1) I ymgynghori'n ffurfiol ar y cynnig i sefydlu LRC i fyfyrwyr ag ASD yn Ysgol Gynradd Gymraeg Calon y Cymoedd
- (2) Bod canlyniad yr ymgynghoriad yn cael ei gyfleu i'r Cabinet.

261. DARPARIAETH I FYFYRWYR AG ANGHENION DYSGU YCHWANEGOL - NEWIDIADAU I YSGOL GYNRADD BETWS

Cyflwynodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd adroddiad yn gofyn am gymeradwyaeth y Cabinet i ymgynghori'n ffurfiol â rhieni, staff a chorff llywodraethu Ysgol Gynradd Betws a phartion eraill â diddordeb ar y cynnig i roi'r gorau i ddarpariaeth anogaeth yr awdurdod lleol yn Ysgol Gynradd Betws. Esboniodd fod Llywodraeth Cymru wedi cymeradwyo cyflwyno darpariaeth cyfnod sylfaen yn Narpariaeth Amgen Y Bont (Y Bont). Amlinellodd y Cyfarwyddwr Corfforaethol - Addysg a Chymorth i Deuluoedd effaith y cynigion, ac o safbwynt disgyblion, y byddai ganddynt fynediad at brofiadau grwpiau bach unigol a dosbarth cyfan, fel y bo'n briodol. Y nod fyddai eu helpu i ail-yddoddi i ysgol brif ffrwd lle y bo'n briodol.

Rhoddodd Aelod y Cabinet dros Addysg ac Adfywio ddiolch i'r Cyfarwyddwr Corfforaethol dros Addysg a Chymorth i Deuluoedd am yr adroddiad. Dywedodd fod hyn yn gyfle i bobl ddweud eu dweud yn ystod y broses ymgynghori. Cafwyd trafodaethau sylweddol eisoes rhwng Betws a'r Bont. Roedd darpariaeth Y Bont yn arbenigol iawn ac iddi enw da ac edrychodd ymlaen i glywed yr ymatebion.

PENDERFYNWYD: Bod y Cabinet:

- (1) Yn cytuno i ymgynghori'n ffurfiol ar y cynnig i roi'r gorau i ddarpariaeth anogaeth yn Ysgol Gynradd Betws
- (2) Yn cytuno i ganlyniad yr ymgynghoriad gael ei gyfleu i'r Cabinet maes o law.

262. PENODI LLYWODRAETHWYR AWDURDOD LLEOL

Cyhoeddodd y Cyfarwyddwr Corfforaethol dros Addysg a Chymorth i Deuluoedd adroddiad yn gofyn am gymeradwyaeth gan y Cabinet ar gyfer penodi llywodraethwyr awdurdod lleol i gyrff llywodraethu'r ysgol a restrwyd yn yr adroddiad. Esboniodd, ar gyfer y naw ysgol, bod y naw ymgeisydd wedi bodloni'r meini prawf cymeradwy ar gyfer eu penodi fel llywodraethwyr awdurdod lleol ac nad oedd unrhyw gystadleuaeth ar gyfer unrhyw un o'r swyddi gwag.

PENDERFYNWYD: Bod y Cabinet yn cymeradwyo'r penodiadau a restrwyd yn yr adroddiad.

263. CYFRES 10KM PORTHCAWL A RUN4WALES

Cyflwynodd y Cyfarwyddwr Corfforaethol dros Gymunedau adroddiad yn gofyn am gymeradwyaeth i sefydlu trefniant partneriaeth gyda Run4Wales i gynnal ras 10k flynyddol ym Mhorthcawl am gyfnod o dair blynedd. Eglurodd fod Cynllun Rheoli Cyrchfan 2018-2022 cyfredol yn gosod y fframwaith ar gyfer rheoli'r weledigaeth twristiaeth hyd at 2022. Nod y Cynllun oedd denu digwyddiadau newydd o arwyddocâd rhanbarthol a chenedlaethol, a fyddai, fel rhan o bortffolio amrywiol o ddigwyddiadau, yn cefnogi'r broses o gyflawni'r flaenoriaeth i godi proffil a denu mwy o bobl i Gyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr.

Eglurodd y Cyfarwyddwr Corfforaethol dros Gymunedau fod cynnydd nas gwelwyd erioed o'r blaen mewn rhedeg cymdeithasol yn y DU ar hyn o bryd. Nododd yr Arolwg ar Oedolion Egniol gynnydd yn nifer y rhedwyr yng Nghymru o 6.9% yn 2009 i 13.4% yn 2014. Byddai ras 10k newydd ym Mhorthcawl yn ffurfio rhan o'r gyfres 10k Run4Wales yn ogystal â Bae Caerdydd, Casnewydd ac Ynys y Barri. Byddai digwyddiad cyntaf Porthcawl yn cael ei gynnal yn 2019 gyda dau ddigwyddiad arall yn 2020 a 2021. Eglurodd fod goblygiadau ariannol, ac ar y cam hwn fod angen cyfraniad ariannol o £10,000 fesul digwyddiad. Byddai arian yn cael ei ddiogelu trwy gyllidebau presennol y Gyfarwyddiaeth Cymunedau. Amlinellodd agweddau eraill y gallai fod arnynt angen cefnogaeth staff amgen neu gyfraniad ariannol fel gwasanaethau rheoli traffig a stiwardio.

Dywedodd Aelod y Cabinet dros Addysg ac Adfywio na ddylid diystyru pwysigrwydd hyn ac y byddai'n dod â sylw i Borthcawl ar y teledu ac yn y cyfryngau, ac roedd yn ei gefnogi 100%.

Dywedodd Aelod y Cabinet dros Gymunedau fod hyn yn gyfle i godi proffil Porthcawl. Roedd hwn yn lleoliad poblogaidd a byddai'n un o gyfres o ddigwyddiadau i godi proffil De Cymru yn gyffredinol.

PENDERFYNWYD: Bod y Cabinet:

1. Yn cefnogi sefydlu digwyddiad 10k Porthcawl mewn partneriaeth â Run4Wales am gyfnod cychwynnol o dair blynedd.
2. Yn dirprwyo awdurdod i'r Cyfarwyddwr Corfforaethol - Cymunedau, mewn cytundeb â Phennaeth y Gwasanaethau Cyfreithiol a Rheoleiddio a'r Pennaeth Cyllid Dros Dro, i gwblhau trafodaethau gyda Run4Wales, dod i gytundeb o ran trefniadau amgen a chefnogaeth ariannol ac ymrwymo i drefniant partneriaeth tair blynedd a chytundeb cysylltiedig gyda Run4Wales.

264. EITEMAU BRYD

Dim

Daeth y cyfarfod i ben am 16:00

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE INTERIM SECTION 151 OFFICER

MEDIUM TERM FINANCIAL STRATEGY 2019-20 to 2022-23

1.0 Purpose of this report

1.1 The purpose of this report is to present Cabinet with the draft Medium Term Financial Strategy 2019-20 to 2022-23, which sets out the spending priorities of the Council, key investment objectives and budget areas targeted for necessary savings. The strategy includes a financial forecast for 2019-2023 and a detailed draft revenue budget for 2019-20.

2.0 Connections to Corporate Improvement Objectives / Other Corporate Priorities

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

1. Supporting a successful economy – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
2. Helping people to be more self-reliant – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
3. Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

2.2 The Corporate Plan and Medium Term Financial Strategy (MTFS) identify the Council's service and resource priorities for the next four financial years, with particular focus on 2019-20.

3.0 Background

Corporate Plan - Policy Context

3.1 In March 2016 the Council approved a revised set of three priorities:

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

3.2 This draft MTFS has been significantly guided by these priorities. Although year-on-year reductions in Aggregate External Finance (AEF) have necessitated significant budget reductions across different service areas, the Council still plays a very significant role in the local economy of Bridgend County Borough and is responsible for annual gross

expenditure of around £400 million and is the largest employer in the county borough. The Corporate Plan will be presented to Council for approval alongside the MTFS 2019-23 in February 2019 and will be fully aligned with the MTFS including explicit links between resources and corporate priorities.

3.3 Budget Narrative

3.3.1 The Council aspires to improve understanding of its financial strategy, link more closely to corporate priorities and explain the Council's goal of delivering sustainable services in line with the overarching ambition of the Well-being of Future Generations (Wales) Act 2015. The 2017-2021 MTFS introduced a budget narrative, which aims to articulate the continued and significant investment in public services that the Council will make. It sets out how the Council aims to change particular areas of service delivery and the financial consequences of this.

3.3.2 Corporate Financial Overview

While the Council's net revenue budget is planned at £269.340 million for 2019-20, its overall expenditure far exceeds this. Taking into account expenditure and services which are funded by specific grants or fees and charges, the Council's gross budget will be around £400 million in 2019-20. Around £175 million of this amount is spent on the Council's own staff including teachers and school support staff. Much of the cost of the services provided by external organisations is also wage related – these include for example waste collection operatives, domiciliary care workers, leisure staff and foster carers.

As well as having reduced income to fund services, there are other pressures that squeeze resources. One of these is legislative changes. This includes regulations and legislation from Welsh Government (WG) either directly or indirectly – for example pressures and new responsibilities arising from the Social Services and Well-Being (Wales) Act 2014, Additional Learning Needs and Education Tribunal (Wales) Act 2018.

Another significant pressure arises through demographic changes. People are living longer which is good news but that also can bring increased dependency through people living with more complex or multiple conditions. Additionally, we are seeing an increase in the number of pupils at our schools, which places increased pressure on school budgets.

The Council has adopted a Corporate Plan that sets out the approaches that it will take to manage these pressures whilst continuing to ensure that, as far as possible, services can be provided that meet the needs of the Bridgend community. These approaches are:

- Though a large and complex organisation, the Council will make every effort to work as one single organisation. That means avoiding duplication and double handling of data through sharing of systems and processes. This isn't always as easy as it sounds because often different rules or opportunities apply to different services. Nevertheless acting as 'One Council working together to improve lives' is enshrined in the Council's vision.
- Wherever possible the Council will support communities and people to create their own solutions and reduce dependency on the Council. This is because it is not sustainable for the Council to continue to aspire to meet all and every need that arises and because there is capacity, talent and ideas in other parts of the community that can be encouraged to play an active and effective role. The Council has a role in encouraging and leading this approach and has adopted this as one of its underlying principles.

- The Council has agreed a principle of focusing diminishing resources on communities and individuals with the greatest need. Parts of our community have long standing problems of poverty. The solutions to this are not all in the direct control of the Council (for example the effects of changes to the welfare system) but where possible the Council has agreed that it wants to both alleviate problems in these areas and develop longer term sustainable solutions.
- The Council has three priorities that reflect these and other principles. One of these priorities is to make “Smarter Use of Resources”. This means we will ensure that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council’s priorities.

3.3.3 Education

The Council is proposing to spend £115 million on services delivered by the Education and Family Support Directorate in 2019-2020. The majority of this money will be spent by the 59 schools across the County Borough – schools are the biggest single area of spend of the Council.

In addition to the £94 million proposed budget to be delegated to schools in 2019-2020, which mostly pays for the salaries of teaching and other school staff, and the running costs of the facilities (ongoing revenue expenditure), the Council has committed £21.5 million in building and refurbishing schools as part of our 21st Century School Modernisation Band A Programme and has provisionally committed to a further £23 million as part of the Band B Programme. This comprises one-off capital expenditure across several years, match funded with Welsh Government funding.

Welsh Government has provided approval in principle in respect of the Strategic Outline Programme submitted by the Council around our aspirations for Band B funding. This approval will be subject to the approval of individual project business cases. While it is too early to say how this will progress, the concepts proposed are based around forecast demand for primary school places, our support to promote the growth in Welsh-medium education and our desire to create additional capacity to meet the needs of children with additional learning needs in our main special school, primarily in the primary sector. While this is inevitably dependent to some extent on new housing, it is likely that this will represent the most significant area of capital expenditure for the Council in future years.

The Council has a longer-term goal to make the overall schools system more efficient (e.g. through making sure we have the right number of school places available in the right parts of the County (including ensuring enough capacity for anticipated future increases in school-age population)).

For 2018-2019, the level of budget reductions required was not as great as had been feared. As a result, it was possible to protect schools from the 1% saving for one year. However, the forecast pressure on Council budgets for future years is such that it is almost unavoidable for 2019-2020 onwards, and so it will be necessary for headteachers and governing bodies to plan ahead.

The Council has identified ‘Helping people to be more self-reliant’ as a corporate priority and early intervention is an important part of this – taking steps wherever possible to prevent people becoming reliant on Council services. As well as being of great social value to individuals and communities, this approach is more cost effective. Successful

intervention at an early age and at an early stage can prevent needs from escalating and requiring more costly and complex help later on.

In seeking to protect our investment in education and early intervention, the Council is making minimal changes to the services delivered at this time. We are proposing the following changes in 2019-2020 that are reflected in the budget:

- We intend restructuring our Inclusion Service which we anticipate will secure efficiency savings of around £257,000.
- We would like to reduce our contribution to Central South Consortium over the coming years. This is, however, subject to agreement with our partners. For 2019-2020, we predict a further cut of £30,000 (5%). We will continue discussions around savings that can be made in future years.
- We will continue our phased implementation of the Council's revised Home-to-School/College Transport Policy, where we have established it is safe to do so. We expect to achieve at least £67,000 of efficiency savings during 2019-2020.

3.3.4 Social Care and Early Help

After Education, the largest area of Council spend is on social care. This includes social care for children and for adults who are vulnerable or at risk. Within the Directorate there is a strong ethos on social care as a professional discipline and by the two areas working more closely together there is a strong focus on ensuring positive outcomes for those people we work to support. The Directorate continues to develop new approaches to service delivery and this includes better support and outcomes for prevention, early intervention and wellbeing. This approach supports the corporate priority of 'helping people be more self-reliant' and is also part of the Directorate's transformation plan with a clear link to the Directorate's medium term financial strategy.

There are established working relationships between children's social care and early help and intervention services. Although these two services are located within different Directorates there are mechanisms in place to ensure close working and appropriate and proportionate responses to families and children in need. There are also clear pathways for step up and step down and close cross Directorate monitoring in place.

Over the past five years the Council has identified savings of over £12.6 million in social care and its strategy for the next few years is to manage demand and introduce new ways of working in order to lessen dependency and enable people to maximise their independence. This needs to be achieved within available budgets. In total, the Council is proposing to spend £67 million on social care and wellbeing services.

The Council's priority of "Helping People to be more Self-Reliant" is integral to our approach to social care and early help. Our vision is to actively promote independence, wellbeing and choice that will support individuals in achieving their full potential. The Council is responsible for the planning, commissioning, assessment and, where appropriate, the direct provision of social services. The Directorate has gathered much evidence to support the positive impacts of such initiatives and longer term cost avoidance, however we recognise that this is an ongoing and long term piece of work and there is still work taking place in relation to the social capital aspects and potential financial savings.

Social services is largely a demand led service and whilst the long term strategy is to enable people to be more self-reliant, the demographics show that people are living longer, often with more complex conditions than ever before. This means that there are more people living in the community who would previously have remained in hospital or entered a care home. Children's social care is also demand led and the financial pressure to meet need can fluctuate very rapidly.

Though some pressures are allowed for in planning the 2019-20 budget, we are not simply increasing the budget to meet demand. This would be unsustainable and if we increased budgets year on year to meet new demand, it would increasingly mean the Council would have to restrict other services. Therefore the Council's strategy is to transform how services are delivered. Introducing new ways of working which will be sustainable in the long term alongside a demand led service is inevitably taking time. The service has made good progress in achieving the required savings, however the increase in demand and complexity of care required continues to put pressure on our budgets.

In order to be sustainable going forward, the Council is ensuring that any changes are introduced in a planned and timely way in order to take existing and future customers with us as well as the general workforce. This work has already commenced and the budget saving proposals for 2019-20 build on the implementation plans that are already underway. The re-modelling programmes focus on changing the culture and reviewing what has become 'custom and practice'.

The Council has already made changes. In adult social care we have changed the assessment framework in order to improve the outcomes for people who need care and support whilst also reducing the numbers of people who require long term support. The Council focuses on helping people to achieve the outcomes they want for themselves, targeting our interventions on what is missing, rather than going straight to what package of care we can give them. We are also actively reviewing the way we deliver domiciliary care, day services and residential care for children. There has also been an increased focus on developing foster care.

Importantly these transformations are designed to both better support people and cost less. The Council has identified a number of further transformations that continue this approach and which are reflected in changes to the budget. These include a full review of the learning disability accommodation strategy for complex needs and remodelling of Children's residential and fostering services

Income generation has been hard to achieve as Welsh Government legislation limits the charges for services due to the application of a cap of £80 per week for non-residential services. In addition we are currently unable to charge for Children's Services.

The Council is continuing to invest in a range of services that give early support to children and families. 80% of these services are funded separately, typically by annual grants from Welsh Government. However the short-term nature of these grants and uncertainty from one year to the next, means that many of these interventions have some fragility (e.g. it can be difficult to retain or recruit staff if we can't give them certainty that their role will still exist the following year). These grants include Flying Start, Families First and European Social Fund grants.

Housing as a determinant of physical and mental health is widely recognised and this link is reinforced by the range of activities and services provided by the Housing Team. The Housing Act (2014) introduced the need to move to a more preventative approach to

homelessness and this is a core principle of the work undertaken. The Council does not have any housing stock of its own but retains a number of statutory functions relating to addressing housing need and combatting homelessness. The service also administers the Supporting People Grant from Welsh Government (£5.8 million).

The support activities is both broad and diverse. This is done both through a range of corporate joint working and contract arrangements with third sector organisations, delivering specific projects for people who are vulnerable with complex needs. These projects include services for people suffering domestic abuse, mental health and substance misuse issues, learning disabilities, accommodation for young people, people with mental health support needs and other housing related support for people who need help to access or maintain accommodation successfully.

As a demand led, statutory service it is difficult to predict trends or patterns of needs. It is intended to ensure that the use of grant and core funding is effective, efficient and used to its optimal effect to ensure it supports the Council in meeting the needs of its citizens.

Housing will be looking at service efficiencies in 2019-20 through changing the way we operate in terms of Disabled Facilities Grants (DFGs) and the development of an interactive experience for housing applicants. Alongside the continued adoption of a strategic approach to homelessness prevention and provision by working with partner organisations, housing will continue to use the Social Housing Grant effectively to increase the supply of social housing despite an expected reduction in our base level budget from £5.8 million this year to £1.6 million next year.

3.3.5 Public Realm

Most of the Council's net budget is spent on education and social care – these are very valued services, but are naturally aimed at certain groups within our community. However, the Council's work on the public realm has a more direct and visible impact on everybody. This includes our work to maintain highways, parks and open spaces, clean our streets, collect and dispose of our waste.

In 2019-20 the Council is likely to spend around £4.5 million of direct Welsh Government grant on public realm services. This includes waste services, public transport, rights of way and road safety.

In addition to delivering these grant funded services the Council proposes to spend a further £19 million net budget on these services. The fact that schools have had a high degree of financial protection in previous years has meant that the Council's other services have been under considerable pressure to make savings and in many cases we have had to reduce levels of service.

With the advent of a new seven year contract, the costs associated with waste collection increased. During the first year of the contract there has been a significant increase in the amount of waste recycled and therefore a significant reduction in the volume of our residual waste – we expect this to benefit the Council financially over time, subject to contractual conditions with our disposal arrangements. An indicative net saving of £1.3 million has been identified in 2019-20 as a result of negotiating new operating arrangements at the Materials Recovery and Energy Centre (MREC) but achieving these savings is dependent on reaching agreement with Neath Port Talbot Council to appoint a new operator able to run the site in a more cost efficient manner recognising the substantial reduction in the overall tonnage of residual waste Bridgend now takes to the

facility. We expect to spend in the region of £9 million on the collection and disposal of waste in 2019-20. The Council is consulting as part of its public budget consultation exercise on other savings to its waste collection contract, including reductions in the opening hours of its Community Recycling Centres, changes to the charges applied to the collection of green waste and bulky waste, and options around changing the arrangements for provision of blue bags to householders for residual waste, swapping food waste bags from bio-degradable to single use plastic, and stopping the separate collection and recycling of Absorbent Hygiene Products (AHP) waste. This package of measures, if they were all implemented, would save the Council £439,000 over 2019-20 and 2020-21 but of course also have other consequential implications including in terms of the Council's overall recycling performance.

A major challenge for the Council is how to continue to meet public expectations for many highly visible and tangible services when the available budget inevitably means the Council will be less able to deliver these services to the same level and frequency. These services are often the ones the public identify with their council tax payments.

The Council's strategy is to retain and maintain the most important public services in this area whilst driving ever greater efficiency, making some service reductions where we think it will have the least impact across Council services, recognising that this still may be significant in some areas. We will encourage others to work with us or assume direct responsibility in some cases. Our proposed changes in this respect are:

- It is proposed to consult on proposals to significantly increase charges applied to sports clubs and other organisations using the Council's playing fields and pavilions. This is intended to stimulate greater interest in the community asset transfer of facilities with support provided by the Council to allow this to happen in a sustainable manner. This is part of a range of measures in the parks and playing fields service aimed at reducing costs by £138,000 in 2019-20 and a further £300,000 in 2020-21. Other proposals include a reduction of grass cut areas and maintained parkland and a rationalisation of the number of children's play areas, together with a proposal to remove the current annual bowls club grant. It is proposed to remove all subsidies for bus services from 2019-20 subject to a public consultation exercise. The removal of the subsidised bus routes will result in a saving in the region of £148,000 per annum. Consultation with the public on route reduction is due to commence in winter 2018-19. The removal of the Council subsidy for some routes during 2018-19 resulted in many cases in the commercial operator continuing to run the route regardless of the loss of subsidy. There can however be no guarantee of this and additionally changes to the way in which Welsh Government provide each local authority with an allocation in support of bus and community transport networks may result in a larger impact overall to the network of bus routes throughout the county borough.
- Further reductions to the 'other cleaning' service will make savings to the street cleaning budget. These include removing one of the Council's street cleaning sweepers, reallocating routes and moving primarily to a reactive service. This is a significant change reducing overall capacity substantially. Where possible the Council will seek to mitigate this by making arrangements with town and community councils to increase litter picking etc. in some areas, but the anticipated saving of £270,000 over two years from 2019-20 will obviously have consequences in terms of the Council's overall performance in this area.

Reductions in spend in these areas will allow us to protect our investment in the Council's priorities and in areas where we have far less ability to exercise control (such as children's social care).

3.3.6 Supporting the Economy

Whilst this is a Council priority, the service has nevertheless made significant reductions to its budget over recent years. The Council has delivered this by employing fewer but more highly skilled staff, and focussing activity more narrowly on priority areas to maximise impact. Going forward, we will increasingly collaborate with the nine other Councils that make up the Cardiff Capital Region City Deal. The City Deal is creating a £1.2 billion fund for investment in the region over the next 20 years. This investment will be targeted to focus on raising economic prosperity, increasing job prospects and improving digital and transport connectivity. In order to play an effective part in the City Deal, the Council will maintain as far as possible existing investment in its transport planning, spatial planning and regeneration teams. The Council will be spending in the region of £1.7 million net a year running these services, plus a further £700,000 as Bridgend's contribution to the Deal itself.

In addition, the Council has made and continues to make good progress in pursuit of the development of our main towns. These include the development of Cosy Corner and the Harbour Quarter in Porthcawl, the redevelopment of Maesteg Town Hall, and the redevelopment of the Rhiw in Bridgend. Much of this investment is not the Council's own money, but together, these schemes amount to around £20 million in total. Achieving this scale of leverage (around £10 for every £1 spent by BCBC) is dependent on being able to provide match-funding from the Council's own Strategic Regeneration Fund (SRF). This fund is used tactically and strategically, to deliver regeneration priorities and maximise external funding.

The Council will continue to operate a number of grant funded programmes of work to support our most vulnerable groups and those furthest away from employment, including training and skills and work support programmes such as Bridges into Work.

We propose to introduce changes that will mean that the Council spends less on some specific activities. These include increasing the charges for pre-application planning fees by 10% and introducing new categories of enquiry not currently covered by the scheme. We also aim to introduce a new pre-sale information pack for householders providing details of planning consents, constraints etc. These measures are intended to bring in an additional £10,000 in income. The end of the management lease at Kenfig National Nature Reserve provides an opportunity to reduce the direct costs to the Council at the site. It is proposed that Kenfig Corporation Trust enter into a new agreement with a tenant to run the centre. The Council's saving over two years from 2019-20 is estimated to be £40,000.

3.3.7 Other Services

The Council operates a number of other services which it recognises fulfil specific and important roles. In many cases these are statutory though the precise level of service to be provided is not defined in law. The most significant areas are as follows:

Regulatory Services

The Council proposes to spend around £1.8 million on this group of services that includes Trading Standards, Environmental Health, Animal Health and Licensing (Alcohol, Gambling, Safety at Sports Grounds, Taxis etc.). These services all ensure in different ways that the public is protected.

In 2015 the Council combined these services with Public Protection services in the Vale of Glamorgan and Cardiff City Councils. This collaboration has allowed all Councils to make efficiency savings through the shared service. As well as allowing for financial savings, the collaboration delivers greater resilience in the service and stronger public protection across all three Council areas.

Registrars

The Council operates a registrar's service that deals primarily with the registration of Births, Marriages and Deaths. The service also undertakes Civil Partnership and Citizenship ceremonies. Councils are allowed to charge for these services, but by law are not allowed to make a profit. The Council operates these services so that they cover their own cost (i.e. they are not subsidised by the general tax payer). The Council will continue to ensure that the services are efficient and provide good service to our customers but beyond that, no significant changes are proposed that reflect in the Council's budget for the coming years.

Council Tax and Benefits

Whilst not immediately recognisable as a "service", taxation is in fact an important part of the Council's business. If we were inefficient or ineffective in collecting Council tax, the burden of funding Council services would fall more heavily on those who do pay.

The taxation service collects over £70 million in Council tax from around 65,000 households across the county borough. Our collection rates over the last two years have been the highest ever in the Council's history. We are determined to maintain this high level, but we are seizing the opportunity to reduce the cost of operating the service, by offering online services. We now offer a range of secure Council tax functions online, allowing residents to self-serve at a time and location convenient to them. This will allow us to reduce the cost of running the service.

Benefits are funded by the central UK government but the administration of Housing Benefit and the Council Tax Reduction Scheme falls to the Council. Similar to the Council Tax service, the Council plans to make some significant savings through digitising this service. However, we are mindful that many of the people in receipt of benefits are not able to manage this online and we need to introduce this carefully.

Universal Credit (UC) for working age people was fully introduced in Bridgend during June 2018. In conjunction with Citizens Advice, the Benefits Service will provide digital and personal budgeting support to assist people making new claims for UC.

In total, we are targeting savings of £300,000 from digitising these services. Developing the necessary systems has taken longer than expected, so the second half of this is now planned for 2019-20, recognising the need to realise widespread take up to deliver this level of savings.

3.3.8 Behind the Scenes

There are a number of things that the Council does that support the delivery of services but which themselves are not visible to the public. We need to maintain these services with sufficient capacity to support our services whilst making them as efficient and effective as possible. In many cases we operate such services by sharing with other organisations. Opportunities for further collaboration or sharing in these service areas has been and will continue to be explored.

During 2018 we merged a number of these functions into a single Directorate that reports directly to the Chief Executive. As well as releasing savings through a reduction in senior management, this change is allowing for further savings by moving to common systems, for example by sharing business support (we aim to save £250,000 next year through this approach, and think that further savings are possible by building on that approach). However the creation of the single Directorate is also allowing us to better support new ways of working – in these support services and across the organisation.

Property and building maintenance

The Council is undertaking a review of its commercial property portfolio, to identify ways of increasing income through more intensive management and investment approaches. The review involves challenging the existing make-up and management of the portfolio, identifying asset management opportunities and the mechanisms required to deliver a sustainable increase in income. It also advises on potential future growth in the investment portfolio.

Alongside this, the Council is continuing to dispose of assets it no longer requires to deliver services, in order to provide further investment in our capital programme. The Council has brought together its asset management and building maintenance functions, and has centralised all premises repairs, maintenance and energy budgets into a single 'corporate landlord' service within the Communities Directorate. This will better enable us to manage compliance, embed 'whole life costing' approaches into decision-making, manage the quality of work undertaken by contractors, and thereby deliver efficiencies in the management of our estate.

A priority for 2019-20 is to ensure the ongoing implementation of the Corporate Landlord model. This is intended to produce further savings of £350,000 with effect from 2020-21 including from further operational efficiencies, streamlined business processes, IT investment, improved procurement and contract management and the deletion of some vacant staff posts.

Legal services

The Council needs to maintain effective legal support for all of its services. At a time when the Council is trying to transform services it is important to bring about these changes within the law. The service also directly supports front line services such as Education and Social Services, and is provided by a mix of permanent internal staff and expertise purchased from the private sector when necessary. One third of our in-house legal team is specifically focussed on child protection cases.

In previous years, we have made reductions in this service but we have no plans to do so again in the coming year because of the level of transformation across services that will

require legal support. The service is nevertheless very lean and so our focus will be on ensuring that we can build more resilience and responsiveness into the service through some changes in responsibilities and operating practice.

Finance

The Council has a central team that manages the Council's accounts and supports the oversight and management of the Council's finances. The service fulfils certain legal requirements that ensures transparency and accountability in the way that public money is used – for example in producing accounts which are then audited.

The Council is in the process of upgrading its finance system to achieve improvements in the way the Finance Section works, including improved data processing and reporting capabilities. Significant progress has been made in automating payments and we will continue to develop and extend this to a wider range of suppliers. Work continues to implement electronic invoicing and the use of on-line ordering processes. The Council will continue to develop improved year-end reporting processes to meet the challenges of earlier closing of accounts in advance of statutory changes.

Human Resources (HR) and Organisational Development (OD)

With over 6,000 employees including schools, the Council needs a dedicated human resources service. The primary role of the service is to provide professional advice, guidance and support to managers and staff on a wide range of HR and OD issues as well as provide HR services for the payment of salaries, pension, contract and absence administration.

As the Council changes and reduces in size, (for example over the past four years we have reduced the number of employees by approximately 400, which has included redundancies) the HR service is increasingly called upon to support managers to deal with complex case management issues relating to change, performance and attendance. Working closely with our recognised trade unions, it maintains positive and transparent employee relations arrangements.

The service also supports managers and staff through the provision of training, in particular providing development opportunities to enable our managers to be the best they can be in managing their employees. Opportunities for accessing funded training are maximised and promoted across the Council.

Planning for changes to our workforce is important and the HR service provides advice and guidance on: recruitment and retention issues, developing employee skills and "growing our own". For example we have increased the number of apprenticeship positions across the Council over the past 4 years with 28 apprentices currently in post.

ICT

The ICT service is assisting the Digital Transformation programme, supporting the changes across a range of services that in turn allow savings or improvements through more flexible working or new ways to access services. The Council spends around £5 million on its ICT services provision to support main Council activities and schools. The ICT service has focused on developing staff through the apprenticeship programme in conjunction with HR, developing skills and enabling career progression in-house. ICT plan to make a reduction across its budgets totalling £200,000 in 2019-20.

Digital Transformation

The Digital Transformation programme is focused on the use of digital approaches, and how the Council engages with citizens, providing the digital channel as an alternative to “Face to Face” and “Telephony”. Council Tax and Benefits services were prioritised, making it easier for residents to request services and manage their accounts online. Phase 1 of the digital programme went live in April 2019 and has achieved the following:

- A new responsive Website;
- Over 10,400 people registering for My Account;
- 4,281 people registering their Council Tax account (2,249 subscribing to eBilling),
- 227 people registering for Housing Benefits;
- 1,353 online forms completed, including:
 - 821 school admissions (comprehensive)
 - 215 single person discounts
 - 119 free school meals/distinctive school uniform
- 8,318 Council Tax payments made via My Account totalling £1.174 million

The Council will be investing up to £2.5 million on this digital transformation on the basis that the new approaches will be more flexible and convenient for service users but also linked to tangible savings within Service areas. Some of these savings will be achieved through reduced staffing levels. By taking a phased approach we aim to maximise our ability to make staff reductions through natural turnover thus minimising the impact on staff as well as reducing the Council’s exposure to redundancy costs.

Procurement

The Council has a central team that provides procurement support across the range of services that we provide. Effective procurement is essential to ensuring good value for money across the Council, but we will still continue to seek corporate wide efficiencies in the operation of this service.

Democratic Services

The Council is a democratic organisation with 54 elected members (Councillors) who make decisions, set policy direction and oversee the general performance of the Council. Like many Councils, Bridgend has a mayor whose job is to chair meetings of the Council and represent the Council in the community (this is completely different to the elected mayors in cities like London and Bristol). These democratic processes require support to ensure accountability and transparency in decision making. The number of elected members in each authority is set independently. Their remuneration is also determined by an independent Panel.

Audit

All public bodies have audit functions. Our internal audit is provided by a joint service that we share with the Vale of Glamorgan Council. The service carries out investigations and routine checks to ensure that the Council maintains good governance – especially as it relates to the proper accountability of money and other resources. We have reduced spend in this area over recent years, and are now extending the shared service to include Merthyr Tydfil and Rhondda Cynon Taf Councils as well – bringing further resilience and potentially some savings.

In addition the Council undergoes external audit work that is set by the Wales Audit Office (WAO). The Council has little control over the fee that is set, though a good internal control environment is a strong argument for a lower fee being imposed. We will continue to discuss with the WAO how we can work together to reduce its fees.

4.0 Current Situation / Proposal

The Financial Context

- 4.1 The Council's MTFS is set within the context of UK economic and public expenditure plans, Welsh Government's priorities and legislative programme. The MTFS articulates how the Council plans to use its resources to support the achievement of its corporate priorities and statutory duties, including the management of financial pressures and risks over the next four years. It helps the Council to work more effectively with partners in other sectors and provides a strategy for the use of balances to meet changes in resources or demands from year to year without impacting unduly on services or Council tax payers.
- 4.2 The MTFS includes:
- The principles that will govern the strategy and a four year financial forecast, comprising detailed proposals for 2019-20 and outline proposals for 2020-21 to 2022-23.
 - The capital programme for 2019-20 to 2028-29, linked to priority areas for capital investment and the Capital Strategy, which will be presented for approval by Council in February 2019, along with the Treasury Management Strategy 2019-20.
 - The Corporate Risk Register, which will both be updated and included in the final MTFS in February 2019.
- 4.3 The Finance Secretary, Mark Drakeford, announced the Welsh Government's draft budget for 2019-20 on 2 October. The most significant headline change was an additional £500 million in 2019-20 on health and social care, the vast majority of which would be used for meeting the Nuffield gap (the Nuffield Trust's calculation of the extra funding required, on top of NHS efficiencies, to maintain the delivery of NHS Wales services at a time of increased demand and pressures) and funding pay, performance and prevention in the NHS. An additional £30 million for social care is to be allocated to local government via a special grant, and an extra £20 million for social care is to be allocated via the local government Revenue Support Grant (RSG), bringing the total additional investment for social care to £50 million. Other announcements included an additional £15 million for schools, £3.5 million to extend the Pupil Development Grant (PDG) - Access scheme to target disadvantaged learners, £7 million to support extended eligibility for free school meals, and £60 million of capital funding for a local authority road refurbishment scheme to repair the damage caused by a series of hard winters and this summer's heat wave.
- 4.4 Since then, the Chancellor, Philip Hammond, presented his Autumn Budget on 29 October. In it he stated that the Welsh Government will receive an extra £550 million over the next three years (2018-19 to 2020-21) and the Welsh Government will be able to choose how to spend this allocation. Prior to this announcement, the First Minister had indicated that Councils would be first in the queue for any new money Wales gets as a

result of the UK Government's budget, however any impact may not be known until the final settlement is announced towards the end of December.

Welsh Government Provisional Local Government Settlement 2019-20

- 4.5 Councils received their provisional settlements from Welsh Government on 9 October. The headline figure is a reduction of £12.3 million, or 0.3%, across Wales and, for Bridgend, a reduction of 0.6% in Aggregate External Finance (AEF), or £1.22 million. However when adjustments are made for new funding included within the settlement towards the full year effect of the September 2018 teachers' pay award, and for increases in the number of pupils eligible for free school meals following the roll out of Universal Credit, the true impact for Bridgend is estimated to be a like-for-like reduction of £1.616 million or -0.84%. Welsh Government also indicated that the settlement contained an additional £20 million to ease pressures on social services. If this is taken into account the real position for Bridgend is a reduction of -1.3% or £2.5 million. The settlement also includes £2.5 million floor funding to ensure that no authority has to manage with a reduction of greater than 1% to its Revenue Support Grant next year.
- 4.6 The provisional settlement is in line with the -1.5% "most likely" assumption that is contained within the Council's original MTFs for 2019-20 but it does not recognise a number of new pressures that the Council will have to meet.

Settlement Implications for 2019 to 2023

- 4.7 The Cabinet Secretary for Local Government and Public Services, Alun Davies, stated that Welsh Government recognise the pressures local authorities are facing and will continue to do all that they can to shield them from the worst effects of austerity. He stated that following the UK Autumn Budget on 29 October, Local Government is the Government's priority for additional funding in the event of additional resources being made available to the Welsh Government. As stated above, the impact of the additional funding announced for Wales in the Autumn Budget may not be known until the final settlement. In the meantime, Members will continue to lobby Welsh Government for additional funding. Welsh Government has not provided an indication of funding levels for 2020-21.

Transfers into and out of the 2019-20 Revenue Settlement

- 4.8 The picture on changes to specific grants is not yet clear, although Welsh Government has advised that they have been able to restore funding to a number of grants to local authorities and made other funding decisions from which local authorities will directly benefit, including an additional £30 million targeted grant funding for social care and £15 million for schools. The provisional settlement includes information on a couple of transfers into the Revenue Support Grant (RSG) for additional costs arising from the September 2018 teachers' pay award, and for free school meals, given the changes in eligibility criteria following the roll out of Universal Credit. No other transfers are mentioned at this time.

Council Tax

- 4.9 The draft 2019-20 draft Revenue Budget, shown in Table 7, assumes a Council tax increase of 5.4%. This has been increased from original proposals to help mitigate against a number of unfunded, unavoidable pressures, including pay increases and demographic changes, not least in school delegated budgets. Going forward the scale of the financial

challenge remains considerable once external pressures and risks have been taken into consideration so an assumed annual increase of 4.5% has been included for 2020-2023.

Welsh Government Capital Settlement

- 4.10 In February 2018 Council approved a capital programme for 2017-18 to 2027-28, based on the assumption that annual Welsh Government capital funding would be flat lined from 2018-19 onwards. Council has approved revised versions of the capital programme during the financial year to incorporate budgets carried forward from 2017-18 and any new schemes and grant approvals. The draft local government capital settlement provides this Council with £6.335 million capital funding for 2019-20, which is £6,000 more than 2018-19. No indications have been given for 2020-21 or beyond.

Current Year (2018-19) Financial Performance

- 4.11 The in-year financial position as at 30 September 2018 is shown below.

Table 1- Comparison of budget against projected outturn at 30 September 2018

Directorate/Budget Area	Original Budget 2018-19 £'000	Revised Budget 2018-19 £'000	Re-Structuring Transfers 2018-19 £'000	Current Budget 2018-19 £'000	Projected Outturn Q2 2018-19 £'000	Projected Over / (Under) Spend 2018-19 £'000	Projected Over / (Under) Spend Qtr 1 2018-19 £'000
Directorate							
Education and Family Support	108,315	110,773	230	111,003	111,399	396	(44)
Social Services and Wellbeing	67,730	69,954	0	69,954	71,206	1,252	1,860
Communities	26,729	27,456	-665	26,791	27,051	260	539
Chief Executive's	3,803	3,971	15,374	19,345	18,175	(1,170)	(1,163)
Operational and Partnership Services	14,658	14,939	-14,939	0	0	0	0
Total Directorate Budgets	221,235	227,093	0	227,093	227,831	738	1,192
Council Wide Budgets							
Capital Financing	9,514	9,405		9,405	7,003	(2,402)	(18)
Levies	7,046	7,046		7,046	7,046	0	0
Apprenticeship Levy	700	700		700	630	(70)	(35)
Council Tax Reduction Scheme	14,354	14,354		14,354	14,240	(114)	19
Insurance Premiums	1,588	1,588		1,588	1,198	(390)	(242)
Building Maintenance	900	870		870	870	0	0
Pension Related Costs	430	430		430	435	5	0
Other Council Wide Budgets	10,217	4,498		4,498	2,200	(2,298)	(2,214)
Total Council Wide Budgets	44,749	38,891	0	38,891	33,622	(5,269)	(2,490)
Appropriations to / from Earmarked to Reserves					1,980	1,980	0
Total	265,984	265,984	0	265,984	263,433	(2,551)	(1,298)

- 4.12 The overall projected position at 30th September 2018 is a net under spend of £2.551 million, comprising £738,000 net over spend on Directorates and £5.269 million net under spend on corporate budgets, offset by new net earmarked reserves of £1.98 million. Directorates are seeking to identify mitigating actions to meet the balance of the budget reduction shortfalls in this financial year, both current year and historic shortfalls, and the Section 151 officer will give consideration to further allocations from the MTFs Budget Reduction Contingency Reserve in quarter 3 to meet some of these shortfalls. In the longer term, these proposals must be realised or must be met through alternative budget reduction proposals in order to deliver a balanced budget position and relieve any pressure on Council funds. These will continue to be closely monitored and draw down

from this contingency reserve will be made as part of the overall review of earmarked reserves.

- 4.13 In accordance with the Council's Financial Procedure Rules any planned over spends or under spends by Directorates may be carried forward into next year to meet known funding pressures. Fortuitous under spends in budgets may be applied to offset over spends on other budgets.

Medium Term Financial Strategy (MTFS) 2019-20 to 2022-23

- 4.14 This section of the report sets out the proposed MTFS for the Council for the next four financial years, based on the latest information available from the Welsh Government. It does not include fixed funding, expenditure or activity projections, but sets best, worst and most likely scenarios for the resources that will be available. The MTFS is reviewed regularly and amended as additional information becomes available, with the detail for future years being developed over the period of the strategy.
- 4.15 The development of the MTFS 2019-20 to 2022-23 is led by Cabinet and Corporate Management Board (CMB) and takes into account auditors' views, the recommendations of the Budget Research and Evaluation Panel and issues arising during 2018-19, underpinned by the ongoing aim to embed a culture of medium term financial planning closely aligned with corporate planning.
- 4.16 Implementation of the MTFS will continue to be led by Cabinet and CMB, supported by financial and performance data. Cabinet and CMB will seek to ensure that it is widely understood by internal stakeholders (Members, employees and Unions) and external stakeholders (citizens, businesses and partners).

MTFS Principles

- 4.17 As well as consideration of future income and expenditure scenarios, the MTFS provides a set of clear principles which drive the budget and spending decisions over 2019-2023 and which Members and others can examine and judge the Council's financial performance against. The fourteen key principles are to ensure that:
1. The Council continues to meet its statutory obligations and demonstrates how it directs resources to meet the Council's corporate priorities.
 2. Adequate provision is made to meet outstanding and reasonably foreseen liabilities.
 3. The financial control system is sufficiently robust to support the delivery of financial plans and mitigate corporate risks.
 4. Budgets will be reviewed annually to ensure existing and forecast spend is still required and to identify further efficiency savings as required to meet inescapable budget pressures.
 5. Financial plans provide an optimum balance between income and expenditure for both capital and revenue.
 6. All services seek to provide value for money and contribute to public value.

7. Balances are not used to fund recurrent budget pressures or to keep down Council Tax rises unless an equivalent budget reduction or increase in Council Tax is made in the following year in recognition that balances are a one-off resource.
8. The Council Fund balance will be maintained at a minimum of £7 million over the MTFS period and reach 2.7% of Gross Revenue Expenditure by 2019-20.
9. Capital investment decisions support the Council's corporate priorities and mitigate any statutory risks taking account of return on investment and sound option appraisals.
10. Prudential borrowing is only used to support the capital programme where it is affordable and sustainable within the Council's overall borrowing limits and the revenue budget over the long term.
11. Decisions on the treatment of surplus assets are based on an assessment of the potential contribution to the revenue budget and the capital programme.
12. Resources are allocated to deliver the Bridgend Change Programme based on clear strategic plans that are kept under review by Corporate Directors to maintain alignment with the MTFS and a MTFS Budget Reduction Contingency Reserve will be maintained.
13. Other resource strategies (including the Workforce Development Plan, Treasury Management Strategy, ICT Strategy and Asset Management Plan) are kept under review to maintain alignment with the MTFS and the Corporate Plan.
14. Budgets will be managed by Corporate Directors in accordance with the Council's Financial Procedure Rules.

The MTFS Budget Reduction Contingency Reserve referenced in Principle 12 enables the Council to manage delays or unforeseen obstacles to the delivery of significant MTFS budget reduction proposals. There has only been one allocation so far during 2018-19 in mitigation of the following 2017-18 budget reduction proposal:

Table 2: MTFS Proposals supported by Budget Reductions Contingency Reserve in 2018-19

COM 18	MREC	£200,000
Total Allocated		£200,000

The level of this reserve will be kept under review by the Section 151 officer in light of forecast difficulties in delivering specific future budget reduction proposals.

MTFS Resource Envelope

- 4.18 The published 2019-20 AEF figure is a reduction of -0.6% based on the Provisional Settlement. In the MTFS 2018-19 to 2021-22, it was stated that the Council would continue to work towards a most likely scenario in its planning assumptions for 2019-20 of an annual reduction in AEF of -1.5% and an assumed increase in Council tax of 4.5% for 2019-20 to 2021-21, recognising the ongoing uncertainty around our funding in future years. However, as stated above, given the significant pressures resulting from pay and demographic increases in 2019-20 onwards, which were unknown at the time the MTFS

2018-19 to 2021-22 was approved, the Council Tax increase for 2019-20 has now been increased to 5.4%.

The MTFS will be regularly reviewed against service performance and external economic and fiscal information to ensure that early action can be taken as necessary to keep it and the Corporate Plan on track. In view of the uncertainties, the MTFS has been developed taking into account possible resource envelope scenarios, based on percentage changes in AEF shown in Table 3.

Table 3 – MTFS Scenarios: % Change in AEF

	2019-20 % Change	2020-21 % Change	2021-22 % Change	2022-23 % Change
Best Scenario	-0.6%	-1.0%	-1.0%	-1.0%
Most Likely Scenario	-0.6%	-1.5%	-1.5%	-1.5%
Worst Scenario	-0.6%	-3.0%	-3.0%	-3.0%

- 4.19 Table 4 shows the Council’s potential net budget reduction requirement based on the forecast resource envelope, inescapable spending assumptions and assumed Council Tax increases.

Table 4: MTFS Potential Net Budget Reductions Requirement

	2019-20 £000	2020-21 £000	2021-22 £000	2022-23 £000	Total £000
Best Scenario	8,836	9,790	7,602	7,417	33,645
Most Likely Scenario	8,836	10,745	8,533	8,325	36,439
Worst Scenario	8,836	13,609	11,268	10,935	44,648

Managing within the MTFS Resource Envelope

- 4.20 The financial forecast for 2019-2023 is predicated on £36.439 million budget reductions being met from Directorate and Corporate budgets and these are referred to later in the report. It is also predicated on a number of spending assumptions, including:

- Projections for demographic changes, including an ageing population and an increasing number of young people with complex disabilities living into adulthood and adding progressively to the demand for care.
- Inflationary uplifts to support specific contractual commitments including increases in energy costs.
- The future impact of national policies and new legislation which may not be accompanied by commensurate funding such as the ALN Reform Bill.
- Fees and Charges will increase by the statutory minimum or CPI (+2.4% at September) plus 1%.

- Significant increases in staffing costs as a result of the increase in the national living wage from April 2018 (with further increases expected in April 2019), along with an agreed 2 year pay deal for NJC and JNC workers, in addition to a 1 year pay deal for teachers which sees those on the lowest pay scales having their pay increased by 3.5%. These agreements have significantly increased the overall pay bill, and the amount we pay in respect of external contracts.
- In addition, in September, HM Treasury published draft directions to be used in the valuation of public service pension schemes. The Government Actuary's Department provided indicative results of the 2016 valuation of the Teachers' Pension Scheme (TPS) to the Department for Education (DfE), which has resulted in an increase of 43% in the employer contribution rate from 16.48% to an estimated 23.6% from September 2019. This was significantly higher than previously indicated, and for Bridgend will result in a full year cost of around £3.5 million. No additional funding has been provided through the draft settlement for this pressure.

Net Budget Reduction Requirement

4.21 Table 5 shows the current position in respect of addressing the most likely forecast budget reduction requirement of £36.439 million. It shows that £15 million of budget reduction proposals have already been identified over the period of the MTFs, including the full £8.836 million required for 2019-20. The table shows that the Council still needs to develop proposals to the value of £21.3 million and a range of options are under consideration including:

- Digital transformation of wider Council services
- Income generation opportunities
- Further reductions in employee numbers
- Working with partners to asset transfer and protect community facilities;
- Further implementation of the Corporate Landlord Model.

Table 5 - Risk Status of Budget Reduction Proposals 2019-20 to 2022-23

Year	GREEN: Proposal developed and deliverable	AMBER: Proposal in development but includes delivery risk	RED: Proposals not fully developed and include high delivery risk	Budget reductions Identified so far	Budget reductions not yet developed	Total Required
	£000	£000	£000	£000	£000	£000
2019-20	1,271	4,888	2,677	8,836	0	8,836
2020-21	37	1,005	2,738	3,780	6,965	10,745
2021-22	0	975	584	1,559	6,974	8,533
2022-23	0	900	0	900	7,425	8,325
Total	1,308	7,768	5,999	15,075	21,364	36,439
% of total required	4%	21%	16%	41%	59%	100%

Risk Status Key:**RED** Proposals not fully developed and include high delivery risk**AMBER** Proposal in development, but includes delivery risk**GREEN** Proposal developed and deliverable

4.22 Table 5 illustrates the difficult position that the Council finds itself in financially over the life of the MTFS. For 2020-21 only £3.780 million (35%) of savings have been identified, which leaves the Council at risk of balancing the budget. If the Council receives a similar settlement to that proposed for 2019-20 then there will again be a series of difficult decisions to make, not least the potential for a significant increase in Council Tax in excess of 10%. We will continue to identify options to close the gap during the remainder of the financial year and into 2019-20, at the same time seeking additional funding from Welsh Government.

4.23 The budget reduction proposals identified can be categorised as:

- I. Smarter Use of Resources;
- II. Managed Service Reductions;
- III. Collaboration and Service Transformation; and
- IV. Policy Changes.

4.24 The value of budget reduction proposals identified to date is shown in Table 6 by category. The categories are also shown by individual proposal in Appendix B.

Table 6 – Budget Reduction Proposals Identified 2019-20 to 2022-23

	2019-20 £000	2020-21 £000	2021-22 £000	2022-23 £000	Total £000	%
Smarter Use of Resources	7,576	1,534	900	900	10,910	72%
Managed Service Reductions	812	1,806	584	0	3,202	21%
Collaboration & Service Transformation	51	330	0	0	381	3%
Policy Changes	397	110	75	0	582	4%
Total Identified	8,836	3,780	1,559	900	15,075	

4.25 The table shows that almost three quarters of the proposed budget reductions identified so far will come from Smarter Use of Resources, for example through:

- Review of business support services
- Efficiencies in collaborative services
- Review of contractual arrangements
- Changes to capital financing
- Staffing restructures and rigorous application of vacancy management

4.26 Budget reduction proposals relating to Collaboration and Service Transformation amount to 3% of the total budget reductions. Policy changes amount to 4% and include reducing services to the statutory minimum as well as cutting some discretionary services. The policy change proposals are subject to consultation.

4.27 All of the proposals have implications for the Council workforce given that around two thirds of the Council's net revenue budget relates to pay costs. It follows that annual real

terms' reductions in Council budgets over the next four years will lead to a reduced workforce over the MTF5 period. The intention is to manage such a reduction through the continuation of strong vacancy management, redeployment, early retirements and voluntary redundancies, but some compulsory redundancies will continue to be necessary.

Scrutiny and Challenge

- 4.28 A full consultation "Shaping Bridgend's Future" was launched on 24th September and runs until 18th November. This covers a range of budget proposals under consideration as well as seeking public views on resource allocation, priorities and the principles around budget protections and taxation levels. The consultation includes an online survey, community engagement stands and social media debates. Members have also had the opportunity to take part in a budget workshop. The results will be collated and presented to Cabinet on 18 December in order to further inform decisions on the final MTF5.

2019-20 Draft Revenue Budget

- 4.29 The following table shows the draft revenue budget for 2019-20.

Table 7 – Draft Revenue Budget 2019-20

	Revised Budget 2018-19	Specific Transfers to/ (from) WG	Inter-Directorate Transfers	Pensions Changes	Pay / Prices / Demographics	Budget Pressures	Budget Reduction Proposals	Revenue Budget 2019-20
	£000	£000	£000	£000	£000	£000	£000	£000
Service Directorate Budgets:								
Central Education & Family Support	20,587			78	480	667	-616	21,196
Schools	90,321	954		1,977	1,289	320	-900	93,961
Education and Family Support	110,908	954	0	2,055	1,769	987	-1,516	115,157
Social Services & Wellbeing	69,923				1,418	253	-1,285	70,309
Communities	26,718		-185		504	328	-2,133	25,232
Chief Executives	19,345				421		-1,514	18,252
Total Directorate Budgets	226,894	954	-185	2,055	4,112	1,568	-6,448	228,950
Council Wide Budgets:								
Capital Financing	9,405					0	-1,975	7,430
Levies	7,046					0		7,046
Repairs and Maintenance	870							870
Council Tax Reduction Scheme	14,354				500		0	14,854
Apprenticeship Levy	700							700
Pension Related Costs	430						0	430
Insurance Premiums	1,587				0			1,587
Other Corporate Budgets	4,698		185		3,003		-413	7,473
Total Council Wide Budgets	39,090	0	185	0	3,503	0	-2,388	40,390
Net Budget Requirement	265,984	954	0	2,055	7,615	1,568	-8,836	269,340

Council Tax Implications

- 4.30 Based on the proposed budget of £269.340 million, the Council Tax increase for 2019-20 will be 5.4%.

Pay, Prices and Demographics

- 4.31 In April 2018, agreement was reached between the National Employers and the NJC Trade Union Side on rates of pay applicable from 1 April 2018 and 1 April 2019. Whilst the majority of staff would receive pay increases of 2% per annum, there were higher increases on the lower pay points in order to continue to close the significant gap with the National Living Wage (NLW). A new national pay spine will be introduced in April 2019 which has been applied to our pay and grading structure and created new scale points. Agreement has also been reached on pay increases for Chief Officers (2 years agreement at 2% per annum) and teachers for 2018-19 only (ranging from 1.5% to 3.5%). This has created budget pressures for the Council of around £5 million per annum. Welsh Government has provided some additional funding through the settlement towards teachers' pay, but it does not fully meet the costs.
- 4.32 Funding for price inflation has been allocated to service budgets, where known. This funding includes provision for increases in business rates, rents, allowances and contractual commitments, where known. A further review of allocations will be undertaken before the final budget is agreed and any necessary amendments made.
- 4.33 The remaining inflationary provision will be retained centrally within corporate budgets and allocated during the year as any unknown or unforeseen contract price inflation is agreed, in particular where the index is set after the Council's budget is approved.

Schools' Budgets

- 4.34 Following a better than anticipated settlement in 2018-19, school budgets were protected from the proposed 1% annual efficiency target. However, the forecast pressure on Council budgets for future years was deemed to be such that it was felt to be almost impossible not to impose the efficiency target for 2019-20 onwards, given that school budgets account for around a third of net revenue expenditure, so head teachers and governing bodies were advised to use the 2018-19 financial year to plan ahead.

There are a significant number of pressures on school delegated budgets for 2019-20 and beyond, not least the cost of the teachers' and non-teachers' pay awards, growth in pupil numbers, pressures of funding additional learning needs and significant increases in teachers' pensions costs. The total impact of these pressures is around £4.5 million.

It should be noted that the efficiency target is maintained for 2019-20 and beyond, in recognition of the pressures stated above, forecast reductions to the settlement and mounting external pressures across Council services.

Unavoidable Pressures

- 4.35 During 2018-19 a number of unavoidable 2019-20 service budget pressures have arisen totalling £1.568 million, detailed in Appendix A. A number of the figures are provisional at this stage and will be refined as further information becomes available. As such they may change between draft and final budget.

A full breakdown of budget pressures is provided in Appendix A.

Budget Reduction Proposals

- 4.36 Budget reduction proposals of £8.836 million have been identified from service and corporate budgets to achieve a balanced budget, detailed in Appendix B.

Council Wide Budgets

- 4.37 Council Wide budgets include funding for the Council Tax Reduction Scheme, costs of financing capital expenditure, levies, centrally held pay and prices provisions, insurance budgets, discretionary rate relief and provision for redundancy related costs. A thorough review of recent years' under spends within corporate budgets was undertaken in 2017-18 and the MTFS 2018-19 to 2021-22 included budget reductions totalling £2.610 million to corporate budgets. Consequently the scope available for further reductions is quite limited, as a number of these budgets are fixed and unavoidable, without putting the Council at risk. The higher than anticipated pay awards, pensions' increases and inflationary increases has put also additional pressure on these budgets.

Fees and Charges

- 4.38 Generally, income from fees and charges will be increased by CPI (+2.4% at September) plus 1%, subject to rounding, or in line with statutory or service requirements. Schedules of fees and charges will be reported separately, as usual, under Delegated Powers.

Council Reserves

- 4.39 In line with the MTFS principle 8, the Council will maintain its Council Fund at no less than £7 million in 2019-20. Details of the Council's earmarked reserves position at 30 September 2018 (as previously reported to Cabinet) are shown in Table 9. These are kept under review, and will be drawn down where required, and the position will be updated in the Final MTFS report to Council in February 2019.

Table 9 – Usable Earmarked Reserves

Opening Balance 01-Apr-2018 £'000	Reserve	Net Additions/ Reclassification £'000	Draw-down £'000	Closing Balance 30-Sep-2018 £'000
	Corporate Reserves:-			
-	Education & Family Support	-	(343)	-
-	Social Services & Wellbeing	-	(945)	-
-	Communities	-	(704)	-
-	Chief Executives	-	(311)	-
-	Non-Directorate	1,588	-	-
39,155	Total Corporate Reserve	1,588	(2,303)	38,440
	Directorate Earmarked Reserves:-			
463	Education & Family Support	152	(46)	569
1,661	Social Services & Wellbeing	-	-	1,661
2,448	Communities	233	(120)	2,561
1,081	Chief Executives		(188)	893
5,653	Total Directorate Reserves	385	(354)	5,684
	Equalisation & Grant Earmarked Reserves:-			
339	Education & Family Support	-	-	339
2,314	Communities	7	(11)	2,310
254	Chief Executives	-	-	254
2,907	Total Equalisation Reserves	7	(11)	2,903
360	School Balances	-	-	360
48,075	Total Usable Reserves	1,980	(2,668)	47,387

Capital Programme and Capital Financing Strategy

- 4.40 This section of the report deals with the proposed Capital Programme for 2018-19 to 2028-29, which forms part of, but extends beyond the MTFS. It has been developed in line with the MTFS principles and reflects the Welsh Government draft capital settlement for 2019-20, which provides General Capital Funding (GCF) for the Council for 2019-20 of £6.335 million of which £3.938 million is un-hypothecated supported borrowing and the remainder £2.397 million provided through general capital grant. No indicative allocations have been provided for 2020-21, so for now it is assumed that this level of funding will remain constant for the years after 2019-20, but this will be indicative only.
- 4.41 The original budget approved by Council on 28th February 2018 has been further revised and approved by Council during the year to incorporate budgets brought forward from 2017-18 and any new schemes and grant approvals. A review has also been undertaken of the capital resources available to the Council, along with the capital pressures that it faces. Due to the limited capital resource available, following a number of years of significant investment in the Council's infrastructure, it was agreed by Cabinet and CMB not to ask service managers to submit capital bids for funding, but for Cabinet and CMB to

determine its strategy in terms of capital priorities and build this into the new Capital Strategy, to be approved by full Council in February 2019.

- 4.42 There are a number of priority schemes that require capital funding which will be considered by Cabinet and Council before the end of the financial year and, if approved, they will be built into the capital programme in readiness for the Final MTFs in February.
- 4.43 In the provisional settlement, Welsh Government indicated that they will be providing £60 million of grant funding over three years (£20 million each year for 2018-19 to 2020-21) for a public highways refurbishment scheme to help repair the damage caused by a series of hard winters and this summer's heat wave. This will be funded by way of specific grant.
- 4.44 The capital programme contains a number of annual allocations that are met from the total general capital funding for the Council. The allocations for 2018-19 are shown in Table 10 below:

Table 10 – 2018-19 Annual Allocations of Capital Funding

	2018-19 £'000
Highways Structural Works	200
Carriageway Capital Works	250
Disabled Facilities Grant	2,150
Housing Renewal / Empty Property Schemes	100
Special Regeneration Funding	540
Minor Works	1,130
Community Projects	100
Street lighting / Bridge infrastructure replacement	400
Total	4,870

- 4.45 These annual allocations are being reviewed, and any proposed changes will be built into the final MTFs in February. This will give the opportunity to release funding for new schemes.

Capital Receipts

- 4.46 The Council estimated that around £21 million could be generated as part of the enhanced disposals programme which commenced in 2014. So far, circa £16.1 million has already been delivered, with £4.3 million under contractual agreement and the balance projected to be realised over the next 18 months (2018-2020). Of the £21 million, £9.8 million relates to school buildings and land vacated through the 21st Century Schools Programme, to be used as match funding for the programme. It excludes any receipts anticipated from the sale of Waterton or Porthcawl Regeneration sites which will be the focus of the disposal programme in the future. Receipts are subject to the exchange of contracts, so it is prudent not to commit them until we have a contractual agreement.

Prudential (Unsupported) Borrowing

- 4.47 Total Prudential Borrowing taken out as at 1 April 2018 was £41.77 million, of which £27.03 million was outstanding. It is estimated that the total borrowed will increase to £44.28 million by the end of this financial year.
- 4.48 Future prudential borrowing will include an estimated £5.66 million of Local Government Borrowing Initiative (LGBI) funding towards the costs of the 21st Century Schools Programme.

5.0 Effect on Policy Framework and Procedure Rules

- 5.1 The budget setting process is outlined within the Council's Constitution and Financial Procedure Rules.

6.0 Equality Impact Assessment

- 6.1 The proposals contained within this report cover a wide range of services and it is inevitable that the necessary budget reductions will impact on the local population in different ways. In developing these proposals, consideration has been given to their potential impact on protected groups within the community and on how to avoid a disproportionate impact on people within these groups.
- 6.2 An Equality Impact Assessment will be carried out and included within the Final MTFs in February 2019.

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

- 7.1 The Well-being of Future Generations (Wales) Act 2015 provides a framework for embedding sustainable development principles within the activities of Council and has major implications for the long-term planning of finances and service provision. The 7 well-being goals identified in the Act have driven the Council's three wellbeing objectives:
1. Supporting a successful economy
 2. Helping people to be more self-reliant
 3. Smarter use of resources

The wellbeing objectives are designed to complement each other and be part of an integrated way of working to improve wellbeing for people in Bridgend County. In developing the MTFs, officers have considered the importance of balancing short-term needs in terms of meeting savings targets, with safeguarding the ability to meet longer-term objectives.

- 7.2 The proposals contained within this report cover a wide range of services and it is inevitable that the necessary budget reductions will impact on the wellbeing goals in different ways. A Wellbeing of Future Generations Assessment will be undertaken on proposed individual projects and activities where relevant and will feed into specific reports to Cabinet or Council.
- 7.3 The Council's approach to meeting its responsibilities under the Well-being of Future Generations (Wales) Act 2015, including acting in accordance with the sustainable

development principle, is reflected in a number of areas within the Medium Term Financial Strategy, not least:

5 Ways of Working	Examples
Long Term	<ul style="list-style-type: none"> • Outlining the impact of a number of different funding scenarios (Best, Most Likely and Worst) to provide an element of flexibility to the Council. • Majority of savings generated from making smarter use of resources with service reductions kept to a minimum and only as a last resort. • The development of a 10 year capital programme which reflects the Council's affordability in terms of capital receipts and borrowing. • Investment in capital schemes that support the Council's corporate priorities and benefits the County Borough over a longer period.
Prevention	<ul style="list-style-type: none"> • Investment in preventative measures to reduce the burden on more costly statutory services.
Collaboration	<ul style="list-style-type: none"> • Savings generated from collaboration and integrated working.
Integration	<ul style="list-style-type: none"> • Explicit links between the Corporate Plan and the Medium Term Financial Strategy
Involvement	<ul style="list-style-type: none"> • A robust budget consultation exercise, including surveys, community engagement stands and social media debates, to inform proposals.

7.4 The above features are aimed at ensuring the Council's finances are as healthy as they can be for future generations. Although resources are limited, they have been targeted in a way that reflects the Council's priorities, including the seven wellbeing goals included in Bridgend's Well-being Plan, and this is reflected in the relevant appendices. Where possible, the Council has aimed to protect front line services and invest to save, with budget reductions targeted at making smarter use of resources, commercialisation, collaboration and transformation. The Well-Being of Future Generations (Wales) Act 2015 Assessment is attached at Appendix C.

8.0 Financial Implications

8.1 This report outlines the financial issues that Council is requested to consider as part of the 2019-20 to 2022-23 MTFs. The Council's Section 151 Officer is required to report annually on the robustness of the level of reserves. The current and future anticipated level of Council reserves is sufficient to protect the Council in light of unknown demands or emergencies and current funding levels. It must be emphasised that the biggest financial risks the Council is exposed to at the present time relate to the uncertainty of Welsh Government funding, the increasing difficulty in the delivery of planned budget reductions as well as the identification of further proposals. Therefore, it is imperative that the Council Fund balance is managed in accordance with the MTFs Principle 8, as set out in the MTFs, and it is essential that revenue service expenditure and capital expenditure is contained within the identified budgets.

- 8.2 The Section 151 Officer is also required to report to Council if they do not believe that they have sufficient resource to discharge their role as required by s114 of the Local Government Act 1988. Members should note that there is currently sufficient resource to discharge this role.
- 8.3 The proposed budget includes estimates which take into account circumstances and events which exist or are reasonably foreseeable at the time of preparation. Subject to the risks identified the proposed MTFS provides a firm basis for managing the Council's resources for the year 2019-20 and beyond.

9.0 Recommendations

- 9.1 It is recommended that Cabinet submits for consultation the 2019-20 annual budget and development of the MTFS 2019-20 to 2022-23 as set out in this report.

Gill Lewis
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November 2018

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Background documents: Individual Directorate Monitoring Reports
MTFS Report to Council – 28 February 2018
Provisional Local Government Revenue and Capital Settlements
2019-20

2019-20 BUDGET PRESSURES SUMMARY

APPENDIX A

Ref	Directorate	Pressure	£000
SSW1	Social Services and Wellbeing	Multi Agency Safeguarding Hub (MASH) Co-ordinator Post	24
SSW2	Social Services and Wellbeing	Transition costs for Children into Adult Social Services	229
EFS2	Education and Family Support	Increasing costs associated with home-to-school transport, including demand for pupils with Additional Learning Needs and demographic growth	427
EFS3	Education and Family Support	Increase to Early Years Education Grants - Non Maintained Sector - to reflect actual costs	66
EFS4	Education and Family Support	Transport costs for the Welsh Government Junior Apprenticeship programme	42
EFS6	Education and Family Support - Schools	Increased costs of running Moderate Learning Difficulties (MLD) Resource Bases in Secondary Schools	320
EFS7	Education and Family Support	Additional Education Other than at School (EOTAS) provision at The Bridge	132
COM1	Communities	Bridgend Market - Per Cabinet approved Market Improvement Plan: to reduce the stall holders rentals by 25%, further reduce asking rents and to enhance through capital investment the quality of the building and the signage and marketing provided by stallholders.	58
COM3	Communities	Rights of Way - Statutory duty to undertake the first decennial review of the Council's Rights of Way Improvement Plan (RoWIP) by October 2019 and continued implementation of Actions within the current and future RoWIP following withdrawal of Welsh Government grant funding	34
COM4	Communities	SWTRA - cessation of contract. The works undertaken have both generated financial support to the highways maintenance function in both direct and overhead costs	200
COM6	Communities	Increase in the tonnage of street litter arisings (red bag waste)	36

			1,568
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Budget Reduction Proposals 2019-20 to 2022-23

Ref.	Links to 7 Wellbeing Goals	Improvement Priority 2016-20	Categories	Budget Reduction Proposal	Impact, including on 5 Ways of Working as set out in the Wellbeing of Future Generations Act	Budget 2018-19 £'000	Total Budget Reduction 2019-2023 as % of 2018-19 Budget	2018-19 Budget Reductions £'000	Proposed 2019-20 £'000	Indicative 2020-21 £'000	Indicative 2021-22 £'000	Indicative 2022-23 £'000
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IMPROVEMENT PRIORITY

IP1 - Supporting a successful economy
 IP2 - Helping people to be self-reliant
 IP3 - Smarter use of resources
 NONPTY - Core services & statutory functions

CATEGORIES

SUR - Smarter Use of Resources
 MSR - Managed Service Reductions
 CST - Collaboration and Transformation
 PC - Policy Changes

RAG STATUS KEY

RED Proposals not fully developed and include high delivery risk
AMBER Proposal in development but includes delivery risk
GREEN Proposal developed and deliverable

EDUCATION & FAMILY SUPPORT

CENTRAL EDUCATION & FAMILY SUPPORT

EFS1	A more equal Wales	IP2	PC	Phased implementation of Learner Transport Policy regarding statutory distances for free travel	<ul style="list-style-type: none"> Savings should occur naturally as a result of the policy application year on year, however dispersed learners and contractual pressure from operators as routes become more untenable may mean it becomes increasingly difficult to find the identified savings. Risk of price increases from Contractors. 	4,779	6%	67	67	75	75	
EFS19	None	IP3	CST	Restructure of YOS Service	The amalgamation of the three local authority Youth Offending teams of Neath Port Talbot, Swansea and Bridgend in 2014 has historically achieved savings for the Local Authorities whilst simultaneously managing reductions in grant funding. There may be further opportunities to make savings through the ongoing restructure of the organisation, however this needs to be seen in the light of Bridgend possibly leaving the WB collaboration and possible costs associated with this.	384	11%		41			
EFS33	A more equal Wales	IP2	PC	Home to School Transport - removal of Escorts on primary school service with fewer than 8 pupils	Driver only supervision of pupils on school transport. The most vulnerable pupils may not be supported with concerns around behaviour/pupil safety. Full 12 week public consultation with one full academic year delay after policy change to implementation. Parent groups, learners and contractor all likely to be opposed to change. Negative media coverage likely. Reputational risk to local authority. Health & Safety risk likely to increase and will need to be mitigated in other ways.	4,779	1%			35		
EFS34	A prosperous Wales	IP3	SUR	Reduction in Central Budget for 1:1 support for Primary Schools - This has been successfully done with Secondary Schools. There is difficulty in recruiting and retaining SNSA's and supply staff is high. It has proven to be more efficient that Secondary Schools directly appoint and manage the 1:1 support staff required for their pupils.	This would need to be consulted upon with schools. Ancillary support apart from complex medical has already been delegated to secondary schools. Consideration would be given to delegate ancillary support to primary schools. There would also be further consideration given to the delegation of complex medical support to both primary and secondary schools. During a period of consultation the risks would need to be identified as part of the process if the proposals were to proceed.	591	24%			140		
EFS35	None	IP3	SUR	Reduction to contribution to the Central South Consortium (CSC) of 5%	This would need to be agreed with other partners within the Consortium.	596	5%		30			
EFS36	None	IP3	SUR	Review of leadership within the Inclusion Service.	This will require a restructure of the Inclusion Service and a full consultation. Affords an opportunity for distributed leadership and succession planning. This will increase the direct reports for Group Manager Inclusion and School Improvement.	938	7%		70			
EFS37	None	IP3	SUR	Review of Cognition and Learning Team	This will require a restructure of the Inclusion Service and a full consultation. The focus of building capacity in schools will need to be re-considered. There would be a risk with the current delivery in that the building of capacity within schools could not be fully covered. This is the service that provides outreach for literacy within Bridgend.	424	26%		110			

Budget Reduction Proposals 2019-20 to 2022-23

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Page 44 EFS38	None	IP3	SUR	Review of Autistic Spectrum Disorder (ASD) team.	Savings would occur naturally as there are posts which are currently vacant within the team. This area would be consulted upon as part of an Inclusion Service restructure. Consideration would need to be given with regards to how building capacity with schools could be achieved in conjunction with other teams who support in a similar way and potentially with the same children and young people.	464	17%		77			
EFS39	None	IP3	SUR	Review of Education Psychology Service	This would require a review of the Education Psychology team.	240	27%		65			
EFS40	A more equal Wales	IP2	MSR	Volunteer driver service	Service has not been operational since Jan 2017. Full budget is £116k. Therefore, £16k will be retained to support Looked After Children.	116	86%		100			
EFS41	A more equal Wales	IP2	MSR	Removal of Post 16 transport	<ul style="list-style-type: none"> Full 12 week consultation would be required with a full academic year required before policy is implemented post policy change. Parent groups, learners and others likely to be opposed to policy change. Negative media coverage. Reputational risk to local authority. Sustainability risk to secondary schools sixth forms. Risk to financial viability of Bridgend College. Some courses may cease if numbers of pupils reduce. Possible increase in the number of young people not engaged in education, employment or training (NEET). Impact on local road infrastructure around schools as more pupils chose private motor vehicles rather than public transport. The most deprived may lose out the most and may chose not to consider post-16 education. Reduction in vehicles required by local authority may increase the risk for some transport operators, effectively forcing them out of the market. This would then impact the ability of the local authority to contract transport services to meets its statutory transport requirements. Therefore, there is a risk that transport operators would increase their costs against these contracts to compensate. 	£314,500 for college transport. 6th form budget part of secondary school transport which is £1.8m	24%			500		
EFS42	A Wales of cohesive communities	IP2	MSR	Review of Part-time youth service (Youth clubs)	Cabinet agreed to the reduction of local authority youth clubs in 2013 from 16 to 3. The 3 remaining youth clubs are spread well geographically across the county borough and are well attended by young people. For example the youth club in Cynffig Comprehensive School has up to 70 young people attending on each evening (run twice weekly - term time only). Part of the budget for this service is in essence kept in-house as two of the three settings are run from schools (Cynffig and CCYD) where a rental charge is paid. A further impact - but difficult to quantify - could be linked to a possible increase in youth annoyance in these areas, should the clubs close.	26	100%			26		
EFS43	A prosperous Wales	IP3	SUR	Review of School based counselling service	The school based counselling service is a statutory requirement, however the delivery arrangements (in-house or externally delivered) are under the Council's control. The school based counselling service is well received by schools with a high demand for the service. This service was previously reduced (budget) as part of a re-structure of Integrated Working and Family Support services which took effect in 2015-16.	129	4%				5	

Budget Reduction Proposals 2019-20 to 2022-23

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EFS44	None	IP3	SUR	Review of Childcare Team	Review existing staffing structure within the Childcare Team with a view to moving core funded staff to grant, where this option is eligible under grant conditions. In addition a review of the service demand placed on the Development Officers in supporting the private nursery settings throughout the county borough, ensuring a streamlined service that meets minimum statutory requirements. There are however, significant risks in making further reductions in this budget line (RSG) given Welsh Government's policy linked with both the national statutory Childcare Offer and Child Sufficiency requirements. In addition, this budget line has been reduced in previous years and existing demand (to fund placements) is exceeding budget.	140 (RSG) / 101 (grant)	7%			10		
EFS45	A more equal Wales	IP3	SUR	Core funding for previous 'Uniform' Grant that has been replaced by PDG Access grant from Welsh Government	No impact - grant has replaced core funding.	36	100%		36			
EFS46	None	NONPTY	MSR	Reduction to non-staffing budgets within Health & Safety	Less resilience in Health and Safety Team to undertake training/support courses.	30	67%		20			
EFS47	A prosperous Wales	IP2	MSR	Nursery provision - Reduction in early years provision from full time to part time as per statutory minimum.	Reduction of nursery provision to its statutory minimum will mean that some parents who rely on this provision for the child care will have to make significant additional payments in order to secure child care from additional sources. It may also result in a shortage of available suitable child care. The reduction will inevitably have a negative impact on teaching and learning as the early preparation for children to learn effectively is provided via nursery provision. This will inevitably also lead to teacher redundancies.	1,954	72%			817	584	
				Total Education and Family Support					616	1,608	659	0
SCHOOLS												
SCH1	A prosperous Wales	IP3	SUR	Efficiency savings against School Delegated Budgets	The annual saving represents a 1% efficiency per annum against individual schools budgets. Risk of increased school deficit positions. Implementation will be a matter for individual schools - potential to result in some teacher redundancies. If efficiency is made solely from staffing budgets, this could range from a minimum of 1 teacher in our larger Primary Schools to 5 teachers in our larger Comprehensive schools over the MTFS period.	£90.3m - ISB Budget	4%	0	900	900	900	900
				Total Schools					900	900	900	900
				Total Education & Family Support Directorate					1,516	2,508	1,559	900

SOCIAL SERVICES & WELLBEING

SSW17/A SC18	A healthier wales	IP3	PC	Development of Extra Care Housing	Project is now in its final stages. All consultation has been completed. No adverse impact identified.	2,078	32%	330	330			
SSW19	A healthier wales	IP3	SUR	Further review of HALO partnership contract.	Previous negotiations have proved successful. No adverse impact identified.	1,416	9%	20	80	30		
SSW20	A healthier wales	IP3	MSR	Identify further savings from leisure centres and swimming pools including reviewing the number of facilities and also reductions in services or opening hours.	Reduced availability of services and accessibility to the public. Negative impact on healthier wales wellbeing goals.					40		

Budget Reduction Proposals 2019-20 to 2022-23

Ref.	Links to 7 Wellbeing Goals	Improvement Priority 2016-20	Categories	Budget Reduction Proposal	Impact, including on 5 Ways of Working as set out in the Wellbeing of Future Generations Act	Budget 2018-19 £'000	Total Budget Reduction 2019-2023 as % of 2018-19 Budget	2018-19 Budget Reductions £'000	Proposed 2019-20 £'000	Indicative 2020-21 £'000	Indicative 2021-22 £'000	Indicative 2022-23 £'000
SSW21	A healthier wales	IP3	MSR	As part of the contract with Awen, BCBC will be renegotiating its management fee for the period 2019-2022. This will mean reviewing accessibility of services and potential closure of AWEN facilities such as community centres or libraries.	Negotiation will be required with AWEN to identify efficiencies in areas with the least impact on services.	3,107	2%		70			
SSW22	A healthier wales	IP3	MSR	Identify further savings from library and cultural facilities and related services including reviewing the numbers of facilities (libraries, community centres) and also reductions in services or opening hours.	Reduced availability of services and accessibility to the public. Negative impact on healthier wales wellbeing goals.				60	20		
SSW23	A healthier wales	IP3	SUR	Review charging for telecare services	New charges will be introduced together with an increase in other current charges.	350	43%		150			
SSW24	None	IP3	SUR	Staffing reconfiguration across SSWB Directorate	Reconfiguration of staff will require staff consultation.	N/A			345			
SSW25	A healthier wales	IP3	SUR	Review of complex care accommodation across learning disabilities services	Review of in-house and external provision to be undertaken identify efficiencies in areas with the least impact on service users.	6,853	2%		150			
SSW26	A healthier wales	IP2	MSR	Rationalising day service provision for older people and learning disability services including Bridgend Resource Centre	Full review of services which could mean alternative service provision required to meet assessed need.	2,795	10%		100	180		
Total Social Services & Wellbeing Directorate									1,285	270	0	0

COMMUNITIES

COM4	A prosperous Wales	IP2	SUR	Review of School Crossing Patrol service in line with GB standards	This proposal builds on the 2015-16 budget reduction to cut the school crossing patrol budget and focus on those sites where there is greatest assessed risk based on the GB standard. This may impact on high risk routes to achieve the full saving, and could conflict with learner travel savings.	75	27%		10	10		
COM41	A prosperous Wales	IP3	MSR	Reductions to Other Cleaning Services	This saving will be achieved by the removal of one of the Council's main three 7.5 tonne street cleaning sweepers and driver. Currently one sweeper is based in each of the three main towns of Bridgend, Maesteg and Porthcawl. From these centres all of the Borough roads are swept. One of these would be removed and all of the work scheduled between the remaining two vehicles. The impact will be a reduction in the frequency of sweeping and a resultant increase in detritus and litter on the roadside.	1,294	5%		70			

Budget Reduction Proposals 2019-20 to 2022-23

Ref.	Links to 7 Wellbeing Goals	Improvement Priority 2016-20	Categories	Budget Reduction Proposal	Impact, including on 5 Ways of Working as set out in the Wellbeing of Future Generations Act	Budget 2018-19 £'000	Total Budget Reduction 2019-2023 as % of 2018-19 Budget	2018-19 Budget Reductions £'000	Proposed 2019-20 £'000	Indicative 2020-21 £'000	Indicative 2021-22 £'000	Indicative 2022-23 £'000
Page 47 COM41a	A prosperous Wales	IP3	MSR	Further reductions to Other Cleaning Services, which will result in the service becoming purely reactive.	The removal of four 3.5 tonne lorries with their respective team leader and operative, resulting in total reductions of 5 vehicles and 9 operatives. This will leave five 7.5 tonne lorries with their respective crews of 1 team leader and 3 street cleaning operatives; 2 large sweepers and drivers; 1 wet van and operative who clear graffiti etc.; 2 small sweepers with their drivers who service the three main town centres along with one street cleaning operative. This significant reduction in on street operational capacity will alter the balance of the street cleaning service within BCBC to one which is broadly proactive with litter pickers clearing litter, to one which is demand led. In essence the remaining resources will only have sufficient capacity to empty litter bins, pick up litter collected by the town centre cleaning operatives and to respond to complaints for fly tipping. What is generally recognised as a litter picking service will stop. Litter picking activities will be undertaken on a reactive basis with complaints prioritised for action, this means in practice that many complaints/service requests will never be addressed and the litter will remain in place. The Councils statutory performance indicators in this area will fall and BCBC will risk being measured as one of the dirtiest Councils in Wales.	1,294	15%		100	100		
COM20	None	IP3	SUR	Highways Dept Management Structural Savings Target	Loss of experienced, competent and qualified managers to deliver statutory functions. Reduced resilience for response to highway issues.	446	22%		100			
COM26	A more equal Wales	IP2	MSR	Closure of Shopmobility in Bridgend Town Centre	A full Equality Impact Assessment and Future Generations assessment will need to be carried out. The implications to some current users of the facility are obvious as some members of the community with mobility issues may struggle to gain access to the town centre without the Scooters in place. This must be balanced against the declining popularity of the service. The changes in technology have meant that lightweight affordable scooters now have greatly increased in private ownership, compared to when the facility was introduced. The provision is not a statutory duty and one not provided in other town centres of the borough or in many of the town centres of neighbouring authorities.	20	100%		10	10		
COM42	A Healthier Wales	IP2	MSR	Review of parks and playing fields service split over two financial years:- 15% reduction to seasonal operatives budget (£75K). Corresponding reduction to large and small plant (£29k). Removal of bowls club grant (£34K).	The cut identified for 2019-20 will require the removal of approximately 6 seasonal operatives along with respective cuts to plant, equipment and materials. This will have a noticeable reduction in levels of service.	2,082	7%		69	69		
COM42a	A Healthier Wales	IP2	CST	Transfer of pitches/pavilions through Community Asset Transfer by May/June 2020. Increase charges for end-users to achieve full cost recovery for pitches/pavilions that have not transferred by this date. Reduction of grass cut areas and maintained parkland and number of children's play areas.	The savings identified for 2020-21 will see the removal of the majority of the remaining seasonal operatives budget, again with corresponding cuts to plant, equipment and materials. This cut will result in all of the outdoor leisure facilities effectively closing. Rugby, football, bowls and cricket will all but come to end in the Authority unless the clubs take over management of the sites under the Councils CAT strategy. The remaining parks budget will be used to maintain the Councils main parks and children's play grounds, highway grass cutting which is safety related, and to secure the ongoing site management and safety of the sites that will remain in Council ownership, but will no longer be maintained to a level suitable for the playing of outdoor sports. Open space grass cut areas will be reduced and the 117 children's play areas reduced.	2,082	14%			300		

Budget Reduction Proposals 2019-20 to 2022-23

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Page 48 COM43	None	IP2	CST	End of management of Kenfig National Nature Reserve	The agreement between BCBC and Kenfig Corporation Trust (KCT) ends in December 2019. It is currently proposed that BCBC does not enter into any new agreement. KCT are underway with a process, supported by their agent HRT, to identify a new tenant. This process is being conducted in partnership with NRW. There is a risk that the level of management may be affected, however there is also the opportunity that the new tenant may be able to draw on resources that BCBC cannot.	40	100%		10	30		
COM44	A Wales of cohesive communities	IP3	MSR	Bridgend Bus Station - alternative measures to explore full cost recovery and external support will be pursued but, failing this, the likely required step to deliver this saving is closure.	Impact on city region, connectivity hub, and potential impact on air quality due to relocation of buses. May have a detrimental impact on regional transport with no main bus station and impact on reputation of the Council.	160	56%		45	44		
COM46	A Wales of cohesive communities	IP2	MSR	Removal of budget for Subsidised Bus Routes	Letter received from Welsh Government confirming that from April 2019, each local authority's allocation from Bus Services Support Grant (BSSG) will have to be at least match-funded by a commitment to expenditure from an authority's own budget in support of bus and community transport networks in its area. Therefore removal would have a larger impact than the £200K budget included. Also some areas may not have access to an alternative bus service or alternative form of transport. Consultation required.	200	168%	188	148			
COM47	A Wales of cohesive communities	IP3	SUR	Public Transport - efficiencies achieved under the Public Transportation budget	Reduced support available for wider Transportation budgets - e.g. works at Bridgend Bus Station.	389	6%		24			
COM48	A prosperous Wales	IP3	MSR	Reduce weed spraying to once a year	A reduction of 50 % from two sprays per annum to one will result in greater weed growth on the highway network including pavements. It could also lead to increased complaints and also may impact on highway maintenance in the longer term .	40	50%		20			
COM49	None	IP3	SUR	Street Lighting - Reduction to energy costs budget which has been achieved due to historic replacement of LED lighting	Ability to deliver this level of saving is dependent on how successful the new SALEX replacement programme is compared with the original business case as funding will be required from this budget heading to repay the SALEX borrowing for a number of years.	1,047	13%	110	30			
COM50	A prosperous Wales	IP3	SUR	Increase pre-application planning fees by 10%	This is the first increase since the introduction of the new service in 2016. Will introduce new categories of enquiry currently not covered by the scheme. Also aim to introduce a new pre-sale information pack for householders providing details of planning consents, constraints etc. There is a risk that the increase will put some potential users of the scheme off and the increase might have to be phased. Any change to the current system will also require DC Committee and Cabinet approval.	-618	2%		10			
COM51	None	IP3	SUR	Ongoing implementation of Corporate Landlord model	The savings will be delivered in a number of ways including operational efficiencies, streamlined business processes, IT investment, improved procurement and contract management, and some deletions of vacant posts.	3,066	-28%	500		350		
COM52	None	IP3	SUR	Reductions to the budget for the Materials Recovery and Energy Centre (MREC) to be achieved through the current procurement being undertaken with Neath Port Talbot CBC for the provision of new operator arrangements for the MREC facility at Crumlyn Burrows	Failure to secure a new operating contractor through a compliant tender and procurement exercise for the MREC facility would result in this saving being undeliverable. Failure to reach agreement with NPT on the Councils financial contribution to the costs of supporting the MREC. Intervention by the Welsh Government and or changes in legislation in the waste management sector.	4,008	-32%	0	1,300			
COM53	None	IP3	SUR	Communities Management Restructure	Loss of experienced, competent and qualified managers to deliver statutory functions.	341	-40%		135			

Budget Reduction Proposals 2019-20 to 2022-23

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COM55	None	IP3	SUR	Increase charge for Green Waste Service from £28.30 per household to £38.30	The new waste contract related items would require both Contract Variation negotiations with Kier to confirm the saving levels proposed and public consultation regarding the charge changes and reduced levels of service.	£216k - net budget for green waste service	23%	0	25	25		
COM56	None	IP3	SUR	Increase charge for collection of 3 bulky waste items from £15.50 to £20.		£80K income budget	25%	0	10	10		
COM59	None	IP3	SUR	Reduction to the opening hours of the Community Recycling Centres by 1 hour, per day.		1,465	2%		17	17		
				Total Communities Directorate					2,133	965	0	0

CHIEF EXECUTIVES

CEX1	A healthier wales	IP3	SUR	Efficiencies from Shared Regulatory Service	May require restructuring within service and impact on response times, but will be managed across the 3 participating Councils and will aim to minimise impact.	1,423	-10%		111	37		
CEX2	None	IP1	SUR	Remove members' Community Action Fund	This will require approval from members following review of current scheme.	285	-100%		285			
CEX3	None	IP3	SUR	Review of Business Support functions across the directorate	Reconfiguration of the service required, may result in slower response times and restructure.	Various			250			
CEX4	A healthier wales	IP2	SUR	Review of homelessness prevention budgets and allocation of related grants	There will be a reliance on grant funding and limited core funding available	471	-50%		235			
CEX5	None	IP2	SUR	Review of homelessness prevention service provision and the possibility of partnership working with an external organisation.	Full evaluation and reconfiguration of the service provision will be required	546	-18%		100			
CEX6	None	IP3	SUR	Review of ICT capital related revenue budgets. This will require council to agree all ICT capital spend to be met from the capital programme allocation	Limits the potential for ICT to fund capital related expenditure on a ad hoc basis	200	-100%		200			
CEX7	None	IP3	SUR	Review of non staff related ICT budgets including software	Minimal impact anticipated.	2,000	-4%		80			
CEX8	None	IP3	SUR	Directorate leadership restructuring	Will reduce senior management capacity, and require some backfilling and review of functions.	Various			100			
CEX9	None	IP3	SUR	Review structures across customer contact, communications & marketing, housing and performance	Vacant posts would be frozen / deleted.	1475	-8%		123			
CEX10	None	IP3	SUR	Review CCTV function with aim to create efficiencies	Potentially could impact on community safety	327	-9%		30			
				Total Chief Executive's Directorate					1,514	37	0	0

CORPORATE / COUNCIL WIDE

CWD6	Corporate Business	NONPTY	SUR	Reduction in funding available for meeting the costs of Capital Financing	Repayments are still considered to be prudent, but will result in longer payback periods in line with asset lives.	5,113	39%		1,975			
CWD7	Corporate Business	NONPTY	SUR	Removal of Invest to Save funding agreed as part of MTFS for 2018-22	Limited impact as not committed to specific schemes or services	200	100%		200			

Budget Reduction Proposals 2019-20 to 2022-23

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50	Corporate Business	NONPTY	SUR	Removal of budget created from raising council tax from original 4.2% to 4.5% in 2018-19 budget.	Part of funding used on one-off basis in 2018-19 but rest uncommitted. Previous year's council tax increase is built into base rate.	213	100%		213			
				Total Corporate / Council Wide					2,388	0	0	0

				GRAND TOTAL REDUCTIONS					8,836	3,780	1,559	900	15,075
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ESTIMATED BUDGET REDUCTION REQUIREMENT (MOST LIKELY)

									8,836	10,745	8,533	8,325	36,439
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				REDUCTION SHORTFALL					0	6,965	6,974	7,425	21,364
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0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 ASSESSMENT

Project Description (key aims):

Medium Term Financial Strategy (MTFS) 2019-20 to 2022-23

Section 1 Complete the table below to assess how well you have applied the 5 ways of working.

Long-term	1. How does your project / activity balance short-term need with the long-term and planning for the future?
	<p>The development of the MTFS aims to balance short-term needs in terms of meeting savings targets, while safeguarding the ability to meet longer-term objectives. It provides a financial basis for decision making and aims to ensure that the Council's finances can be as healthy as they can be for future generations. It does this by:</p> <ul style="list-style-type: none"> • Outlining the impact of a number of different funding scenarios (Best, Most Likely and Worst) to provide an element of flexibility to the Council. • Adhering to a clear set of MTFS principles that drive expenditure decisions. • Ensuring that the majority of savings are generated from making smarter use of resources with front line service reductions kept to a minimum and only as a last resort. • The development of a 10 year capital programme which reflects the Council's affordability in terms of capital receipts and borrowing and investment in capital schemes that support the Council's corporate priorities and benefits the County Borough over a longer period. • Front line services have been protected as far as possible.
Prevention	2. How does your project / activity put resources into preventing problems occurring or getting worse?
	<p>The MTFS attempts to balance investment in preventative measures against costs of reacting to unanticipated situations in statutory services. Each budget reduction proposal is weighed in terms of the impact on other areas of the Council, on the public and on the Well-being of Future Generations. Where a budget cut in one area of non-statutory prevention would lead to increased costs in another, this is not considered to be good financial management. A number of budget pressures target investment in additional learning needs in school settings rather than more costly out of county placements, and budget reductions are achieved through remodelling of existing service provision to prevent more costly long term residential placements.</p>
Integration	3. How does your project / activity deliver economic, social, environmental & cultural outcomes together?

	The Medium Term Financial Strategy is closely aligned to the Council’s Corporate Plan, with explicit links between resources and corporate priorities. The MTFS has been guided by the 3 Improvement Priorities outlined in the Corporate Plan. The development of the Corporate Plan and MTFS are both the responsibility of the Head of Finance.
Collaboration	<p>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</p> <p>A number of budget reduction proposals are achievable through inter-agency working, with the Third Sector, Social Enterprises, other local authorities and partners. These include joint services across local authorities, and with the Health Service, and new models of working internally, such as the Corporate Landlord model which aims to provide a resilient service that maximises the use of and improves the quality of the Council’s assets going forward. A number of services already collaborate with other partners and these continue to improve performance whilst operating with reducing resources.</p>
Involvement	<p>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</p> <p>A full consultation “Shaping Bridgend’s Future” was launched on 24 September and ran until 18 November. This covered a range of budget proposals under consideration as well as seeking public views on resource allocation, priorities and the principles around budget protections and taxation levels. The consultation included an online survey, attendance at a diverse range of external stakeholder groups and social media debates. Members have had the opportunity to take part in a budget workshop also. The results will be collated and presented to Cabinet on 18 December in order to further inform decisions on the final MTFS.</p>

Section 2 Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals		
Description of the Well-being goals	How will your project / activity deliver benefits to our communities under the national well-being goals?	Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?
A prosperous Wales		

An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.

- Improved educational outcomes for children and young people leading to a well-educated and skilled population to meet future skills needs.
- Improve future outcomes for young people including educational attainment, cohesive safe communities are more attractive and easier places to do business.
- Increase productivity, employment and skills. Encourage a lower carbon economy.

The majority of savings will be generated from making smarter use of resources with front line service reductions kept to a minimum and only as a last resort.

The MTFS will be aligned with the corporate plan to achieve the Council’s Improvement Priorities:

Supporting a successful economy - taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.

Helping people to be more self-reliant - taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.

Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council’s priorities.

		<p>Funding will be targeted in line with these priorities and in line with the 14 MTFS Principles.</p>
<p>A resilient Wales A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<ul style="list-style-type: none"> • Break long term cycles to secure better outcomes for people and communities. • Stronger individuals and communities are more resilient to change. • Communities place a greater value on their environment and more people get involved in local issues and recognise the importance of green space in wellbeing and as a prevention factor. • Healthy active people in resilient communities, volunteering, keeping young people in the local area, reducing travel to work, increased use and awareness of green spaces. 	<p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p>
<p>A healthier Wales A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<ul style="list-style-type: none"> • Improved future physical and mental well-being, by reducing health harming behaviours and chronic stress from experiencing Acute Child Experiences (ACE). • Reduction in substance misuse. Promotes more involvement in communities to benefit mental health, social and physical activity. 	<p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p>

	<ul style="list-style-type: none"> • Focus on healthy lifestyles and workplaces, increased income linked to health. 	
<p>A more equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>	<ul style="list-style-type: none"> • Helping all children and young people to reach their full potential, by improving their early years experiences and ensure access to information to help make informed decisions. Improving outcomes for teenage parents and their children. • Recognising that communities are becoming more diverse. Addressing barriers that some groups have in feeling part of communities. • Address income inequality and health inequality, focus on disability, older people and other equality groups. Focus on increasing income and reducing the skills gap. 	<p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p>
<p>A Wales of cohesive communities Attractive, viable, safe and well-connected communities.</p>	<ul style="list-style-type: none"> • Increased number of confident secure young people playing an active positive role in their communities. • Healthy active people in resilient communities, keeping young people and skills in the local area, tackling poverty as a barrier to engagement in community life a supportive network, developed through initiatives at work, can help to 	<p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p>

	<p>support staff through challenging times in their lives.</p>	
<p>A Wales of vibrant culture and thriving Welsh language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	<ul style="list-style-type: none"> • Cultural settings provide support sensitive to our increasingly diverse communities and help us identify opportunities to increase the number of Welsh speakers. • Importance of culture and language as a focus for communities coming together. • Bringing more people from different cultures together. More people identifying with their community. • Encourage take up of sports, arts and recreation initiatives through the workplace. • Ensure Welsh culture and language are a part of this. Welsh language skills are beneficial to businesses and in increasing demand. 	<p>Compliance with the Welsh Language act will be monitored as part of the annual report.</p>
<p>A globally responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<ul style="list-style-type: none"> • Diverse, confident communities are resilient to change. Promotes a better knowledge of different cultures and a better knowledge of the local environment. • Healthy lifestyles include cultural activities that promote understanding of diversity of communities, different cultures, 	<p>The impact on local communities will be monitored through the wide range of services that will continue to be provided by the Council or its partners.</p>

	races. Promote apprenticeships to people from different backgrounds.	
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Section 3 Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts

Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
Age:	Unknown - The impact, positive or negative, will depend on the nature of the service delivered, the specific budget reduction proposed or budget pressure funded and the service user.		This will vary according to the service provided.
Gender reassignment:	See above		This will vary according to the service provided.
Marriage or civil partnership:	See above		This will vary according to the service provided.
Pregnancy or maternity:	See above		This will vary according to the service provided.
Race:	See above		This will vary according to the service provided.
Religion or Belief:	See above		This will vary according to the service provided.
Race:	See above		This will vary according to the service provided.
Sex:	See above		This will vary according to the service provided.
Welsh Language:	See above		This will vary according to the service provided.

Section 4 Identify decision meeting for Project/activity e.g. Cabinet, Council or delegated decision taken by Executive members and/or Chief Officers	
Council	
Compiling Officers Name:	Deborah Exton
Compiling Officers Job Title:	Group Manager – Financial Planning and Budget Management
Date Completed:	30/10/18

BRIDGEND COUNTY BOROUGH COUNCIL

CABINET

20 NOVEMBER 2018

REPORT OF THE CORPORATE DIRECTOR COMMUNITIES

PARC AFON EWENNI

1. Purpose of the Report

1.1 The purpose of the report is to seek approval:

- (i) to develop a modern Highways Depot at Waterton on a reduced footprint to allow the Parc Afon Ewenni (PAE) regeneration site proposal to progress and future proof future depot requirements for the Council as part of the overall depot rationalisation process .
- (ii) to seek approval to present a report to Council proposing a revision to the Capital Programme for a further capital sum of £4,944,000 to be included in the Capital Programme to fully refurbish and develop the depot.

2. Connection to Corporate Improvement Objectives/ Other Corporate Priorities

2.1 The proposal directly supports the Corporate priority of making smarter use of resources by “Rationalising the Council’s estate” and making overall premises efficiency savings and releasing land for sale to generate capital receipts.

3. Background

3.1 A report was submitted to Cabinet and approved in November 2016 which identified an alternative strategy as an interim measure, of continuing to operate a reduced footprint Depot at Waterton for the next 4/5 years. This provided the best value for money given the circumstances at the time. The strategy was to find a balance between operating a viable depot and maximising the land allocated for disposal. Five key/core operational facilities within the depot were identified:

- The continued operation & location of the salt barn for winter maintenance.
- The continued operation & location of the de-watering facility
- The continued operation & location of the vehicle wash down ramp
- The continued operation & location of the refuelling facility
- The continued operation of a materials reprocessing facility

3.2 It was proposed that all of the above facilities should remain in place since these facilities have existing Consents to discharge or Waste Management Licencing. To re-locate these facilities would require a planning application, a requirement to apply for and gain approval of new permissions and surrender of

the existing permissions principally under the approval of National Resources Wales (NRW).

- 3.3 In progressing the strategy for a reduced footprint operational depot at Waterton two principal options were identified and assessed, which also included works at Bryncethin depot to accommodate Parks:
- Option 1 (Retain both the Highways Building & Biffa Building demolish County Borough Supplies (CBS), Fleet building & Wheelie bin store)
 - Option 2 (Retain Biffa Building, demolish CBS, Fleet, Highways & Wheelie bin store)
- 3.4 The PAE Board made the decision to progress Option 2 above. As a result the demolition of the CBS building, Fleet and Highways buildings, the Wheelie Bin store & Training school all at Waterton was progressed. These works were completed during 2017.
- 3.5 It is considered likely that any future configuration of local government re-organisation will still require a Highways Depot in Bridgend to serve the County Borough. The cost of providing a new Highways depot at a new location is likely to be considerably more than the £6.5m-£7.5m estimated in 2016. The original Cabinet approval in 2016 was for the continued operation of the depot at Waterton for 4/5 years as an interim measure and then to potentially develop a new fully compliant depot at that point. It is now estimated that the cost of a new Highways depot in a new location would be in the region of £9m - £12m as a result of (probable) changing and more onerous NRW requirements.

In recognition of the above, the option of operating a largely unchanged depot for 4/5 years as an interim measure and then constructing a new depot at a new location looks increasingly unaffordable.

- 3.6 An investigation was therefore undertaken to identify the differences between the continued operation of the reduced footprint depot for 4-5 years with a new depot constructed at a new location thereafter, and the alternative option of the development of a permanent operational depot, on a reduced footprint, at Waterton. PAE board also instructed that options that include re-locating the salt barn (to allow further reduction of the residual footprint - although this requires a planning application) should be considered.

This exercise identified areas of potential non-compliance in the existing depot:

- Life expired drainage (foul & surface water)
- The existing sewer & pumping station is on land that is scheduled to be disposed of and thus requires to be diverted onto land remaining within BCBC ownership
- The extent & quality of hard-standing is inadequate

- Buildings in poor state of repair
- Consents to discharge (foul & surface water) are historical and details are not able to be located.

PAE Board agreed:

- the best option is provide a compliant reduced footprint depot including a re-located salt barn.
 - the proposal was to include the development of the reduced footprint depot into full compliance based on current standards with the existing buildings also made fit for purpose to provide a 'permanent' solution that would be suitable for the foreseeable future.
- 3.7 The PAE board directed that robust estimates for the necessary works should be determined and the proposed depot footprint re-evaluated. However further reduction of the depot footprint should not compromise the operation of the depot or safety arrangements.
- 3.8 The total current capital budget for the scheme is £4.376 million. However, some of this budget has already been committed to works at Bryncethin depot, as a result of moving some of the parks and built environment operations to this location, leaving a balance of around £3.2 million. A layout was proposed that further reduced the footprint of the depot which allowed a larger area to be released for sale and development with the aim that the total cost of the works would be met from the total of the existing capital budget and the estimated net land receipt.

4. **Current Situation**

- 4.1 The scheme cost of what is now the preferred option is now estimated to be in the region of £8.144 million. This is consistent with the cost of developing Highways Depots in neighbouring authorities over recent years. However, now that the cost of refurbishment work has been included on all the remaining existing buildings on site, there is now a deficit between the overall cost of the maintenance/compliance works and the total estimated net land receipt and the existing capital budget. In order to progress this option a further capital investment of the order of £4.944 m is required in addition to the estimated remaining capital of £3.2m, which would come from the estimated total land receipt of £3.5m plus an additional £1.444 million of general capital funding. It should be noted however that the total land receipt will be subject to prevailing market conditions at the time of sale and also the extent to which any additional development costs may impact on the net receipt, for example highways improvements, abnormal ground conditions etc. However, every attempt has been made to mitigate these variables by carrying out initial feasibility work.

This proposed depot layout provides for:

- the smallest operationally acceptable footprint

- a permanent, modern depot compliant with the appropriate standards
- maximum land available for disposal

4.2 Compliance

The principal drivers to achieve compliance are the **Health & Safety at Work Act** and the requirements of **National Resources Wales**. Issues to be resolved/ remediated include:

- Demarcated pedestrian walking routes in the depot
- Demarcated vehicular routes/one way system in the depot
- Compliant drainage systems (foul & surface water)
- Compliant concrete hardstanding (licenced waste management areas)
- Compliant Welfare facilities
- Relocated Salt barn, de-watering facility & vehicle wash-down ramp
- Relocated Highways stores

5. Effect upon Policy Framework and Procedure Rules

5.1 The existing policy will not be affected.

6. Equality Impact Assessment

6.1 The Council's Equalities Impact Assessment Toolkit has been utilised, which indicates that the project will have no impact on specific equality groups.

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

7.1 The proposed development is a positive step in regard to the Council's role in complying with the Well-being of Future Generations (Wales) Act 2015. The proposal offers an opportunity to develop a modern and fit for purpose operational depot facility leading to improved financial efficiency and enhanced environmental benefits, for example, improved drainage arrangements. Additionally the sale of land released for development will lead to the development of much needed new housing in Bridgend in line with the approved Local Development Plan (LDP), for the benefit of current and future generations.

7.2 In terms of the five ways of working within the Act, the proposal offers the following potential benefits:

1. Long Term - The proposal will develop a smaller, more operationally efficient depot which will have long term benefits in terms of lower site operating costs, for example energy, and improved environmental performance.
2. Prevention - The proposal will prevent the further deterioration of the existing depot facility which is already in poor condition and does not currently meet the relevant standards for a facility of this sort were it being built now.
3. Integration - The proposal offers an opportunity to create economic benefits around house building and construction, but also safeguards the future of the Council's highways operational service by providing a fit for purpose and sustainable depot solution.
4. Collaboration - The proposal offers the opportunity for further collaborative arrangements to be explored with both local public and private sector partners,

including registered social landlords (RSL's) to share facilities on the same basis, for example, that the current Fleet Depot is shared with South Wales Police.

5. Involvement - The proposal and the subsequent release of development land allows the opportunity to work with a range of stakeholders to develop a sustainable 'village' at Parc Afon Ewenni to include, for example, active travel solutions.

8. Financial Implications

- 8.1 In February 2015 Council approved a total budget for the Parc Afon Ewenni scheme of £4.376 million. In November 2016, Cabinet agreed the use of this funding to rationalise the Waterton depot, enabling the services to operate on a reduced footprint for an interim period, estimated to be 4/5 years, with partial staff relocation to Bryncethin Depot, with upgrades to the existing barn and welfare facilities at Bryncethin Depot. The assumption was that this option would be at a much lower cost than the amount of funding within the Capital Programme, thus enabling the release of a proportion of the funding at a later date.
- 8.2 To date there has been just over £520,000 of capital works undertaken at both Bryncethin and Waterton Depots, with further commitments of £600,000 to £700,000, leaving a balance available of around £3.2 million towards any further works at Waterton.
- 8.3 The capital receipt from the land disposal is estimated to be in the region of £3.5 million. With existing funding, this would provide total capital funding available of around £6.7 million. The total estimated cost of the works required to provide a compliant Highways Depot at Waterton is £8.144 million, which would require approval from Council of an additional £1.444 million, in addition to the allocation of the capital receipt, a scheme increase of £4.944 million in total. In the event that the receipt from land sales does not meet the estimated value of £3.5 million it would be necessary to either seek a further capital allocation from Council and/or attempt to value engineer the scheme and reduce the costs but with a risk that in those circumstances it may not be possible to fully refurbish the existing buildings or carry out some of the desirable work to improve overall regulatory compliance and health and safety.

9. Recommendations

- 9.1 It is recommended that Cabinet note the proposed preferred option for development of the Highways Depot is now to provide a permanent modern, fit for purpose depot, on a reduced footprint at the Waterton site. This will ensure compliance with all necessary current standards/legislation while maximising the amount of land available for sale to generate a capital receipt and allow housing development in line with the approved Local Development Plan.
- 9.2 It is recommended that Cabinet give authority to submit a report to Council recommending that the capital receipt from the sale of the Council's land at Waterton is reinvested to support the development of the depot as without the progression of the new depot proposed above, it would not be possible to release all of the land for sale.

9.3 It is recommended that Cabinet give authority to submit a report to Council seeking approval that a further capital sum of £4,944,000 be included in the Capital Programme to fully refurbish and redevelop the depot as proposed, including refurbishment of the appropriate buildings.

MARK SHEPHARD
CORPORATE DIRECTOR COMMUNITIES
November 2018

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Background Papers:

Local Development Plan - September 2013

Medium Term Financial Strategy - Report to Council February 2015

Cabinet Report November 2016

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE CORPORATE DIRECTOR, COMMUNITIES

OUR GREEN SPACES – ENABLING NATURAL RESOURCES AND WELL-BEING GRANT

1. Purpose of Report.

- 1.1 The purpose of this report is to seek Cabinet approval for the submission of a full application to the Enabling Natural Resources and Well-Being Grant (ENRaW) and, if successful, to accept the resulting funding offer and enter into any legal and management agreements required to implement the projects funded by the grant.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 This work aligns with the following Corporate Priorities:

1. **Supporting a successful local economy** - taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
2. **Helping people to be more self-reliant** – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
3. **Smarter use of resources** - ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background.

- 3.1 The Enabling Natural Resources and Well-Being grant (ENRaW) is administered by Welsh Government (WG) and supports projects that make improvements in residential areas by delivering benefits for people, businesses and communities. It has been designed to incorporate sub-measures 7.4 and 16.2 of the Rural Communities Development Programme (RDP) and provides a combination of revenue and capital funding. It is composed of three types of funding (1) revenue; (2) capital for small scale infrastructure; and (3) combined revenue and capital. The grant focusses on pilot and demonstration projects at the right scale, promoting cooperation and collaboration to address the following three themes of action:

- Developing, regenerating and broadening access to sustainable green infrastructure;
- Improving the quality of the urban and rural built environment; and
- Developing resilient ecological networks, areas and nature based solutions.

3.2 The grant focusses on delivering the cross cutting ambitions of Prosperity for All and the Natural Resources Policy. It encourages collaboration from the outset with new partners *outside* of traditional areas (e.g. business, health, tourism, etc.) and the project based funding is for up to three years. It is focused on outcomes and multiple benefits across the well-being goals and WG are looking for continuous improvement in light of the Well-being of Future Generations (Wales) and Environment Acts.

3.3 Building on the Bridgend Public Services Board Well-being Plan, and other evidence bases such as the Local Biodiversity Action Plan / Nature Recovery Plan, Biodiversity and Ecosystems Resilience Forward Plan and green infrastructure mapping, the Our Green Spaces project aims to form a collaboration to better manage the green infrastructure of Bridgend County.

3.4 Officers have undertaken outreach to form the collaboration – a critical part of this grant. Firstly, officers and representatives of third sector organisations from Biodiversity Action Groups across South Wales have been meeting to coordinate ENRaW projects as they are developed to avoid conflict or duplication. There are three green infrastructure projects being developed across South Wales, a South West project, this pilot project for South Central and a South East project.

3.5 At a local level, partner organisations involved with the Public Service Board (PSB) have been engaged to bring cross sector organisations into the collaboration.

4. Current situation / proposal.

4.1 Our Green Spaces is a project to manage the green infrastructure of Bridgend County for the benefit of people, businesses and communities. The project is split into four themes that align with the Bridgend Public Services Board (PSB) Well-being Plan and through delivery will identify opportunities to maximise benefits across a range of sites.

- Enabling the best start in life
- Enabling safe and cohesive communities
- Enabling equality
- Enabling healthy choices in a healthy environment

Enabling the best start in life

4.2 This theme aligns with the wellbeing objective “best start in life”, contributing to: “Working with communities we will seek to further strengthen and expand our community infrastructure to improve support for children, families and communities, with the long term aim of improving wellbeing and resilience to deal with the challenges of life”.

- 4.3 The project will aim to improve the educational outcomes for children and improve their early years' experience. This will be done by developing our green spaces as early years learning spaces, providing activities and facilities aimed at experiential learning of children outdoors. Teacher and family resources will be developed at the foundation stage to maximise early years learning outdoors. Schools and nurseries will be signposted to local green space and the resources being developed for education in that space.

Enabling safe and cohesive communities

- 4.4 This theme aligns with the wellbeing objective "Support communities in Bridgend County to be safe and cohesive", contributing to: "We will work with communities to help them improve the local environment and increase opportunities to come together to promote a sense of ownership and security".
- 4.5 The project will aim to do this by engaging community members to use their local green space, develop a sense of ownership of that green space and foster behavioural change so people have less negative impact on our green space.
- 4.6 The project will work towards this by promoting educational activities, recreational activities and countryside volunteering. Activity will take place in partnership with friends groups and countryside volunteers in habitat management to promote biodiversity and create high quality green space that will maximise our natural resources and contribute to the wellbeing of our communities.

Enabling equality

- 4.7 This theme aligns with the wellbeing objective "reduce social and economic inequalities". The project will aim to develop four flagship sites, and each of these sites will be themed as an example of best practice in unlocking green space. These themes will be:
- Increasing access for parents with early years' children
 - Increasing access for older people
 - Providing a space for mindfulness
 - Increasing access for the partially sighted
- 4.8 The project will promote walking and cycling as well as exploring safer cycle storage for people visiting our green spaces. This will encourage a lower carbon economy. The projects aims to develop a 30 minute green space walk from key PSB buildings so that staff have the option to do a health and well-being walk during their lunchtime.

Enabling healthy choices in a healthy environment

- 4.9 This theme aligns with the wellbeing objective "healthy choices in a healthy environment". The Well-being Plan recognises "Bridgend County has attractive woodlands, beautiful landscapes, coastline and wildlife. People come from far and wide to experience them. Well managed green spaces give us all a better quality of life and opportunities to enjoy the outdoors and provide access to nature where we live and work. In our assessment, local people told us they value the green spaces

in our towns and villages. This objective is about valuing and maximising benefit from our natural, cultural and built assets.

4.10 This theme will address the steps outlined in the Well-being Plan to encourage healthy choices in a healthy environment. These steps include:

- Building on the evidence base, e.g. the Bridgend Nature Recovery Plan, to identify opportunities to improve the quality and extent of natural assets available, and develop a programme to take forward these opportunities in collaboration with local communities and business.
- Improving the public estate and green spaces, in urban areas, by encouraging award of green flag status and through community involvement.
- Exploring how assets can be used to provide opportunities for GPs and others to direct people to activities that will help improve their health and wellbeing (social prescribing).

4.11 This theme will also aim to undertake steps towards sustainable management of green space to reduce invasive species such as Japanese Knotweed and Himalayan Balsam to protect habitats, increase biodiversity, reduce soil erosion and flood risk from the fast runoff associated with these species.

5. Effect upon Policy Framework & Procedure Rules.

5.1 If opportunities arise to undertake works on land not in the control of BCBC then advice will be sought from relevant departments in relation to potential legal, property and insurance issues prior to considering an appropriate course of action. Where there is a requirement for any legal or service agreements between BCBC and any other land owner these will be developed with support from BCBC legal and property departments.

6. Equality Impact Assessment

6.1 An initial Equality Impact Assessment (EIA) screening has identified that there would be no negative impact on those with one or more of the protected characteristics and an EIA status of low priority is considered appropriate at this stage.

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

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

- **Long Term** – The project will foster a longer term understanding of green space and well-being, as well as a sense of ownership between communities and green space. The habitat management works will also enable the green spaces to be more resilient to long-term change.
- **Prevention** – The aim of the project is to promote use of outdoor space and well-being by focussing on access to and management of our green spaces by enabling the best start in life; enabling safe and cohesive communities; enabling equality;

and enabling healthy choices in a healthy environment. All of these themes are based upon the well-being plan in Bridgend County with a view to tackling and preventing identified problems with health, community cohesion and the environment.

- **Integration** – The project will contribute to the well-being goals:
 - Protect assets that support rural businesses and tourism.
 - Preserve and protect habitats, promote sustainable management of green spaces, prevent loss of assets, mitigate against climate change, biodiversity decline and flood risk.
 - Promote physical activity, social and supportive networks, reduce car use to reduce carbon air emissions.
 - Provide safe and accessible cultural and green assets for older people, carers, disabled people, young families and children.

- **Collaboration** – The project will bring together a wider stakeholder group to lead the project, with a smaller steering group of core partners that will manage the project. Local Authority officers from Biodiversity Action Groups across South Wales have been meeting to coordinate ENRaW projects as they are developed to avoid conflict or duplication.

- **Involvement** – the project has been developed in close partnership with a wide range of local stakeholders including a number of bodies with an interest in well-being goals including members of the PSB. These are widespread across the County Borough, and the range of sites currently suggested for inclusion in the project include a relatively equal spread of rural and non-rural areas. The stakeholder groups will be involved in monitoring and supporting the delivery of activity during the project.

8. Financial Implications

- 8.1 The timeframe is proposed as starting in spring 2019 and ending in spring 2022, subject to WG decision making processes.
- 8.2 The project is currently costed at £734,579. A breakdown of the funding package as currently drafted is presented below. This is subject to final discussion with WG and may be subject to change.

-	Capital	Revenue	Total
WG grant	£182,900	£409,263	£592,163
BCBC Resource	£0	£146,916	£146,916
Total	£182,900	£556,179	£739,079

- 8.3 Of this value, it is currently considered that match funding to a value of £146,916 will be provided through existing budgets in the Economy and Natural Resources Service. A value of £125,068 will be in the form of matched staff time and a value of £21,848 will be in the form of matched revenue resource. This will be evenly allocated over the 3 years of the project. Any increase in total value of the scheme will be conditional on further existing resources being available to maintain the 80% intervention rate.

8.4 All procurement process will be in line with Bridgend County Borough Council (BCBC) policies and procedures and support will be provided by BCBC procurement department.

9. Recommendation.

Cabinet is recommended to:

- 9.1 Approve the submission of the Our Green Spaces proposal as outlined above to the Enabling Natural Resources and Well-Being Grant
- 9.2 Delegate authority to the Corporate Director – Communities, to finalise and submit, in consultation with the Section 151 Officer, the full application and accept any resulting funding offer.
- 9.3 Delegate authority to the Corporate Director – Communities upon receipt of any resulting funding offer to put in place the required legal and management agreements in consultation with the Head of Legal and Regulatory Services and the Section 151 Officer.

Mark Shephard
Corporate Director, Communities
12th November 2018

Contact Officer: **Ieuan Sherwood**
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Background Documents

None

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE CORPORATE DIRECTOR – COMMUNITIES

PORHCRAWL REGENERATION SCHEME UPDATE

1. Purpose of Report

- 1.1 The purpose of this report is to provide Cabinet with an update on the Porthcawl Regeneration Scheme, and to seek approval to present a report to Council proposing a revision to the capital programme to invest anticipated capital receipts arising from the sale of land, encompassing Salt Lake Car Park.
- 1.2 The report also seeks approval to present a report to Council to secure match funding for coastal defence improvements which will unlock future development phases.

2 Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 This report assists in the achievement of the following corporate priorities:-
1. Supporting a successful economy – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
 2. Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3 Background

- 3.1 At its meeting on 19th December 2017, Cabinet approved the acquisition of third party leasehold interests at Salt Lake Car Park, Porthcawl for the sum of £3.33m. This gave the Council unencumbered freehold interest of the site to secure its redevelopment.
- 3.2 The original plan, as set out within the adopted Supplementary Planning Guidance, envisaged a large superstore located on Hillsboro Car Park that would have necessitated the stopping-up of the Portway to create the required land area. Fundamental changes in the foodstore market since that time have led to the demand being reduced from a 50,000 sq ft store to a smaller scale store. As a result there is no longer an associated requirement for the Portway to be closed. This has allowed for a rethink on the optimum location of the smaller store and the principal car park for the town centre.

Following an assessment of options, the current strategy is based on the store being located at the northern end of Salt Lake, and retention of Hillsboro as the primary town centre car park.

- 3.3 One of the key requirements to unlock development of the whole Salt Lake site is coastal protection works to mitigate flood risk. Without these, the majority of the housing parcels cannot be developed, and attracting leisure facilities at the southern end of the site may also be more problematic. It was originally envisaged that the coastal works would be taken forward and funded by the site developers. However, following the launch of a Wales-wide coastal defence programme, officers have been working closely with Welsh Government (WG) on flood mitigation proposals for the Porthcawl waterfront. An outline business case has been approved by WG and detailed designs are now being progressed. A final bid will be submitted to WG in Autumn 2019, which, if successful, would result in 75% funding via the Local Government Borrowing Initiative (LGBI) towards these works. Authority for this along with the approval to contribute the requisite 25% match funding is set out in this report.
- 3.4 The above informs the rationale for development phasing and the proposed reinvestment of capital receipts set out in the following sections. It should be noted that in the event of an unsuccessful bid to WG for coastal protection grant, there will be an impact on programme and project viability. A decision by Welsh Government is not expected until autumn/winter 2019.

4 Current situation / proposal

Phasing

- 4.1 Market analysis, key infrastructure constraints and cash flow considerations dictate that development must be brought forward in phases. The attached plan sets out the proposed phasing strategy.

Phase 1

- 4.2 The first phase will be the delivery of a foodstore at the northern end of Salt Lake Car Park. The site is not encumbered by the need for coastal protection works, and there is strong market interest from a number of retailers for a smaller format store in Porthcawl at the present time. Previous attempts to bring forward redevelopment were thwarted largely by the collapse of the foodstore market, so it is important that the Council capitalises on the opportunity presented by the buoyant market conditions that currently exist. Crucially, the early release of the store site will also act as a catalyst for unlocking wider site development, given the opportunity for reinvesting that receipt in key improvements and infrastructure that will enable other phases to be brought forward.

Phase 2

- 4.3 This is the only other land parcel to be sold on the Salt Lake site that is unencumbered by the requirement for coastal protection works. It is located immediately adjacent to the new store, and has the potential to be served by

the new access road that the store developer will be responsible for constructing, to a specification agreed by the Council. The site is identified for housing, and a development brief will be produced prior to marketing later in 2019.

Phase 3

- 4.4 In the original masterplan, Hillsboro Place Car Park was identified as the site for a large superstore, which would have necessitated the stopping-up of the Portway. As a consequence, the public car park has not seen any significant investment for a number of years. Given the decision to now retain Hillsboro Place as the main car park serving the town centre, funding will be necessary to carry out a series of improvements, including accessibility improvements and a more efficient layout that will increase car parking numbers. This would also allow for the potential release of fringe areas for further commercial leisure development that would contribute to the Council's Vision for the site e.g. at the southern end of Hillsboro Place Car Park.
- 4.5 It is proposed that these works are carried out as soon as the receipt from the sale of the store is realised, to ensure that it is brought up to a standard that is comparable with the new store car park, and is reconfigured to increase the number of spaces as early as possible.

Phase 4

- 4.6 In the event that WG approves the coastal defence bid, the implementation programme for works will be 2020-2021. In addition to purely coastal protection work, the scheme will also encompass a new Eastern Promenade, ensuring that leisure amenity is delivered as an early phase within the plan.
- 4.7 Given the constrained nature of the site and costs to provide coastal flood risk protection, the development of Phases 4 – 7 can only take place once successful match funding for flood and coastal flood risk is identified.

Phases 5 and 6

- 4.8 The remainder of the Salt Lake site is largely constrained by coastal flood risk. The timescales for implementation of coastal works therefore determine the marketing, disposal and development programme for these phases. These two parcels are identified for housing but will require development briefs or an updated masterplan prior to marketing commencing.
- 4.9 Prior to these areas being brought forward for development it is proposed that they will be utilised predominantly as a council run car park. This will require up-front investment via short-term prudential borrowing. The use of this area as temporary car parking will enable monitoring of car parking requirements over an extended period. This will help inform any future consideration of additional public parking that may be allocated within phases 5 or 6 to supplement the main car park on Hillsboro Place.

Phase 7

- 4.10 Commercial leisure agents have consistently advised that the leisure investor market is weak at present, and the likelihood is that other phases will need to be first brought forward to create confidence amongst leisure investors. Whilst the strategy is therefore based on this being a late phase in the plan, the Council is in discussions with Visit Wales to promote the site as part of a Wales-wide strategy to attract national investors to a small number of strategic tourism and leisure sites. As a fall back to these, an interim uses strategy for the leisure site will be produced to ensure that in the intervening period prior to a permanent leisure scheme coming forward, temporary activities are provided on the site.

Summary of Phasing

Phases	Uses	Rationale	Estimated Timing
1	Foodstore Site	<ul style="list-style-type: none"> • Strong market interest confirmed by soft market testing • Will satisfy unmet demand for convenience goods in Porthcawl • Capital receipt is fundamental in providing funding for enabling infrastructure for future development phases and improvements 	<p>Commence marketing early 2019</p> <p>Earliest date for realisation of capital receipt – Summer 2020</p> <p>Earliest date for foodstore completion - Summer 2021</p>
2	Housing	<ul style="list-style-type: none"> • Not constrained by coastal flood risk • The site will be enabled by a new link road being created off the A4106 roundabout as part of the foodstore site development 	Commence marketing mid 2019
3	Hillsboro Place Car Park	<ul style="list-style-type: none"> • Not constrained by coastal flood risk • There is a need to improve the quality of the principal car park serving the town centre and 	Work to be done as soon as possible following

		<p>gateway link to the wider regeneration site</p> <ul style="list-style-type: none"> • Opportunity to create a more safe and efficient car park layout to improve access, increase numbers/free up surplus land for leisure/commercial uses (e.g. hotel) at key gateway locations linking the town centre and wider regeneration scheme 	<p>confirmation of the receipt from phase 1</p> <p>2020-2021</p>
4	Eastern Promenade and wider coastal flood defence works	<ul style="list-style-type: none"> • Pre requisite for bringing forward future development phases • The Prom is a significant community asset that will be improved as part of the coastal defence works • External funding opportunity to secure significant capital grant and link urban design improvements with the coastal defence measures such as improvements to Rhych Point, the Relic Dunes, the Eastern Promenade and Western Breakwater. 	2020-2021
5 and 6	Housing Sites	<ul style="list-style-type: none"> • These sites can only come forward once the coastal flood defences are in place and an updated masterplan is agreed • Will deliver housing supply identified in the LDP • Provide flexible opportunity to consider additional public parking 	2022-23

7	Leisure site	<ul style="list-style-type: none"> • Longer term delivery due to currently weak leisure market - earlier phases will create investor interest • The Council is working with Visit Wales on a potential investment opportunity as part of a strategic sites package for Wales • If the above doesn't come forward, an interim uses strategy for the leisure site will be developed 	Post 2023
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Investment of Capital Receipts

4.11 The rationale for ring-fencing the receipts from the early parcel releases is based on investing in key infrastructure that will unlock other sites for disposal and development, and enabling key improvements to be undertaken to achieve regeneration and improve operational service delivery. These would result in both financial and regeneration benefits. Paragraph 4.14 sets out the series of items that are proposed to be funded out of those receipts.

Summary of Receipts

4.12 The capital receipt forecasts are based on information provided within recent independent market valuations. As with all valuations, they are highly dependent on market conditions at the time of going to market, abnormal development costs, and S106 contributions. All of these are variable until each of the individual schemes / phases have been designed and planning consent obtained.

4.13 The two land parcels (phases 1 and 2) are not dependent on the coastal protection work, and can therefore be brought forward for early release. Land parcels referred to as phases 5, 6 and 7 will be brought forward post completion of coastal works. Total projected capital receipts for the Salt Lake area is circa £7-8m. Due to the proposed phasing of this regeneration site this figure excludes the values or projected receipts for the leisure site and any potential development opportunity at Hillsboro Car Park.

Proposed Reinvestment of Receipts

4.14 The following items are proposed to be funded:

- Essential investment in Hillsboro Place Car Park, which is now being retained as the principal public car park serving the town centre. This will include a more efficient layout to increase the number of car parking spaces, and provide the

opportunity for developing an area of land at the southern end of the car park as a potential hotel;

- Improvements to Salt Lake to enable it to be run as a public car park in the intervening period prior to this area being brought forward for development (phases 5 and 6). The car park is currently being operated by a 3rd party under a lease which terminates by the end of November as part of the transitional arrangements for the site. It is proposed that the facility will be run by the Council and will require investment in new pay and display machines, signage, and site remedial works. The car park will need to be operational before Easter 2019, so the Council would need to commit to this investment in advance of the receipt from short term prudential borrowing and repaid from income from the car park;
- Necessary accessibility improvements to the Portway, including crossing points and the potential for the introduction of on-street parking to improve accessibility to the town centre;
- Physical works to the leisure site to enable temporary uses to be brought forward as part of the interim leisure strategy, and
- A series of physical improvements in key areas, such as the gateway to the site (potentially in partnership with the town council), the promenade and pedestrian links to the town centre.

4.15 The total estimated cost of these is £2.64m. A number of these are at pre-design and pre-tender stage so are currently provisional.

4.16 The delivery of necessary infrastructure will be phased so that costs only become necessary once receipts from land and property sales are in-hand. This will minimise the amount of prudential borrowing necessary. The exception being the £100,000 necessary to make the temporary Salt Lake Car Park operational. This element will be funded from short-term prudential borrowing and repaid from income generated from the car park.

4.17 The anticipated receipt from the completion of all phases is expected to be around £7-8m, excluding the leisure site and potential development plot at the southern end of Hillsboro Place Car Park. These receipts will directly fund the capital programme. There will be further receipts from the sale of land at Sandy Bay, which forms part of the Owners Agreement with the Evans family but these have not been factored into this report.

4.18 Should the bid to WG be successful, there will be a requirement for the Council to provide 25% match funding towards the coastal defences scheme. Initial feasibility work undertaken by ARUP has indicated that this could be circa £1million, but this figure will be refined when detailed designs and cost planning are progressed in the next few months. It is recommended that this contribution is covered through borrowing that is available to the Council, and repaid from future receipts, either arising from the ongoing sale of parcels in the Salt Lake area, or from future disposals at Sandy Bay. The Council needs to confirm its commitment to the 25% prior to submission of the final bid to WG in Autumn 2019.

5. Effect upon Policy Framework & Procedure Rules

5.1. None. All future implementation or development work associated with this report will be carried out in accordance with existing authority regulations.

6. Equalities Impact Assessment

- 6.1. Equalities implications informed the way that development is phased. The officer's initial views are that no protected group is adversely affected by the proposals. A number of the projects proposed in the programme will require full Equality Impact Assessments before they commence.
- 6.2. An equalities impact assessment has previously been undertaken as part of setting the planning policy framework for the County Borough, on which the current masterplan is based. Future development briefs, masterplans and planning applications for the site will assess the potential impact on equalities and social cohesion.
- 6.3. As part of its assessment of the business case for coastal defence works the Council will seek to ensure that any new or enhanced facilities and infrastructure is accessible to all local individuals and groups as far as is possible.

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

- 7.1. The proposals covered by this report have been assessed against the Well-being of Future Generations (Wales) Act 2015. A summary of the implications from the assessment relating to the five ways of working is as follows:
- 7.2. Long-term - The purpose of this work is to set out the long term financial strategy for bringing forward the Porthcawl Regeneration Scheme. Work on bringing forward the regeneration site has been ongoing for the last 10 years, with the purpose of the investment, to secure the future of the resort as a premier seaside town and to secure and create local jobs, homes and investment in the local economy for years to come.
- 7.3. Prevention - Support for regeneration programme provides confidence to the public in the authority's proposals for investing in the site which has remained undeveloped for many years, and preventing a future decline in the local economy. One element of the programme is to invest in the coastal defences along the Eastern Promenade which is essential work in the programme of flood risk prevention along the coast.
- 7.4. Integration – The aims of the regeneration programme as a whole is to encourage new visitors and investors to Porthcawl, to invest further in the local economy. By investing in the site we are not only looking for new leisure and retail offers for the existing population, to stop leakage from the local economy but to provide a more vibrant and quality environment and provide better linkages between the existing town centre and attractions to new housing and an enhanced population.
- 7.5. Collaboration - The overseeing programme board ensures that all responsibilities that the authority has in meeting its well-being objectives are considered and that a joined up approach is taken to programme delivery and decision making. The Council will look to engage existing and new partners in bringing forward aspects of the work and development of site.

7.6. Involvement - The regeneration programme has been discussed over a number of years with the public and partners. It is supported by an adopted Masterplan setting the framework for development on the site which was subject of public consultation as part of its adoption. The programme is supported internally by a programme board, and reported on externally to the Bridgend Coastal Partnership. Future consultation will take place as projects within the programme are taken forward.

8. Financial Implications

8.1. This report requests that £2.64m of project costs associated with the development of Porthcawl Strategic Regeneration Scheme are included in the capital programme.

8.2. It is currently anticipated that land disposals will create an eventual capital receipt of £7-8m towards the current capital programme and pay for the anticipated investment. Additional capital receipts will enable the Council to reduce its borrowing requirement and related charges i.e. interest on borrowing. Any disposals from the leisure site and Hillsboro site would be additional to the £7-8m figure.

8.3. The development is phased to minimise the amount of prudential borrowing necessary and only when receipts from sales are in-hand are infrastructure costs expected to be incurred, save for the £100,000 necessary to make the temporary Salt Lake Car Park operational. This element will be funded from prudential borrowing and repaid from income generated from the car park. The total breakdown of expenditure by funding source is as follows -

Funding Source	£000
Capital Receipts	2,54
Short Term Prudential Borrowing	100
Total	2,643

8.4. Given that the project is at its initial stages of development, capital projects such as this will have significant uncertainties. For example, these may relate to the planning, ground conditions, and uncertainties around market demand. For this reason, the Council has undertaken soft market testing in order to understand market demand of the foodstore and has received positive feedback. It is in the process of undertaking site investigations, collating technical details for the site and working with a number of consultancy services to complete the marketing particulars. All of which is expected to assist with the foodstore site's disposal and realisation of a receipt from the disposal of the foodstore site. Further soft market testing will be undertaken on the future housing phases as the scheme progresses. An earmarked reserve has been established to meet any feasibility and marketing costs associated with progressing the scheme.

8.5. Outline costs for various phases are necessarily broad estimates due to the number of unknown factors. As projects progress, the unknown factors will become clearer and project officers will manage these costs in the most effective way possible, utilising contingencies and report back to lead officers, as necessary.

8.6. The estimated £1m match funding identified in the outline business case to Welsh Government, and which is necessary to deliver the coastal defence scheme is

requested for approval along with authority to secure 75% funding via the Local Government Borrowing Initiative (LGBI) towards these works.

9. Recommendations

Cabinet is recommended to agree a report to Council which seeks authority:

- 9.1. To revise the capital programme to include a budget of £2.64m of investment in Porthcawl Regeneration, funded from a combination of capital receipts generated from the sale of land within Salt Lake, and prudential borrowing;
- 9.2. To provide 25% match funding (circa £1 million) towards coastal defence works in Porthcawl and authority to secure 75% funding via the Local Government Borrowing Initiative (LGBI) towards these works. The scheme will not be incorporated in the capital programme until the 75% LGBI funding has been approved; and

Note: the sums will be confirmed prior to the detailed business case submission to Welsh Government expected around Summer 2019.

- 9.3. To delegate authority to the Corporate Director – Communities and s151 Officer to agree any cost variations associated with the Porthcawl Development Scheme

Mark Shephard
CORPORATE DIRECTOR - COMMUNITIES
November 2018

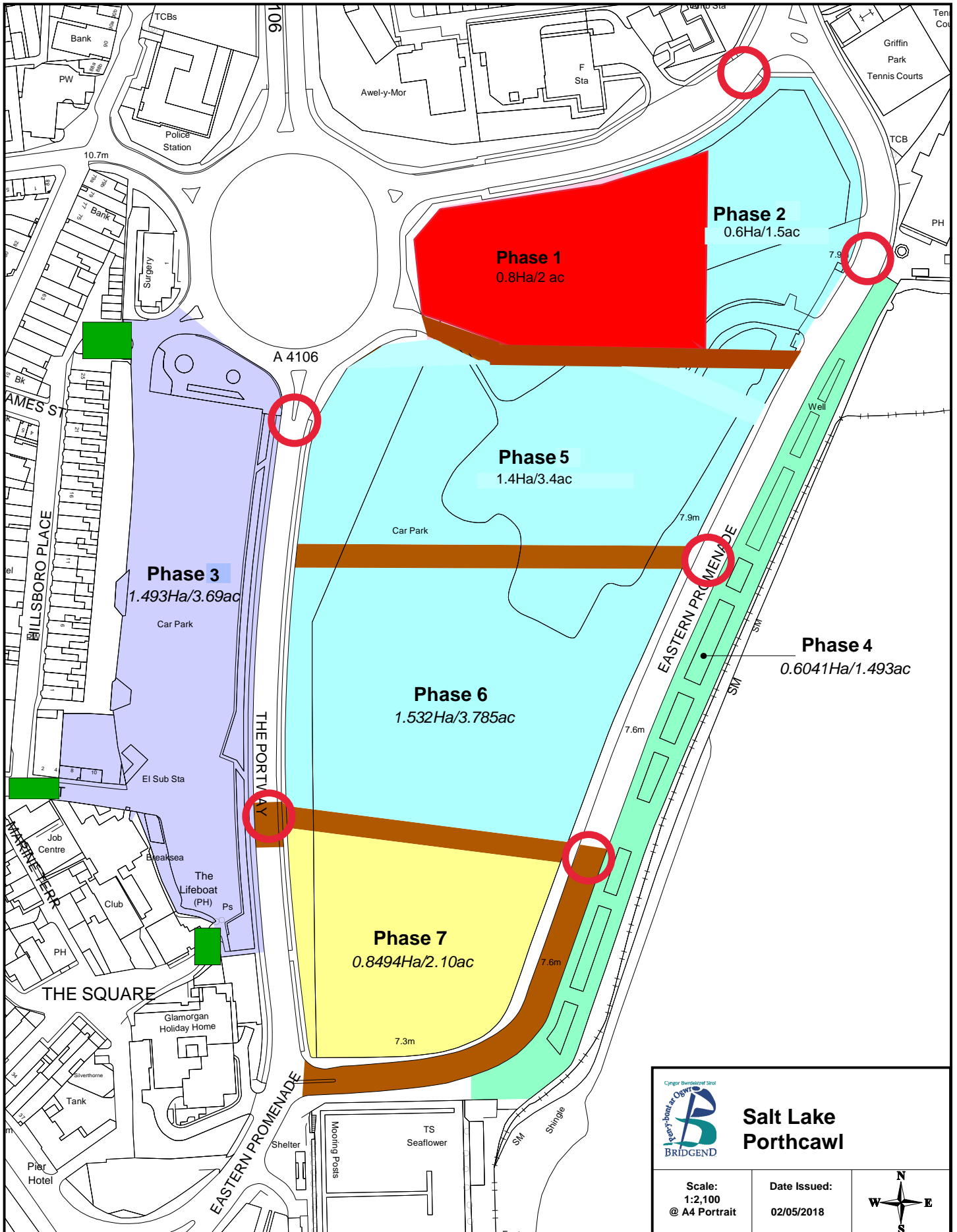
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Background documents

Cabinet Report – 19 December 2017

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Key

- Foodstore
- Mixed Leisure & Town Centre Car Park
- Residential
- Key Town Centre Pedestrian Link
- Leisure
- Eastern Promenade Improvements
- Strategic Highway Improvements
- Crossing Point


Salt Lake Porthcawl
 BRIDGEND

Scale: 1:2,100 @ A4 Portrait	Date Issued: 02/05/2018
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Mark Shephard
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 Communities Directorate,
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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

LOCAL AIR QUALITY MANAGEMENT – PROPOSED AIR QUALITY MANAGEMENT AREA

1. Purpose of report

- 1.1 Supported by the evidence outlined in the Technical Note, attached at Appendix 1, the purpose of the report is to seek Cabinet approval for an Air Quality Management Area (AQMA) designation order for Park Street, Bridgend. Cabinet is required to approve the designation of the AQMA order prior to a final version being submitted to Welsh Government, and the order made publically available.
- 1.2 To approve a public engagement exercise with impacted residents and businesses prior to the implementation date of 1st January 2019.

2. Connection to corporate improvement objectives/other corporate priorities

- 2.1 This report assists in the achievement of the following corporate priority/priorities:
 - Supporting a successful economy – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.

3. Background

- 3.1 Under Section 82 of the Environment Act 1995 every local authority has an obligation to regularly review and assess air quality in their areas, and to determine whether or not air quality objectives to protect health are likely to be achieved. Where the air quality reviews indicate that the air quality objectives are not being achieved, or are not likely to be achieved, Section 83 of the 1995 Act requires local authorities to designate an Air Quality Management Area ('AQMA'). Section 84 of the Act ensures that action must then be taken at a local level which is outlined in a specific Air Quality Action Plan (AQAP) to ensure that air quality in the identified area improves.
- 3.2 There are currently 30 specifically allocated non automatic monitoring sites in Bridgend which monitor levels of Nitrogen Dioxide (NO₂). These sites are supported and maintained by SRS on behalf of BCBC. The non-automatic sites do not provide live data; instead they consist of diffusion tubes which are placed at each of the

sites, collected and replaced on a rolling monthly basis. The results derived from the tube sampling are then averaged over the year to enable a comparison of the results against the **annual mean (40µg/m3) and 1-hour mean (200µg/m3 not to be exceeded > 18 times per year)** air quality objectives for NO₂.

4. Current situation/proposal

4.1 On 18th September 2018 BCBC's Cabinet approved the 2018 Local Air Quality Management Annual Progress Report (APR) for Bridgend, as produced by SRS on behalf of BCBC. The report examined datasets captured during 2017 and noted that Park Street, Bridgend was an area of particular concern and subsequently an Air Quality Management Area (AQMA) was required.

4.2 It was reported that two nitrogen dioxide (NO₂) monitoring locations situated at residential facades on Park Street, as displayed by Figure 1 and Table 1 recorded elevated and exceeding annual average levels of NO₂ when compared to the annual mean NO₂ Air Quality Objective of 40µg/m³.

Table 1- 2017 Annual Mean NO₂ Concentrations

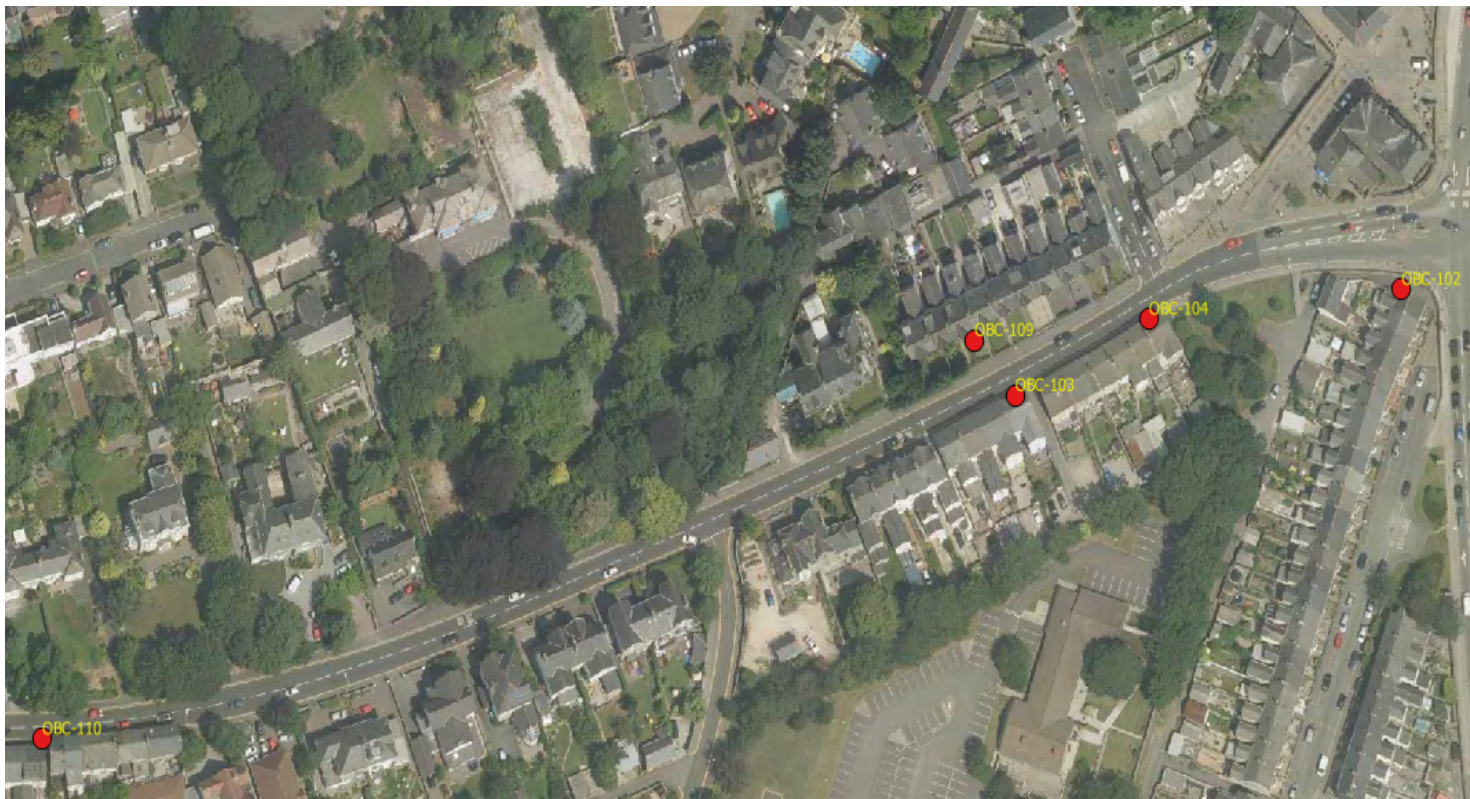
Site ID	Annual Mean Concentration (µg/m ³) AQS = 40 µg/m ³ (2)
	2017
OBC- 102	23.7
OBC- 103	37.6
OBC- 104	41.5

Figure 1 – 2017 NO₂ Diffusion Tube Monitoring Locations on Park, Street, Bridgend



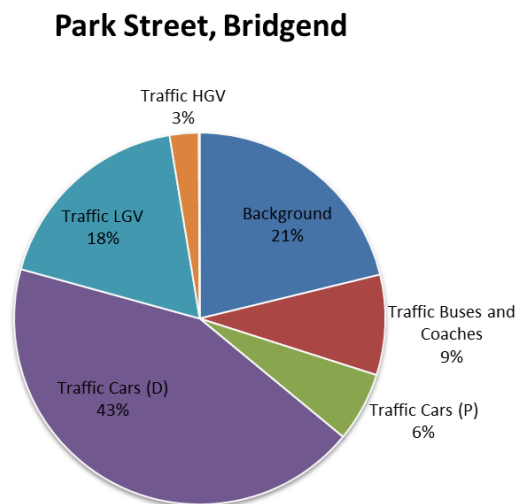
4.3 For 2018, monitoring for NO₂ has been increased further along Park Street, with an additional two NO₂ monitoring sites implemented. These will continue to be monitored. Figure 2 illustrates the current 2018 network of monitoring for Park Street including the additional two locations (OBC- 109 and OBC- 110).

Figure 2- 2018 NO₂ Diffusion Tube Monitoring Locations, Park Street



- 4.4 Although a full dataset is not available for 2018, it is evident that the NO₂ annual mean objective is likely to be breached, especially at newly commissioned site **OBC-110**.
- 4.5 **Source apportionment analysis;** Using available 2017 DfT manual count data and adopting the guidance outlined in Local Air Quality Management (LAQM) Technical Guidance 16, Box 7.5, the percentage proportion of various vehicle classifications contributing towards measured annual average NO₂ concentrations has been quantified, as set out in Figure 3 below.

Figure 3- Park Street NO₂ Source Apportionment Assessment



- 4.6 Section 83 of the Environment Act 1995, BCBC is required to legally declare an AQMA for Park Street, Bridgend, and in doing so raise an AQMA order that defines the detail and locality of the AQMA.
- 4.7 WG's Policy Guidance outlines that the exact wording of an AQMA order is at the discretion of the Local Authority. However, it should include the date on which it comes into force, the pollutant(s) and national air quality objective(s) for which the AQMA is being designated, a map showing the AQMA and a description of the area.
- 4.8 A draft AQMA order is attached at Appendix 2. It is proposed that the order will come into effect on the 1st January 2019.
- 4.9 In accordance with WG's Policy Guidance; a draft action plan will be produced for review by the Welsh Government within 18 months of the coming-into-force date of the AQMA order, and the action plan must be formally adopted before two years have elapsed.
- 4.10 As part of developing an Air Quality Action Plan (AQAP) SRS/ BCBC will form a cross departmental working group that will examine and assess a number of

mitigation measures designed to improve/ reduce NO₂ levels as low as reasonably practicable.

- 4.11 As part of the AQAP schedule a public consultation will be undertaken which will allow for residents to pass comment on envisaged mitigation measures as well as make their own mitigation suggestions.

5. Effect upon policy framework and procedure rules

- 5.1 The report does not have any impacts on policy framework and procedure rules.

6. Equality Impact Assessment

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

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

- 7.1 SRS & BCBC adopt the principles of The Well-being of Future Generations (Wales) Act 2015. The act is a significant enabler to improve air quality as it calls for sustainable cross-sector action based on the principles of long-term, prevention-focused integration, collaboration and involvement. It intends to improve economic, social, environmental and cultural well-being in Wales to ensure the needs of the present are met without compromising the ability of future generations to meet their own needs.

- 7.2 Subject to approval, declaration of the AQMA on Park Street and the subsequent production of an Action Plan, will ensure that future decision making in terms of air quality complies with the WFG, and the Council meets the five ways of working, as detailed below:

- Long term – The action plan will balance short-term needs of improving air quality, and will also look at measures to safeguard the ability of meeting long-term needs.
- Prevention – By implementing measures which will be set out in the Action Plan, the Council should ensure improvements in air quality and will be able to prevent air quality deteriorating in the future.
- Integration – SRS will look to ensure that the work undertaken as part of the Action Plan integrates with public body's environmental well-being objectives.
- Collaboration – The Action Plan will be developed in collaboration with many departments within the Council and other external organisations, i.e., Public Health Wales.
- Involvement – The action plan will be subject to public consultation, and will ensure that those who have a strong interest in improving air quality will be fully involved and their ideas considered.

8. Financial implications

- 8.1 Subject to approval of the AQMA order, detailed air quality and transport modelling will likely be required to support any decisions to implement mitigation measures to improve NO₂ levels along Park Street. It therefore needs to be understood that this will require financial support which, depending on the amount required, will necessitate discussion with the Section 151 Officer as to how it can be funded. The financial support will also cover the implementation of any preferred mitigation measures outlined by the analysis.

9. Recommendation

- 9.1. Cabinet approves the decision to implement an Air Quality Management Area (AQMA) on Park Street based on the evidence provided.
- 9.2. Cabinet approves the detail of the proposed AQMA order, as attached in Appendix 2 for submission to Welsh Government and to be made publically available.
- 9.3. Cabinet approves the decision to undertake a public engagement exercise with impacted residents and businesses, prior to the implementation of the AQMA order.

Kelly Watson
Head of Legal and Regulatory Services
20th November 2018

Contact officer: **Helen Picton**
Operational Manager– Enterprise and Specialist Services
(Shared Regulatory Services)

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Postal address: **Shared Regulatory Services, Civic Offices, Bridgend CF31 4WB**

Background documents:

Bridgend County Borough Council (2018). Report to Cabinet, Report of the Head of Legal and Regulatory Services- Annual Progress Report 2018. From; <https://democratic.bridgend.gov.uk/documents/s17130/18.09.11%20Air%20Quality%2018%20Sep%20Cabinet%20Report%20Bridgend%20LF%20approval.pdf>

Welsh Government (2017). Local air quality management in Wales, Policy guidance, June 2017. From; <https://gov.wales/docs/desh/publications/170614-policy-guidance-en.pdf>

Appendix 1- Technical Note on the Proposed Declaration of Air Quality Management Area (AQMA), Park Street, Bridgend

Appendix 2- Bridgend County Borough Council Air Quality Management Area Order No. 1, Park Street.

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Shared Regulatory Services (SRS)

Environment (Entreprise and Specialist Services)

Technical Note on the Proposed Declaration of Air Quality Management Area
(AQMA), Park Street, Bridgend

REF: Bridgend Park Street AQMA

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Table 1- 2017 Annual Mean NO ₂ Concentrations	2
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Background to Local Air Quality Management (LAQM) in Bridgend

Shared Regulatory Services (SRS) on behalf of Bridgend County Borough Council (BCBC) has a statutory duty under Part IV of the Environment Act 1995 & Air Quality Strategy for England, Scotland, Wales and Northern Ireland 2007 to ensure a programme of Local Air Quality Management (LAQM) is implemented.

Under Section 82 of the Environment Act 1995 every local authority has an obligation to regularly review and assess air quality in their areas, and to determine whether or not air quality objectives are likely to be achieved. The air quality objectives applicable to LAQM in Wales are set out in the Air Quality (Wales) Regulations 2000, No. 1940 (Wales 138) and Air Quality (Amendment) (Wales) Regulations 2002, No 3182 (Wales 298). Where the air quality reviews indicate that the air quality objectives are not being achieved, or are not likely to be achieved, Section 83 of the 1995 Act requires local authorities to designate an Air Quality Management Area ('AQMA'). Section 84 of the Act ensures that action must then be taken at a local level which is outlined in a specific Air Quality Action Plan (AQAP) to ensure that air quality in the identified area improves.

The Department for Food, Environment and Rural Affairs (Defra) has produced a guidance document which provides a framework to all local authorities undertaking local air quality management "Local Air Quality Management Technical Guidance (TG 16)." The guidance lists UK pollutants and their associated air quality objectives, as well as where these air quality objectives should apply.

In line with this guidance, SRS on behalf of BCBC currently undertakes regular monitoring at specifically allocated locations across Bridgend using automated and non-automated principles for ambient air Nitrogen Dioxide (NO₂), Particulate Matter (PM₁₀) & Sulphur Dioxide (SO₂).

With regards to prioritising ambient air quality sampling locations, the Council adopts a risk based approach to any allocation of monitoring sites, considering the requirements of Local Air Quality Management Technical Guidance 16, February 2018. The designated monitoring locations have been assigned based on relevant exposure and where the certain Air Quality Objective levels for a particular pollutant applies. The document states that annual mean objectives should apply at "All locations where members of the public might be regularly exposed. Building facades of residential properties, schools, hospitals, car homes etc."

Automatic Monitoring Sites

Bridgend currently has two automatic air quality monitoring sites which are located at Ewenny Cross Roundabout and in the vestry of Soar Chapel, Rhiwceilog. The sites monitor on a 24/7 basis accumulatively measuring levels of NO₂, PM₁₀ & SO₂.

Non-automatic Monitoring Sites

There are currently 30 specifically allocated non automatic monitoring sites in Bridgend which monitor levels of Nitrogen Dioxide (NO₂). These sites are supported and maintained by SRS on behalf of BCBC. The non-automatic sites do not provide live data; instead they consist of diffusion tubes which are placed at each of the sites, collected and replaced on a rolling monthly basis. The results derived from the tube sampling are then averaged over the year to enable a comparison of the results against the **annual mean (40µg/m³) and 1-hour mean (200µg/m³ not to be exceeded > 18 times per year)** air quality objectives for NO₂.

Elevated & Exceeding Levels of NO₂

In 2017 the network of non-automated NO₂ monitoring locations was reviewed and ten additional monitoring locations were commissioned. These additional locations were sited based on known areas of particularly elevated traffic flows, introduction of traffic management systems and foreseeable development, all with nearby relevant exposure. The newly commissioned sites were allocated to Park Street, Coity Road, Cowbridge Road and Bridgend Town Centre's Market Street.

On 18th September 2018 BCBC's Cabinet approved the 2018 Local Air Quality Management Annual Progress Report (APR) for Bridgend, as produced by SRS on behalf of BCBC.¹ The report examined datasets captured during 2017 and noted that Park Street, Bridgend was an area of particular concern and subsequently an Air Quality Management Area (AQMA) was required. It was reported that two nitrogen dioxide (NO₂) monitoring locations situated at residential facades on Park Street, as detailed in [Table 1](#) &

Notes:

Exceedances of the NO₂ annual mean objective of 40µg/m³ are shown in **bold**.

NO₂ annual means exceeding 60µg/m³, indicating a potential exceedance of the NO₂ 1-hour mean objective are shown in **bold and underlined**.

(1) Data capture for the full calendar year (e.g. if monitoring was carried out for 6 months, the maximum data capture for the full calendar year is 50%).

(2) Diffusion tube data has been "bias adjusted" in accordance with Box 7.11 in LAQM.TG16 and "annualised" as per Boxes 7.9 and 7.10 in LAQM.TG16 if valid data capture for the full calendar year is less than 75%. See Appendix C for details.

(3) Diffusion tube data has been corrected for distance to represent relevant exposure in accordance with Sections 7.77- 7.79 in LAQM.TG16 "Fall-off in NO₂ concentrations with Distance from the Road"

¹<https://democratic.bridgend.gov.uk/documents/s17130/18.09.11%20Air%20Quality%202018%20Sep%20Cabinet%20Report%20Bridgend%20LF%20approval.pdf>

Figure 1, recorded elevated and exceeding annual average levels of NO₂ when compared to the annual mean NO₂ Air Quality Objective of 40µg/m³. The annual average levels were recorded as;

Table 1- 2017 Annual Mean NO₂ Concentrations

Site ID	Annual Mean Concentration (µg/m ³) AQS = 40 µg/m ³ (2)
	2017
OBC- 102	23.7
OBC- 103	37.6
OBC- 104	41.5

Notes:

Exceedances of the NO₂ annual mean objective of 40µg/m³ are shown in **bold**.

NO₂ annual means exceeding 60µg/m³, indicating a potential exceedance of the NO₂ 1-hour mean objective are shown in **bold and underlined**.

(1) Data capture for the full calendar year (e.g. if monitoring was carried out for 6 months, the maximum data capture for the full calendar year is 50%).

(2) Diffusion tube data has been "bias adjusted" in accordance with Box 7.11 in LAQM.TG16 and "annualised" as per Boxes 7.9 and 7.10 in LAQM.TG16 if valid data capture for the full calendar year is less than 75%. See Appendix C for details.

(3) Diffusion tube data has been corrected for distance to represent relevant exposure in accordance with Sections 7.77- 7.79 in LAQM.TG16 "Fall-off in NO₂ concentrations with Distance from the Road"

Figure 1- 2017 NO₂ Diffusion Tube Monitoring Location, Park Street



For 2018, monitoring for NO₂ has been increased along Park Street, with an additional two non-automated NO₂ monitoring sites implemented. Figure 2 illustrates the current 2018 network of monitoring for Park Street which includes the additional two locations.

Figure 2- 2018 NO₂ Diffusion Tube Monitoring Locations, Park Street



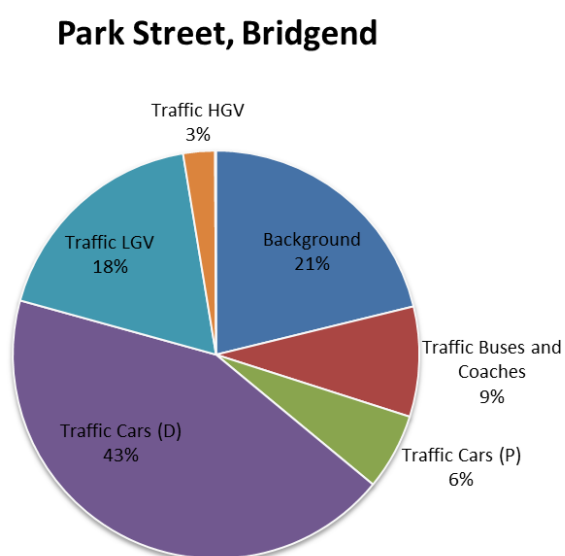
Although a full dataset is not available for 2018, it is evident that the NO₂ annual mean objective is likely to be breached, especially at newly commissioned site **OBC-110**.

Source apportionment Analysis

Using available 2017 DfT manual count data and adopting the guidance outlined in Local Air Quality Management (LAQM) Technical Guidance 16, Box 7.5, the percentage proportion of various vehicle classifications contributing towards measured annual average NO₂ concentrations has been quantified.

The analysis confirms that a large percentage proportion of NO₂ levels experienced at sensitive receptor locations along Park Street is attributed by cars (predominantly diesel models), as well as Light Goods Vehicles (LGVs). The analysis is detailed in Figure 3.

Figure 3- Park Street NO₂ Source Apportionment Assessment



Declaration of an Air Quality Management Area (AQMA)

Welsh Government's (WG) Policy Guidance² states;

4.8 A Local Authority must by order designate as an AQMA any part of its area in which it appears one or more of the national air quality objectives is not being achieved, or is not likely to be achieved.

4.11 Local Authorities should declare or extend an AQMA as soon as possible after recognising the need for it to be declared or extended. A copy of the new or amended AQMA order should be submitted to the Welsh Government and Defra, together with a GIS shape file of the AQMA boundary. The order must also be made public and drawn to the attention of people living and working within the AQMA boundary.

Based on the 2017 NO₂ datasets, in accordance with WG's Policy Guidance and Section 83 of the Environment Act 1995, BCBC is required to legally declare an Air Quality Management Area (AQMA) for Park Street, and in doing so raise an AQMA order that defines the detail and locality of the AQMA.

² <https://gov.wales/docs/desh/publications/170614-policy-guidance-en.pdf>

Next Steps

Pending formal approval of the AQMA Order, in accordance with WG's Policy Guidance;

4.12 A draft action plan must be produced for review by the Welsh Government within 18 months of the coming-into-force date of the AQMA order, and the action plan must be formally adopted before two years have elapsed. A Local Authority failing to produce a draft action plan for review by the Welsh Government within two years of declaring or extending an AQMA will, in the absence of a compelling explanation, be issued with a direction from the Welsh Ministers under section 85(3) of the 1995 Act.

As part of developing an Air Quality Action Plan (AQAP) SRS/ BCBC will form a cross departmental working group that will examine and assess a number of mitigation measures designed to improve/reduce NO₂ levels as low as reasonably practicable.

Following discussions with internal departments SRS/BCBC will engage with the residents of Bridgend and look to undertake a public consultation. The consultation exercise will allow for residents to pass comment on envisaged mitigation measures as well as make their own mitigation suggestions. All measures will be considered and assessed appropriately, and brought forward as a preferred options package. In order to demonstrate the effectiveness of any proposed actions, detailed air quality and transport modelling will likely be required to support any decisions to implement the preferred measures.

At this stage the nature of these measures is not certain but may entail some or all of the following:

- Junction/ traffic signal improvements with Tondu Road;
- Consideration of vehicle flow/ access restrictions;
- Wider transportation improvements across Bridgend to encourage more sustainable and active travel; and
- Improved monitoring, including real time capabilities, to enable more robust understanding of trends and levels of pollution;

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AIR QUALITY MANAGEMENT AREA DESIGNATION ORDER

Environment Act 1995

Part IV, Air Quality

Bridgend County Borough Council Air Quality Management Area Order No. 1, Park Street.

Bridgend County Borough Council, in exercise of the powers conferred upon it by Section 83(1) of the Environment Act 1995, hereby makes the following Order.

- 1) This Order, referred to as the Bridgend County Borough Council Air Quality Management Area Order No. 1, Park Street, shall come into effect on 1st January 2019.
- 2) The area detailed in Schedule 1 and outlined in red on the attached map in Schedule 2 is to be designated as an Air Quality Management Area (the designated area) for the purposes of Part IV of the Environment Act 1995.

The map illustrated in Schedule 2 may be viewed at the Bridgend County Borough Council Offices (Civic Offices, Angel St, Bridgend CF31 4WB).

- 3) This area is designated in relation to an observed and likely continued breach of the nitrogen dioxide (NO₂) annual mean objective as specified in the Air Quality (Wales) Regulations 2000, as amended by the Air Quality (Wales) Amendment Regulations 2002.
- 4) This Order shall remain in force until it is varied or revoked by a subsequent Order.

The Common Seal of **Bridgend County Borough Council** was hereto affixed on **20th November 2018** and signed in the presence of/on behalf of said Council.

DATED:

(Signed)
Head of Legal Services

**Bridgend County Borough Council Air Quality Management Area Order No. 1,
Park Street.**

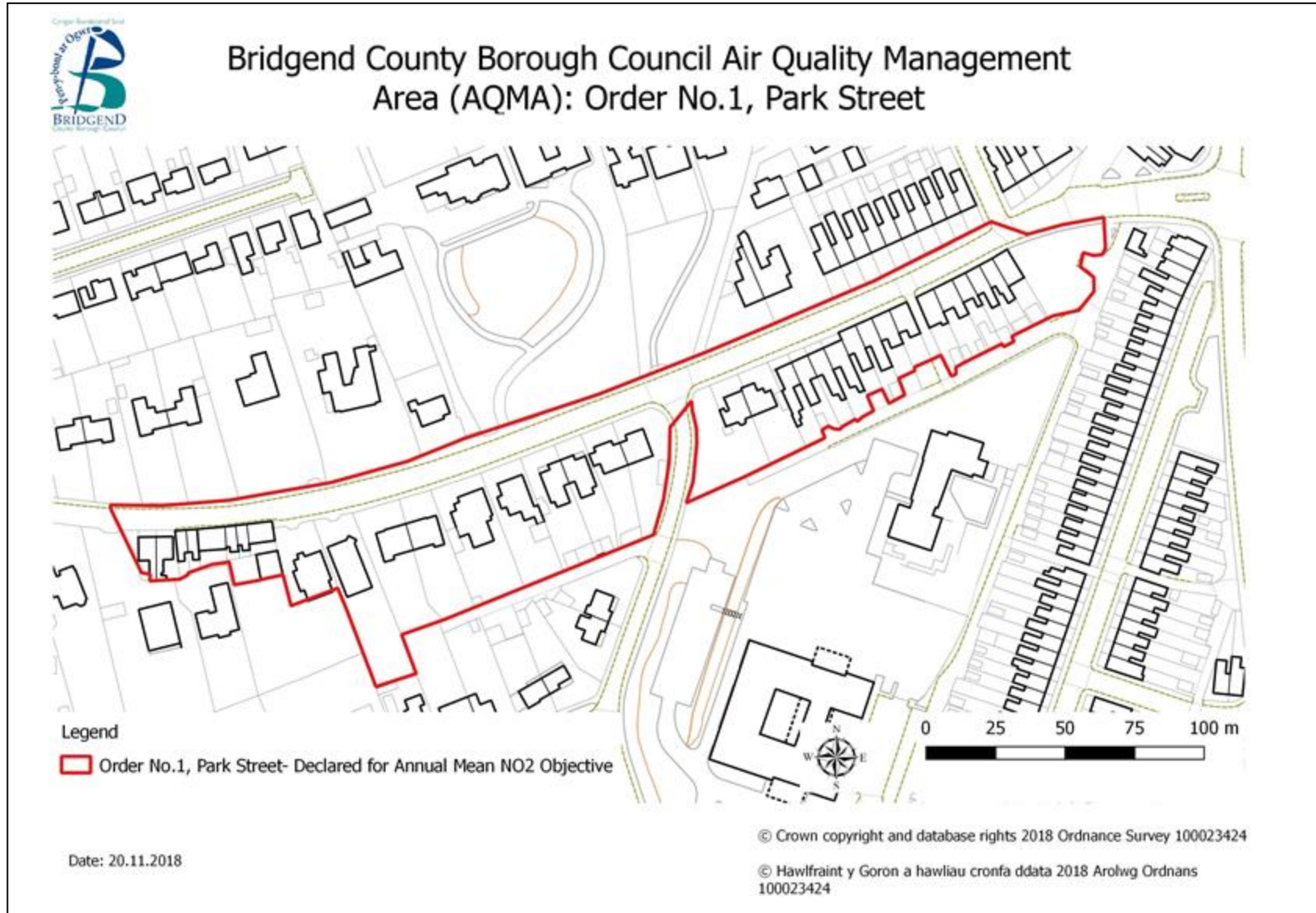
Schedule 1

The area comprising the **Bridgend County Borough Council Air Quality Management Area Order No. 1, Park Street** is that contained within the following boundary:-

The designated area borders the green space area prior to the rear entrance of properties located on Sunnyside Road. The designated area incorporates all north facing properties, including their open space areas between 39 Park Street and 105 Park Street. The boundaries' northern side borders the open space areas that front the south facing properties encapsulating the public access pathway.

Bridgend County Borough Council Air Quality Management Area Order No. 1, Park Street.

Schedule 2



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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

FORWARD WORK PROGRAMME

1. Purpose of Report .

- 1.1 The purpose of this report is to seek Cabinet approval for items to be included on the Forward Work Programme for the period 1 January to 30 April 2019.

2. Connection to Corporate Improvement Objectives.

- 2.1 The active engagement with the public regarding key decisions of the Authority contributes to all of the following Corporate Priorities.

1. **Supporting a successful economy** – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
2. **Helping people to be more self-reliant** – taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
3. **Smarter use of resources** – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background.

- 3.1 The Constitution of the Council explains that the Forward Work Programme will be prepared by the Solicitor to the Council to cover a period of four months except when ordinary elections of councillors occur, in which case the forward work programme will cover the period up to the date of the elections.
- 3.2 The Forward Work Programme will contain matters which the Cabinet, Overview and Scrutiny Committees and full Council are likely to consider. It will contain information on:
- (a) the timetable for considering the Budget and any plans, policies or strategies forming part of the Policy Framework and requiring Council approval, and which body is to consider them;
 - (b) the timetable for considering any plans, policies or strategies which are the responsibility of the Cabinet;

- (c) any individual matters on which the Cabinet intends to consult in advance of taking a decision, and the timetable for consultation and decision;
- (d) the work programme of the Overview and Scrutiny Committees, to the extent that it is known.

3.3 The Forward Work Programme will be published at least 14 days before the start of the period covered.

4. Current situation / proposal.

4.1 The proposed Forward Work Programmes are described below:

- Cabinet 1 January to 30 April 2019 - **Appendix 1**
- Council 1 January to 30 April 2019 - **Appendix 2**
- Overview and Scrutiny - **Appendix 3**

4.2 Following consideration by Cabinet, the Forward Work Programme will be published on 18 December 2018.

5. Effect upon Policy Framework and Procedure Rules.

5.1 There are no implications relating to the Policy Framework and Procedure Rules

6. Equality Impact Assessment

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

7. Financial Implications.

7.1 There will be a translation cost of approximately £60 for each quarterly update of the Forward Work programme when it is published on the Bridgend County Borough Council Website. These will be met from within existing budgets.

8. Wellbeing of Future Generations (Wales) Act 2015

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

9. Recommendation.

9.1 Cabinet is recommended to:

- Approve the Cabinet Forward Work Programme for the period 1 January to 30 April 2019 as shown at Appendix 1;
- Note the Council and Scrutiny Forward Work Programme as shown at Appendix 2 and 3 respectively.

K Watson
Head of Legal and Regulatory Services
12 November 2018

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Senior Democratic Services Officer – Committees

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Background documents: None

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CABINET FORWARD WORK PROGRAMME -1 JANUARY – 30 APRIL 2019

Item	Title of Report	Cabinet	Contact Officer
(a)	(b)	(c)	(d)
1.	Budget Monitoring – Quarter 3 2018-19	22 Jan 2019	Gill Lewis, Interim Head of Finance and Section 151 Officer gill.lewis@bridgend.gov.uk
2.	Treasury Management - Quarter 3 2018-19	22 Jan 2019	Gill Lewis, Interim Head of Finance and Section 151 Officer gill.lewis@bridgend.gov.uk
3.	Amendment to RIPA Policy	22 Jan 2019	Kelly Watson Head of Legal and Regulatory Services Tel: 01656 643248 Email: Kelly.watson@bridgend.gov.uk
4.	School Admissions Policy and Arrangements 2020-21	12 Feb 2019	Lindsay Harvey Corporate Director – Education and Family Support Tel: 01656 642612 Email: Lindsay.harvey@bridgend.gov.uk
5.	Medium Term Financial Strategy 2019-20 to 2022-23	12 Feb 2019	Gill Lewis, Interim Head of Finance and Section 151 Officer gill.lewis@bridgend.gov.uk
6.	Corporate Plan	12 Feb 2019	Darren Mepham Chief Executive Tel: 01656 642616 Email:

Item	Title and Description of Report	Cabinet	Contact Officer
(a)	(b)	(c)	(d)
7.	Capital Strategy and Treasury Management Strategy 2019-20	12 Feb 2019	Darren.mepham@bridgend.gov.uk Gill Lewis, Interim Head of Finance and Section 151 Officer gill.lewis@bridgend.gov.uk
8.	Post 16 – Public Consultation	12 Feb 2019	Lindsay Harvey Corporate Director – Education and Family Support Tel: 01656 642612 Email: Lindsay.harvey@bridgend.gov.uk

COUNCIL FORWARD WORK PROGRAMME - 1 JANUARY TO 30 APRIL 2019

Item	Title and Description of Report	Council	Contact Officer
(a)	(b)	(c)	(d)
1.	Medium Term Financial Strategy 2019-20 to 2022-23	20 Feb 2019	Gill Lewis, Interim Head of Finance and Section 151 Officer gill.lewis@bridgend.gov.uk
2.	Corporate Plan	12 Feb 2019	Darren Mepham Chief Executive Tel: 01656 642616 Email: Darren.mepham@bridgend.gov.uk
3.	Capital Strategy and Treasury Management Strategy 2019-20	12 Feb 2019	Gill Lewis, Interim Head of Finance and Section 151 Officer gill.lewis@bridgend.gov.uk
4.	Council Tax 2019-20	12 Feb 2019	Gill Lewis, Interim Head of Finance and Section 151 Officer gill.lewis@bridgend.gov.uk

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OVERVIEW & SCRUTINY FORWARD WORK PROGRAMME - 1 JANUARY TO 30 APRIL 2019

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Date	Title and Description of Report	Scrutiny Committee	Contact Officer
14 Jan	Medium Term Financial Strategy 2019-20 to 2022-23 and Draft Budget Consultation Process	Corporate Overview and Scrutiny Committee	Gill Lewis Interim Head of Finance Tel: 01656 643302 Email: Gill.Lewis@bridgend.gov.uk
14 Jan	Corporate Plan	Corporate Overview and Scrutiny Committee	Gill Lewis Interim Head of Finance Tel: 01656 643302 Email: Gill.Lewis@bridgend.gov.uk
24 Jan	Revised Community Asset Transfer Process	Subject Overview and Scrutiny Committee 3	Mark Shephard, Corporate Director - Communities Tel: 01656 643380 mark.shephard@bridgend.gov.uk
29 Jan	Direct Payment Scheme	Corporate Overview and Scrutiny Committee	Susan Cooper, Corporate Director - Social Services & Wellbeing Tel: 01656 642251 susan.cooper@bridgend.gov.uk
30 Jan	Education Outcomes	Subject Overview and Scrutiny Committee 1	Lindsay Harvey, Corporate Director Education and Family Support Tel: 01656 642612 lindsay.harvey@bridgend.gov.uk
26 Feb	Empty Properties	Subject Overview and Scrutiny Committee 3	Darren Mepham, Chief Executive Tel: 01656 643227 darren.mepham@bridgend.gov.uk
28 Feb	Review of Fostering Project	Corporate Overview and Scrutiny	Susan Cooper, Corporate Director - Social Services & Wellbeing Tel: 01656 642251

Date	Title and Description of Report	Scrutiny Committee	Contact Officer
		Committee	susan.cooper@bridgend.gov.uk
Nov	Home to School Transport	Corporate Overview and Scrutiny Committee	Lindsay Harvey, Corporate Director Education and Family Support Tel: 01656 642612 lindsay.harvey@bridgend.gov.uk
Between 1 Nov and 31 Jan	Remodelling Children's Residential Services	Corporate Overview and Scrutiny Committee	Susan Cooper, Corporate Director - Social Services & Wellbeing Tel: 01656 642251 susan.cooper@bridgend.gov.uk
Jan	CIW investigation into Looked After Children	Corporate Overview and Scrutiny Committee	Susan Cooper, Corporate Director - Social Services & Wellbeing Tel: 01656 642251 susan.cooper@bridgend.gov.uk
Between 1 Nov and 1 Apr	Communication and Engagement	Corporate Overview and Scrutiny Committee	Darren Mepham, Chief Executive Tel: 01656 643227 darren.mepham@bridgend.gov.uk
Between 1 Sep and 1 Apr	Collaboration - Internal and with third sector	Corporate Overview and Scrutiny Committee	Darren Mepham, Chief Executive Tel: 01656 643227 darren.mepham@bridgend.gov.uk
Between 1 Sep and 26 Apr	Digital Transformation	Corporate Overview and Scrutiny	Darren Mepham, Chief Executive Tel: 01656 643227 darren.mepham@bridgend.gov.uk

Date	Title and Description of Report	Scrutiny Committee	Contact Officer
		Committee	
Between 1 Sep and 30 Apr	New Local Development Plan	Corporate Overview and Scrutiny Committee	Mark Shephard, Corporate Director - Communities Tel: 01656 643380 mark.shephard@bridgend.gov.uk
Between 1 Sep and 1 May	Corporate Landlord	Corporate Overview and Scrutiny Committee	Mark Shephard, Corporate Director - Communities Tel: 01656 643380 mark.shephard@bridgend.gov.uk
Between 1 Sep and 1 Apr	Collaboration with Town and Community Councils	Corporate Overview and Scrutiny Committee	Darren Mephram, Chief Executive Tel: 01656 643227 darren.mephram@bridgend.gov.uk
Between 1 Sep and 1 Apr	Supporting People Grant Programme	Corporate Overview and Scrutiny Committee	Susan Cooper, Corporate Director - Social Services & Wellbeing Tel: 01656 642251 susan.cooper@bridgend.gov.uk
Between 1 Jan and 29 Mar	Child Adolescent Mental Health Services	Corporate Overview and Scrutiny Committee	Susan Cooper, Corporate Director - Social Services & Wellbeing Tel: 01656 642251 susan.cooper@bridgend.gov.uk

Date	Title and Description of Report	Scrutiny Committee	Contact Officer
Jan	Care Inspectorate Wales (CIW) Inspection of Children's Services	Corporate Overview and Scrutiny Committee	Susan Cooper, Corporate Director - Social Services & Wellbeing Tel: 01656 642251 susan.cooper@bridgend.gov.uk
Between 1 Sep and 1 Apr	Update on Public Service Board	Corporate Overview and Scrutiny Committee	Darren Mepham, Chief Executive Tel: 01656 643227 darren.mepham@bridgend.gov.uk

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

OUTSIDE BODIES NOMINATION

1. Purpose of Report

- 1.1 The purpose of this report is to seek Cabinet approval for the appointment of Cllr Cheryl Green to the WLGA Council - replacing Cllr Norah Clarke.

2. Connection to Corporate Improvement Objectives.

- 2.1 The Authority's representation on the WLGA Council contributes to the achievement of a wide range of Bridgend CBC corporate priorities.

3. Background.

- 3.1 The WLGA Council is the sovereign body of the WLGA that deals with the appointment of officers, constitutional and business issues. The WLGA Council has a deliberative role which can be used in the furtherance of Association policy. At each AGM the WLGA Council appoints the Association's senior office holders which include the Presiding Officer and Deputies, the Leader and Deputies and the Association's Spokespersons. The WLGA Council also sets the Budget of the Association.
- 3.2 As a member of the WLGA Bridgend CBC is entitled to appoint 3 Members to the WLGA Council. The Cabinet appointed Cllr Huw David (Leader), Cllr Hywel Williams (Deputy Leader) and Cllr Norah Clarke (Leader of Independence Alliance Group) to the WLGA Council at its meeting on 19th June 2018.

4. Current situation / proposal.

- 4.1 Cabinet approval is sought for the appointment of Cllr Cheryl Green to the WLGA Council, replacing Cllr Norah Clarke.
- 4.2 It is proposed that Cllr Green's appointment remains in effect until June 2019 at which time Cabinet will be asked to appoint/reappoint to a number of outside bodies and joint committees as routine.
- 4.3 The appointment is proposed on the basis that the appointee represents Bridgend CBC. In the event of Cllr Green ceasing to be a Bridgend CBC member, they will cease to represent this Authority and are expected to relinquish the appointment as necessary.

5. Effect upon Policy Framework and Procedure Rules.

- 5.1 None.

6. Equality Impact Assessment

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

7. Wellbeing of Future Generations (Wales) Act 2015 Implications

7.1 The well-being goals identified in the Act were considered in the preparation of this report. The proposals have no notable impact on the achievement of well-being goals.

8. Financial Implications.

8.1 There are no financial implications..

9. Recommendation.

9.1 That Cabinet approves the appointment of Cllr Cheryl Green to the WLGA Council – replacing Cllr Norah Clarke.

Kelly Watson
Head of Legal and Regulatory Services

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Interim Head of Democratic Services

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Background documents: None

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

INFORMATION REPORTS FOR NOTING

1. Purpose of Report .

- 1.1 The purpose of this report is to inform Cabinet of the Information Reports for noting which have been published since its last scheduled meeting.

2. Connection to Corporate Improvement Objectives.

- 2.1 The report relates to the Corporate Priority Smarter Use of Resources, ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background.

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

4. Current situation / proposal.

4.1 Information Reports

The following information reports have been published since the last meeting of Cabinet:-

<u>Title</u>	<u>Date Published</u>
Estyn Inspection outcomes for Maes Yr Haul Primary School	20 November 2018
Estyn Inspection outcomes for Tynyrheol Primary School	20 November 2018

4.2 Availability of Documents

The documents have been circulated to Elected Members electronically via Email and placed on the BCBC website, and also are available from the date of publication.

5. Effect upon Policy Framework and Procedure Rules.

- 5.1 This procedure has been adopted within the procedure rules of the Constitution.

6. Equality Impact Assessment

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

7. Wellbeing of Future Generations (Wales) Act 2015 Implications

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

8. Financial Implications.

8.1 There are no financial implications regarding this report.

9. Recommendation.

9.1 That Cabinet acknowledges the publication of the documents listed in this report.

K Watson
Head of Legal and Regulatory Services
14 November 2018

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CF31 4WB

Background documents: Reports referred to in Paragraph 4.1 of this report.

BRIDGEND COUNTY BOROUGH COUNCIL

INFORMATION REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE DIRECTOR OF EDUCATION AND FAMILY SUPPORT

ESTYN INSPECTION OUTCOMES FOR MAES YR HAUL PRIMARY SCHOOL

1. Purpose of report

1.1 This report informs Cabinet Members of the outcomes of the recent Estyn inspection of Maes yr Haul Primary School.

2. Connection to corporate improvement objectives/other corporate priorities

2.1 The information in this report relates to the following strategic priority in the Corporate Plan:

- Supporting a successful economy - taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.

3. Background

3.1 Maes yr Haul Primary School was inspected by Estyn in May 2018 and the report was published on 17 July 2018. The full text of the report is available on the Estyn website: www.estyn.gov.uk

4. Current situation/proposal

4.1 Inspectors reached the following judgements:

Inspection Area	Judgement
Standards	Good
Wellbeing and attitudes to learning	Excellent
Teaching and learning experiences	Good
Care, support and guidance	Excellent
Learning and management	Good

4.2 The report included the following recommendations:

- R1 Improve pupils' Welsh speaking skills
- R2 Improve the opportunities for younger pupils to explore their environment independently and make choices about their learning

4.3 The school will draw up an action plan to show how it is going to address the recommendations. Estyn will invite the school to prepare a case study for dissemination on Estyn's website.

4.4 The local authority with Central South Consortium will support the school to address the recommendations.

5. Effect upon policy framework and procedure rules

5.1 There is no impact on the Council's policy framework or procedure rules.

6. Equality Impact Assessment

6.1 An assessment of the appointment of local authority governors identifies that there are no equalities issues related to this report.

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

7.1 The Well-being of Future Generations (Wales) Act 2015 Assessment provides a comprehensive summary of the outcomes expected from the implementation of the service.

Long-term Supports the improvement of standards and outcomes in schools.

Prevention Development of post-inspection action plans or refinement of school improvement plans helps to ensure that recommendations identified are addressed and acted upon to secure school improvement, preventing standards from slipping.

Integration Monitoring and acting upon school inspection reports is key to ensuring that outcomes for schools are achieved thus helping to support a successful economy.

Collaboration The local authority works closely with schools, Estyn and with the Central South Consortium (CSC) to deliver the well-being objectives related to school improvement. The local authority receives the school inspection reports from Estyn and this informs the work conducted by CSC to deliver the support for school improvement services.

Involvement This area of work involves all stakeholders in school improvement. Schools work closely with Challenge Advisers from CSC to refine their improvement plans or post-inspection action plans and to identify strategic support from the local authority, CSC and elsewhere (as required) reflecting the diversity of stakeholders involved in aspects of school improvement.

8. Financial implications

8.1 There are no financial implications arising directly from this information report.

9. Recommendation

9.1 It is recommended that Cabinet notes the content of this report.

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Background documents

Estyn inspection report

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BRIDGEND COUNTY BOROUGH COUNCIL

INFORMATION REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE DIRECTOR OF EDUCATION AND FAMILY SUPPORT

ESTYN INSPECTION OUTCOMES FOR TYNRYHEOL PRIMARY SCHOOL

1. Purpose of report

1.1 This report informs Cabinet Members of the outcomes of the recent Estyn inspection of Tynyrheol Primary School.

2. Connection to corporate improvement objectives/other corporate priorities

2.1 The information in this report relates to the following strategic priority in the Corporate Plan:

- Supporting a successful economy - taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.

3. Background

3.1 Tynyrheol Primary School was inspected by Estyn in June 2018 and the report was published on 3 September 2018. The full text of the report is available on the Estyn website: www.estyn.gov.uk

4. Current situation/proposal

4.1 In accordance with the Education Act 2005, her Majesty's Chief Inspector (HMCI) is of the opinion that special measures are required in relation to this school. Inspectors reached the following judgements:

Inspection Area	Judgement
Standards	Unsatisfactory and needs urgent improvement
Wellbeing and attitudes to learning	Adequate and needs improvement
Teaching and learning experiences	Unsatisfactory and needs urgent improvement
Care, support and guidance	Adequate and needs improvement
Learning and management	Unsatisfactory and needs urgent improvement

4.2 The report included the following recommendations:

- R1 Establish a settled and effective leadership structure
- R2 Improve the effectiveness of teaching across the school
- R3 Raise standards in English across the school
- R4 Ensure that the curriculum is broad and balanced, and that it meets the needs of all pupils

- R5 Increase the effectiveness of the governing body in supporting the school and holding it to account
- R6 Ensure that staff plan effectively for the development of pupils' numeracy skills across the wider curriculum

4.3 The school will draw up an action plan to show how it is going to address the recommendations. Estyn will monitor the school's progress on a termly basis. Estyn will review the school's progress.

4.4 The local authority with Central South Consortium (CSC) is supporting the school to bring swift improvement and address all the recommendations. A post-inspection action plan has been submitted to and accepted by Estyn, outlining how and when the improvements will be met. The leadership structure is currently being bolstered with the support of an experienced deputy headteacher from another Bridgend school in the capacity of Interim Head of School. The CSC challenge adviser is working closely with the Chair of Governors, headteacher and Head of School to offer support. Local authority officers are offering guidance to the school around procedural matters related to the recommendations. The Chair of Governors is providing weekly monitoring updates on progress to the local authority.

5. Effect upon policy framework and procedure rules

5.1 There is no impact on the Council's policy framework or procedure rules.

6. Equality Impact Assessment

6.1 An assessment of the appointment of local authority governors identifies that there are no equalities issues related to this report.

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

7.1 The Well-being of Future Generations (Wales) Act 2015 Assessment provides a comprehensive summary of the outcomes expected from the implementation of the service.

Long-term	Supports the improvement of standards and outcomes in schools.
Prevention	Development of post-inspection action plans or refinement of school improvement plans helps to ensure that recommendations identified are addressed and acted upon to secure school improvement, preventing standards from slipping.
Integration	Monitoring and acting upon school inspection reports is key to ensuring that outcomes for schools are achieved thus helping to support a successful economy.
Collaboration	The local authority works closely with schools, Estyn and with the Central South Consortium (CSC) to deliver the well-being objectives related to school improvement. The local authority receives the school inspection reports from Estyn and this informs the work conducted by CSC to deliver the support for school improvement services.
Involvement	This area of work involves all stakeholders in school improvement.

Schools work closely with Challenge Advisers from CSC to refine their improvement plans or post-inspection action plans and to identify strategic support from the local authority, CSC and elsewhere (as required) reflecting the diversity of stakeholders involved in aspects of school improvement.

8. Financial implications

8.1 There are no financial implications arising directly from this information report.

9. Recommendation

9.1 It is recommended that Cabinet notes the content of this report.

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Background documents

Estyn inspection report

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BRIDGEND COUNTY BOROUGH COUNCIL

JOINT REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT AND THE INTERIM HEAD OF FINANCE AND SECTION 151 OFFICER

SCHOOL MODERNISATION PROGRAMME – BAND B

1. Purpose of report

1.1 The purpose of this report is to:

- update Cabinet with regards to the outcome of Welsh Government’s review of the Mutual Investment Model (MIM) Band B funding mechanism; and
- seek Cabinet approval to pursue Option 3 for the financial delivery of Band B of the School Modernisation Programme, prior to submission to Council.

2. Connection to corporate improvement objectives/other corporate priorities

2.1 This report relates to the following Corporate Improvement Plan priorities:

- Supporting a successful economy
- Smarter use of resources

2.2 On 3 March 2015, Cabinet approval was received for the Council to adopt revised principles as a framework for school organisation in Bridgend. Five key principles were set out to inform the organisation and modernisation of our schools. These are:

- commitment to high standards and excellence in provision;
- equality of opportunity, so that all pupils can access quality learning opportunities, regardless of which school they attend;
- inclusive schools, which cater for the learning needs of all their pupils;
- community-focused schools, where the school actively engages with its local community; and
- value for money.

2.3 The Policy and Planning Framework sets out 17 areas where these principles should be applied in practice.

2.4 The principles which are particularly relevant in the context of Band B are:

- the size of primary schools (to ensure that “all Bridgend’s primary schools are large enough to make the full range of necessary provision”); and

- value for money, efficiency and effectiveness (“narrowing the gap between the most and the least expensive provision currently”).

3. Background

- 3.1 In September 2006, the Council approved a vision for the county borough’s schools in which they would be fit for purpose in the 21st century and achieve the best use of resources. It was recognised that we need to modernise our schools and get a closer match between our aspiration for schools, the quality of their accommodation and the projected number of pupils.
- 3.2 Since then, school modernisation has been established as one of the Council’s main strategic programmes. The programme has been planned and implemented in accordance with the agreed policy and planning framework and has been matched to capital resources identified within the capital programme.
- 3.3 In November 2010, Cabinet was informed of the work which had been undertaken in determining the strategic priorities for school modernisation to enable the aims of the programme to be met.
- 3.4 The School Modernisation Programme was established to deliver on several objectives including:
- developing first-class learning environments;
 - locating the right number of schools, of a viable size, in the best places to serve their communities;
 - making schools an integral part of the life and learning of their communities;
 - reducing surplus places and achieving best value for money; and
 - make schools more efficient and sustainable.
- 3.5 In November 2010, Cabinet approved the recommended schemes included in each of the four bands (A-D) which were subsequently detailed in Bridgend’s 21st Century Schools Strategic Outline Programme (SOP). The SOP was submitted to Welsh Government in 2011 and ministerial ‘approval in principle’ was received, subject to the completion of the Welsh Government business case process.
- 3.6 Band A schemes, which are funded on a 50/50 basis with Welsh Government, are due for completion in 2018-2019 and are at various stages. The special educational needs (SEN) provision at Bryncethin Campus, Coety Primary School, two additional teaching spaces at Heronsbridge Special School, Betws Primary School, Brynmenyn Primary School and Pencoed Primary School schemes have been completed. Work is nearing completion on the remaining scheme within Band A, Ysgol Gynradd Gymraeg Calon Y Cymoedd.
- 3.7 In 2014, a Schools Task Group was established to ensure the Council planned for a high-quality education system. What was evident was that the work of the individual workstreams established under the Schools Task Group could not be undertaken in isolation, as there were dependencies relating to each workstream and that there needed to be a coherent strategy for Bridgend.
- 3.8 Cabinet approval was sought in September 2015 to build on the work of the Schools Task Group and approval was given for officers to undertake a strategic review into

the development and rationalisation of the curriculum and estate provision of primary, secondary and post-16 education.

- 3.9 In May 2016, a Strategic Review Overarching Board was established, and four operational boards were identified, one of which was specifically related to consideration of Band B investment priorities. It was considered that Band B priorities identified within the 2010 SOP may no longer be of primary importance and the issues facing the Council and schools need to be reviewed to establish a strategic approach for investment, establishing a priority list of schemes for delivery within the Band B timescale (ie 2019-2024).
- 3.10 The school modernisation workstream considered relevant data to assist in prioritising the future investment in schools, including suitability, condition, maintenance backlog, population growth, projections of pupil population, housing developments identified within the Local Development Plan (LDP) and pupil places.
- 3.11 In 2017, Welsh Government requested that local authorities submit a new SOP, updated to reflect revised priorities. The revision was submitted on 31 July 2017, with the proviso that no political support and financial commitment had been received.
- 3.12 In October 2017, Cabinet was presented with a report detailing the outcome of the work of the school modernisation workstream and the revised SOP submission and gave approval to discontinue the original Band B schemes identified in the November 2010 Cabinet report. Cabinet considered the proposed Band B schemes, and determined to approve the following, based on the increasing demand for places, the requirement to promote the Welsh language and building condition:
- Bridgend North East (2 form entry (FE)) - capital grant
 - Bridgend South East (2.5FE) - capital grant
 - Bridgend Special School (270 places) – Mutual Investment Model
 - Bridgend West – Welsh-medium (2FE) - capital grant
 - Bridgend West – English-medium (2FE) - capital grant

Cabinet also gave approval to undertake options appraisal work during the Band B period in order to prepare for Band C.

- 3.13 In addition, in order to promote the Welsh language and support their Cymraeg 2050 commitment, Welsh Government made available £30m capital grant across Wales which Councils were asked to bid against. Officers identified the need for the creation of Welsh-medium child care facilities which would deliver Welsh language opportunities to areas of the county borough where there is currently insufficient provision (ie Ogmere and Garw Valleys, Bridgend and Porthcawl). Welsh Government approval in principle has now been received for Bridgend's £2.6m bid.
- 3.14 On 6 December 2017, Welsh Government's Department for Education gave 'approval in principle' for Bridgend's second wave of investment, which at this stage has an estimated programme envelope cost of £68.2m. Further costs, which are yet to be determined, may be required and these would be associated with additional infrastructure capacity.

- 3.15 At its meeting on 31 January 2018, Council approved in principle the financial commitment required for Band B of the School Modernisation Programme. The approval would be subject to sufficient resources being identified and allocated to meet the match funding commitment. The overall programme was estimated to be in the region of £68.2m, of which approximately £43.2m was anticipated to be capital funded (circa £23m funded by Bridgend County Borough Council (BCBC)), the balance proposed to be funded through the Welsh Government Mutual Investment Model (MIM).
- 3.16 Welsh Government had advised local authorities that MIM, a new approach to investment in public infrastructure in Wales, whereby private partners will build and maintain schools, in return for a fee, will cover the cost of construction, maintenance and financing the project.
- 3.17 The Welsh Government intervention rate is 75%, which will be paid to the local authority in the form of a grant. The remaining 25% is to be met from the local authority revenue budgets over a 25-year contract period. The local authority is also required to meet 50% of the up-front capital costs for furniture, equipment and IT. At the end of a specified period of time, the asset will be transferred to the local authority. Welsh Government had advised that it will present packages of schemes to the market as design and build projects made up of a number of schemes within a geographical area (including across local authority areas) and be of sufficient monetary size overall in order to attract large companies (eg £100m).

4. Current situation

- 4.1 Since the approval of the SOP, Welsh Government has reviewed the schemes that have been proposed for MIM. This review assessed:
- the feasibility of delivering the individual schools as MIM projects;
 - the practicalities associated with grouping the schools together by region and capital value; and
 - the optimal procurement route.
- 4.2 The purpose of this review was to ensure the goal of generating market interest so that once projects are ready to go out to tender, Welsh Government is confident that there will be a sufficient number of interested contractors to run a successful competitive procurement to deliver the best outcomes for the new schools.
- 4.3 Since completing the review, Welsh Government has provided information that sets out changes to the way in which MIM schemes will be delivered across Wales. These are fundamental differences to their original procurement strategy.
- 4.4 It has been determined that MIM education projects will be most efficiently procured via a single Private Sector Delivery Partner (PSDP). The PSDP will become the majority shareholder in a Welsh Education Partnership (WEP), with local authorities and further education institutions (together the participants) and Welsh Government holding the remaining shares.
- 4.5 The WEP will also be capable of delivering schemes via capital, where the PSDP would be the delivery partner, as well as a MIM route but in order to avoid any conflict with the Regional Frameworks, the WEPs will be precluded from delivering

any capital schemes that are funded under the capital element of Band B of the 21st Century Schools Programme during the currency of the newly procured construction frameworks.

- 4.5 The Official Journal of the European Union (OJEU) notice will be drafted widely to anticipate possible future schemes and include both education and community facilities. Strategic Partnering Agreements (SPA) will be established and will allow individual local authorities and further education institutes to bring either MIM or capital schemes to the WEP in the future. It will not cost local authorities and further education institutes anything to be party to the SPA or a shareholder in the WEP.
- 4.6 Welsh Government's review has also resulted in identifying the following new builds as ideal facilities for MIM delivery:
- secondary schools larger than 800 places;
 - primary schools larger than 420 places;
 - all-through schools; and
 - further education colleges.
- 4.7 Welsh Government has stated that it is not value for money to include small or very complex schemes through a MIM. Consequently, Bridgend Special School is now deemed unsuitable for delivery under this funding model. This is purely a Welsh Government decision which based on the recent review.
- 4.8 In light of their decision, the funding approach to Bridgend County Borough Council's Band B schemes need to be re-considered and a decision taken on the way forward.
- 4.9 Projects progressed via the MIM are subject to a number of differences compared to schemes undertaken via the capital grant route, including the procurement process and the intervention rates. A direct comparison of each route is provided in Table 1 of this report.

5. Effect upon policy framework and procedure rules

- 5.1 There is no effect upon the policy framework or procedure rules.

6. Equality Impact Assessment

- 6.1 Although an Equality Impact Assessment (EIA) has been carried out for the overall programme, it has been considered timely to review and refresh the EIA. An initial screening has therefore been undertaken for Band B. Once schemes have been sufficiently developed, they will be subject to a separate EIA, as the detail will vary between projects. Equality reports on all proposals will be referred to as part of the individual Cabinet reports on each individual scheme.

7. Wellbeing and Future Generations Act (2015)

The Well-being of Future Generations (Wales) Act 2015 Assessment provides a comprehensive summary of the outcomes expected from the implementation of the service.

Long-term	Supports the statutory duty to provide sufficient pupil places and promote the Welsh language.
Prevention	Councils have a statutory duty to ensure there are a sufficient supply of school places, and these schemes will safeguards the Council's position in terms of any potential legal challenge in this regard.
Integration	Providing sufficient places ensures that the curriculum can be delivered and meets social, environmental and cultural objectives.
Collaboration	The local authority works effectively with schools, Estyn and with the Central South Consortium (CSC), health, community councils and many internal and external partners to ensure that the building meets the short-term and future needs of the users and the community which it will serve.
Involvement	This area of work involves the engagement of all potential stakeholders including Cabinet, members, governors, staff, pupils, community, internal and external partners which will include third sector organisations.

8. Financial implications

- 8.1 Capital match funding requested was around £23m to meet the four primary school schemes identified at that time to be funded from capital grant. It was proposed that this be met from general capital funding in the first instance (subject to local government settlements from Welsh Government), with the balance to be met from section 106 (s106) funding, receipts from the sale of school and other sites, earmarked reserves and unsupported borrowing. The figures cannot be firmed up at this point in time, but unsupported borrowing will not be drawn upon until such time as general capital funding, s106 funding and available capital receipts and earmarked capital reserves have been exhausted, as this will require a recurrent revenue budget to meet the borrowing costs. Additional costs have been included in terms of provision for highways works, which are to be met in full by the Council. Based on current funding availability in terms of general capital funding and capital receipts, it is estimated that the Council will need to borrow around £15m to meet the full match funding requirement, which will cost around £730k per annum over a 30-year borrowing period.
- 8.2 The report recognised that there was another scheme within the Band B Programme, the Bridgend Special School scheme, which was going to be progressed via the MIM and would require revenue match funding from the authority of around £750k per annum over a 25-year period, which is not currently built into the Medium-Term Financial Strategy (MTFS). However, since Welsh Government has notified the Council that the special school is not now a suitable scheme for funding via the MIM route, due to the complexity and uniqueness of scheme design and build, officers have considered alternative funding combinations of MIM and capital grant, and costed the financial implications of each one. It is useful to outline the differences between the two funding options before a decision is made. This is set out in detail in the following table.

Table 1 Comparison of MIM and capital grant schemes

MIM Funded	Capital Grant
Funding	
WG Intervention Rate 75%	WG Intervention Rate 50%
BCBC recurrent contribution must be funded from revenue.	BCBC contribution can be funded from capital receipts, borrowing (revenue implications) or revenue contribution to capital.
Furniture and equipment funded on 50:50 basis from capital.	Furniture and equipment funded on 50:50 basis from capital.
BCBC responsible for 100% of any “abnormals” or additional design features	BCBC responsible for 100% of any “abnormals” or additional design features.
Design	
The private sector need to take design risk and to respond to an output specification therefore we cannot present a fully designed scheme to the strategic partner.	The Council can design the school in whichever manner it wishes, using whichever architects it wishes, either stand alone or through a design and build.
The approach to design is a standardised one in terms of standard room sizes. We will be able to choose the number and type of spaces you need to deliver a school provided that we adhere to the maximum size and funding criteria.	
We can request a particular architect but the strategic partner does not have to use them.	
Contract	
BCBC tied into a contract for 25 years - business needs change over time so there is the risk that the contract may become unsuitable for these changing needs during the contract life.	Contract period ends when building complete.
Scheme would be delivered via strategic partner procurement. Welsh Government would run a process to procure the private sector delivery partners and local authorities would enter into a project agreement with the ‘Special Purpose Vehicle’.	Scheme either designed by the Major Projects Team in Corporate Landlord and a construction contractor appointed via the South and Mid Wales Collaborative Construction Framework (SEWSCAP), or procured as a ‘design and build’ scheme via the same framework.
A long-term contract encourages the contractor and the Council to consider costs over the whole life of the contract, rather than considering the construction and operational periods separately This can lead to efficiencies through synergies between design and construction and its later operation and maintenance. The contractor takes the risk of getting the design and construction wrong	The Council bears the risk of getting the design wrong, which could create additional costs further down the road. The Council will also bear additional lifecycle costs following construction which are not built into the original cost.
The contract includes provision of Hard Facilities Management services including building maintenance, including all systems	These costs will all be the responsibility of the Council/governing body.

MIM Funded	Capital Grant
(eg mechanical and electrical and statutory testing, in addition to energy and utilities supply and management service including energy and water efficiency)	
Variations may be needed as the public sector body's business needs change. Management of these may require renegotiation of contract terms and prices	Any variations to the build once constructed will also come at a cost.
Payment	
The unitary payment will include charges for the contractor's acceptance of risks, such as construction and service delivery risks, which may not materialise. This is a hidden overhead.	Any on-going charges required for borrowing to meet capital grant match funding will only include interest charges.
The unitary payment will not start until the building is operational, so the contractor has incentives to encourage timely delivery of quality service.	BCBC will start paying for the building as soon as the works commence – design through to construction.
The contract provides greater incentives to manage risks over the life of the contract than under traditional procurement. A reduced level or quality of service would lead to compensation paid to the public sector body.	Once the building is handed over, the Council does not have the same opportunities for compensation for poor performance of the facility.
The unitary charge is payable over the life of the contract (25 years). There is no opportunity to repay this early. This creates a revenue budget pressure on the Council which is committed for a 25-year period.	If the capital contribution is funded from capital, there is no ongoing pressure on the revenue budget. If it is funded from borrowing, there will be an on-going revenue pressure, but the Council has more flexibility to repay any loans early, borrow at reduced rates, as the opportunity arises.
Impact on capital and revenue programme	
The MIM does not impact upon the capital programme in any great way, other than 50% funding required for furniture and equipment. This could be met from either capital funding or revenue contributions. In contrast, the MIM places a fixed commitment on the revenue budget for a period of 25 years.	If funded via capital grant, the Council can choose to meet its match funding in the capital programme from capital receipts / S106 / revenue contributions or borrowing, so there is much more flexibility in both capital and revenue. If Council wants to fund other capital then there is always the option to borrow or use earmarked reserves to fund.

- 8.3 Officers have spoken to Welsh Government officials about potential options available following the removal of special school builds from the MIM procurement route. Welsh Government has indicated that capital funding would be available as an alternative to fund these schemes, but that authorities should consider other schemes, currently to be funded from capital grant, which could alternatively be funded from MIM.

8.4 Officers have considered the following funding options:

Option	Consideration	Capital Grant	MIM
Option 1	Original funding scenario	4 primary schools	Special school
Option 2	All funded from capital grant	4 primary schools plus special school	No MIM schemes
Option 3	Swap 2 primary schools with 1 special school	2 primary schools plus special school	2 primary schools
Option 4	Swap 4 primary schools with 1 special school	Special school	4 primary schools

8.5 Option 1 is the original funding scenario which is no longer available to the Council, but is included for comparative purposes.

8.6 Based upon the current funding availability identified in paragraph 8.2 the following table summarises the full revenue and capital implications of each of the funding options.

	Option 1 £	Option 2 £	Option 3 £	Option 4 £
Capital:				
Welsh Government grant	20,427,995	32,427,995	21,648,468	12,000,000
Total BCBC capital contribution	26,122,005	38,872,005	27,937,774	18,133,110
Total capital cost	46,550,000	71,300,000	49,586,242	30,133,110
Revenue:				
BCBC revenue for borrowing	733,000	1,347,000	821,000	349,000
BCBC revenue for MIM	650,000	0	523,088	1,015,566
Annual revenue funding required	1,383,000	1,347,000	1,344,088	1,364,566

It is important to note these costs are estimates based on information available at the current time, and MIM information received from Welsh Government, and will change in line with inflationary and interest rates rises

8.7 Option 2, where all schemes are funded by capital grant, draws down the greatest amount of Welsh Government match funding, but also requires the greatest amount of Council capital contribution. The annual revenue implications of borrowing for this option is only slightly higher than the annual revenue implications of mixed capital/MIM options.

8.8 The annual revenue implications of all options could reduce if additional capital funding were secured from s106 contributions, additional capital receipts, capital earmarked reserves. Revenue commitments for MIM schemes, however, cannot

be reduced and are fixed over the life of the contract, so there would be less flexibility with Option 4 and, to a lesser extent, Option 3, compared to Option 2. Option 4 would also present less flexibility in terms of future adaptations to buildings which are located within the areas of growth ie north east and south east of Bridgend.

8.9 Therefore further analysis of Option 2 and Option 3 has been undertaken. The following table sets out the direct advantages and disadvantages between both options.

	Option 2	Option 3
	All capital grant – no MIM, four primary and one special capital grant	Two primary MIMs, two primary and one special capital grant
Advantages	<ul style="list-style-type: none"> • Greater flexibility in terms of funding sources and repayment • Total flexibility relating to configuration and use of buildings • Can be completed within our own timeframes • Full control over design 	<ul style="list-style-type: none"> • Two buildings which are fully maintained for the 25-year term • Higher intervention rate (75%) for the two MIM builds • Lesser ongoing facilities management commitment (marginal)
Disadvantages	<ul style="list-style-type: none"> • Reliant on individual school to maintain the building • Commitment on Council budgets for any capital works during the lifecycle of the building • Lower intervention rate (50%) for the builds 	<ul style="list-style-type: none"> • Still requires capital contribution for furniture and equipment (which is still only funded at 50%) • Fixed revenue commitment over the 25-year period (ie no opportunity for early repayment) • Less control over design of school

8.10 It is important to note that both options currently require borrowing to meet the capital commitment.

Option 2

Annual revenue cost for Option 2 = £1.347m (based on borrowing over 30 years)

Plus additional annual revenue funding commitment for buildings maintenance (which we estimate around £250k per annum for the five new schools)

Option 3

Annual revenue cost for Option 3 = £1.344m (borrowing over 30 years, MIM over 25)

Plus additional annual revenue funding commitment for buildings maintenance (which we estimate around £150k per annum for the three non-MIM schools)

	Annual revenue cost	Buildings maintenance	Total cost over 30 year period
Option 2	£1.347m	£250k	£47.910m
Option 3	£1.344m	£150k	£42.707m

Therefore, the difference over a 30-year period is estimated at £5.203m with Option 3 being less expensive.

- 8.11 Whichever option is pursued will create significant pressures on the Council's capital and revenue budgets. The Council currently has very few uncommitted capital receipts, with any potential new receipts not likely to be significant enough to meet the capital funding required for these schemes, resulting in a need to borrow. In addition, the council is facing revenue budget cuts of around £36m over the next four years, so any additional revenue pressures from either borrowing, or following the MIM route, will only add to the level of savings required to be made.

9. Recommendations

Cabinet is recommended to:

- note the outcome of Welsh Government's review of the Mutual Investment Model (MIM) Band B funding mechanism;
- discontinue with the original approach to funding Band B of the School Modernisation Programme;
- give approval to pursue Option 3 for the financial delivery of Band B, subject to sufficient resources being identified and allocated to meet the match-funding commitment; and
- give approval for a report to be submitted to Council to amend the capital programme to reflect the above.

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Background documents

Council Report (13 September 2006): “LEARNING COMMUNITIES – SCHOOLS OF THE FUTURE – STRATEGY, PRINCIPLES, POLICY AND PLANNING FRAMEWORK”

Cabinet Report (2 November 2010): “THE SCHOOL MODERNISATION PROGRAMME OVERVIEW AND BRIDGEND’S 21ST CENTURY SCHOOLS’ STRATEGIC OUTLINE PROGRAMME SUBMISSION TO WELSH ASSEMBLY “

Cabinet Report (1 September 2015): “STRATEGIC REVIEW INTO THE DEVELOPMENT AND RATIONALISATION OF THE CURRICULUM AND ESTATE PROVISION OF PRIMARY, SECONDARY AND POST-16 EDUCATION”

Cabinet Report (3 October 2017): “SCHOOL MODERNISATION PROGRAMME – BAND B (2019-2024)”

Cabinet Report (30 January 2018): “SCHOOL MODERNISATION PROGRAMME – BAND B”

Council Report (31 January 2018): “SCHOOL MODERNISATION PROGRAMME – BAND B”

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT BY THE CORPORATE DIRECTOR OF EDUCATION AND FAMILY SUPPORT

WESTERN BAY INTEGRATED FAMILY SUPPORT SERVICE

1. Purpose of report

1.1 The purpose of the report is to seek approval to enter into a revised collaboration agreement with Neath Port Talbot County Borough Council and the City and County of Swansea Council in relation to the Western Bay Integrated Family Support Service (IFSS).

2. Connection to corporate improvement objectives/other corporate priorities

2.1 The report links to the following improvement priorities in the Corporate Plan:

- **Supporting a successful economy** - we will take steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
- **Helping people to be more self-reliant** – we will take early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services.
- **Smarter use of resources** – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background

3.1 IFSS focuses on families where parents have substance misuse problems that affect the welfare of their children. IFSS is a Welsh Government programme unique to Wales. It is a statutory service prescribed under the Social Services and Well-being (Wales) Act 2014 and the Partnership Arrangements (Wales) Regulation 2015 and Part 9 Statutory Guidance made under the 2014 Act.

3.2 The Western Bay IFSS became operational on 1 February 2013. On 3 March 2015 Cabinet granted approval for Bridgend County Borough Council to enter into a formal collaboration agreement with Neath Port Talbot County Borough Council and the City and County of Swansea Council in relation to the finance and governance arrangements for the Western Bay IFSS. That agreement commenced on 1 April 2015.

3.3 Bridgend is the host local authority for this collaboration. The 2015 collaboration agreement was for a term of 2 years, expiring on 31 March 2017, with an option to extend for a further period of up to 2 years by recommendation of the Project Board and prior agreement of the parties.

3.4 The Project Board recommended such an extension on 25 September 2018. Following this recommendation it was decided that a revised agreement was required to reflect changes in the funding and management of the service. Gaining agreement to the terms of this revised agreement has been delayed by a number of factors resulting from the change in funding of the service, the uncertainty in respect of the continued role of Bridgend as host authority for the collaboration given the impending health boundary change and in gaining the agreement of the Project Board to the proposed term of the revised agreement.

4. Current situation/proposal

3.5 The Project Board and parties have now agreed the terms of a revised collaborative agreement to cover the period April 2017 to March 2019.

3.6 The purpose of the agreement is to clarify the financial and governance arrangements for the service and in particular to protect the Council's financial position as the host authority. Specifically, when the collaboration agreement ends, express terms governing the transfer of undertakings protection of employment (TUPE) will apply which were not included in the 2015 collaboration agreement. The revised agreement obliges the parties to co-operate in seeking to ensure the orderly transfer of any relevant staff to their respective authority.

5. Effect upon policy framework and procedure rules

5.1. There is no effect upon the policy framework and procedure rules.

6. Equality Impact Assessment

6.1. There are no equality issues arising from this report.

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

7.1. A Well-being of Future Generations (Wales) Act 2015 assessment has been completed and is detailed at Appendix A. A summary of the implications from the assessment relating to the five ways of working is as follows:

- Long-term - the service is based on interventions that seek to improve outcomes for children, young people and families.
- Prevention - the service seeks to prevent (where appropriate) children becoming looked after.
- Integration - the service is an integrated multi-agency arrangement.
- Collaboration - the service is collaborative by its very nature with partnership working central to service delivery.

- Involvement - service user voice and feedback is a key part of the service model.

8. Financial implications

8.1 As host authority to the regional collaboration Bridgend County Borough Council is the employing authority of the staff engaged in the regional service. Given the impending health boundary change Bridgend County Borough Council's involvement with the Western Bay regional collaboration is expected to come to an end in April 2019. The new TUPE provisions will protect BCBC from funding a disproportionate share, or all, of any potential redundancy costs.

9. Recommendation

9.1. Cabinet is recommended to approve entering into a revised collaboration agreement with Neath Port Talbot County Borough Council and the City and County of Swansea Council in relation to the Western Bay IFSS

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Corporate Director (Education and Family Support)

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Postal Address Education and Family Support Directorate
Bridgend County Borough Council
Civic Offices
Angel Street
Bridgend
CF31 4WB

Project Description (key aims):

Western Bay Integrated Family Support Service (IFSS)

Section 1		Complete the table below to assess how well you have applied the 5 ways of working.
<p>Long-term</p> <p>(The importance of balancing short term needs with the need to safeguard the ability to also meet long term needs)</p>	<p>1. How does your project / activity balance short-term need with the long-term and planning for the future?</p> <p>The IFSS is a short-term intervention team with the aim of addressing issues impacting on the wellbeing of children in the short, medium and long term. The approaches used within the service are around motivating parents to make life changes that assist their children in reaching their full potential. Motivational interviewing and Solution focus brief therapy are evidenced based approaches that facilitate behaviour change in the short, medium and long term.</p>	
<p>Prevention</p> <p>(How acting to prevent problems occurring or getting worse may help public bodies meet their objectives)</p>	<p>2. How does your project / activity put resources into preventing problems occurring or getting worse?</p> <p>IFSS consists of experienced health and social care practitioners with the knowledge and experience to address the problems affecting children and families. As described above, the team use evidenced based approaches with the aim of facilitating positive behaviour change within parents in order to meet their children's needs. These approaches are proven, via research to be the most effective in improving outcomes for children, young people and families.</p>	
<p>Integration</p> <p>(Considering how the public body's well-being objectives may impact upon each of the wellbeing goals, on their objectives, or on the objectives of other public bodies)</p>	<p>3. How does your project / activity deliver economic, social, environmental & cultural outcomes together?</p> <p>IFSS at its core is about working with parents to fulfil their aims and objectives for the long term. This can include addressing substance misuse, mental health or domestic abuse issues that are impacting on their ability to care for their children. Within this support, practical assistance is offered to parents which can include exploration around employment and training opportunities.</p>	

<p>Collaboration (Acting in collaboration with any other person (or different parts of the body itself) that could help the body meet its well-being objectives)</p>	<p>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</p> <p>IFSS is a collaboration between health and social care with the fundamental aim of improving outcomes for children and families. The service is embedded as part of the Social Services and Well-being (Wales) Act 2014 and places a duty on local authorities and health boards to collaborate with families experiencing the most complex of issues. This collaboration includes the appointments of social workers and health practitioners within the same team to ensure knowledge and experience is shared to assist families in making positive changes.</p>
<p>Involvement (The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves)</p>	<p>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</p> <p>The service is governed by the Western Bay IFSS Board which includes Directors and Heads of Service from both health and social care. Outcomes from the service are reported to this Board as well as the Western Bay Regional Partnership Board. The Regional Partnership Board again consists of membership drawn from across health, social care, third sector and Welsh Government.</p> <p>The voice of the service user is reflected in both the assessment process and development of the support plan. In addition, service user feedback is sought at the end of the intervention.</p>

Section 2 Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals (use Appendix 1 to help you).		
Description of the Well-being goals	How will your project / activity deliver benefits to our communities under the national well-being goals?	Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?
<p>A prosperous Wales An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>IFSS works with parents around ways in which they can improve their life chances by addressing substance misuse, mental health and/or domestic abuse. Parents who are able to take control of their lives are more likely to enter employment and training in order to achieve their long term goals.</p>	<p>Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.</p>
<p>A resilient Wales A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The service is about promoting resilience within individuals in order to facilitate behavior change and therefore is only able to contribute to this area through individual work as described earlier in the assessment.</p>	<p>The impact of the service is monitored.</p>
<p>A healthier Wales A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>IFSS as described throughout the assessment is about working intensively with families to facilitate positive behavior change linked to parental substance misuse, mental health and/or domestic</p>	<p>Support will be available for a maximum period of twelve months to ensure individuals do not become dependent on it. Where support has ended and new or additional needs are identified the service user may re-enter the service.</p>

	abuse. It is a welsh government initiative to respond to those families with the most complex needs where their children are at risk of entering the care system.	
<p>A more equal Wales</p> <p>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>	Families who are not experiencing difficulties associated with substance misuse, mental health and/or domestic abuse are more likely to have positive experiences within education, employment and training. IFSS is a service that aims to promote and assist families in making changes within their lives that lead to a more equal chance of succeeding for the longer term.	Ongoing awareness raising of the service for children and families who are known to social services is required to ensure timely referrals are made to support families.
<p>A Wales of cohesive communities</p> <p>Attractive, viable, safe and well-connected communities.</p>	It is well researched that substance misuse, mental health and domestic abuse and can have significant impact on individuals leading to increased involvement with Police linked to anti-social behavior or criminal activity. IFSS aims to address these issues in order for families to make positive life changes.	The level and type of support offered will be reviewed periodically. The correct type of support should positively impact on the communities of the people supported.
<p>A Wales of vibrant culture and thriving Welsh language</p> <p>A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	Once more, IFSS contributes to working with families who identify their own goals which may include participation with arts, sports and recreation. Fundamentally, the service is about working with families to identify their goals which may include some of those linked to the wellbeing goals.	Compliance with the Welsh Language act will be monitored as part of service.

<p>A globally responsible Wales A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>IFSS is a Welsh Government statutory service implemented to improve outcomes for children and families who have been affected by substance misuse, mental health and/or domestic abuse.</p>	<p>The outcomes of support and the wellbeing of service users will be monitored as part of service review. High levels of positive outcomes should positively impact on the community as a whole.</p>
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Section 3 Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts			
Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
Age:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Gender reassignment:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Marriage or civil partnership:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Pregnancy or maternity:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Race:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.

Religion or Belief:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Sex:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.
Welsh Language:	Yes	No	Timely referrals into the service from social services will enable IFSS to have a better chance of affecting change within children and families.

Section 4 Identify decision meeting for Project/activity e.g. Cabinet, Council or delegated decision taken by Executive Members and/or Chief Officers

Cabinet

Compiling Officers Name:	David Wright
Compiling Officers Job Title:	Family Support Services Manager
Date completed:	6 November 2018

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

20 NOVEMBER 2018

REPORT OF THE CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT

PUBLIC CONSULTATION ON POTENTIAL CONCEPTS FOR POST-16 PROVISION ACROSS BRIDGEND COUNTY BOROUGH

1. Purpose of report

- 1.1 In April 2018 Cabinet gave approval for a public consultation on the future development of post-16 education across Bridgend County Borough ('the County'). This report provides Cabinet with the Post-16 Consultation Paper and sets out the proposed approaches for consultation together with an initial Equalities Impact Assessment and Wellbeing of Future Generations Assessment.

2. Connection to corporate improvement objectives/other corporate priorities

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

- Supporting a successful economy – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county.
- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

3. Background

- 3.1 This paper is the third report to Cabinet in relation to the review of post-16 education provision across the County. The earlier papers were submitted on 31 October 2017 and 24 April 2018.
- 3.2 On 24 April 2018 Cabinet gave approval for a public consultation on six concepts of post-16 educational provision. These concepts are:
- **Concept 1** The retention of sixth forms in all schools - the current position (ie a distributed tertiary model based on collaboration, but with further development in order to improve the delivery of this concept)
 - **Concept 2** The closure of all sixth forms and the development of a local authority maintained sixth-form centre(s)
 - **Concept 3** The closure of all sixth forms and the development of a further education (FE) college governed sixth-form centre(s)

- **Concept 4** A mix of school sixth forms with some mergers to create new local authority maintained sixth-form centre(s)
- **Concept 5** A mix of school sixth forms with some mergers to create new FE college governed sixth-form centre(s)
- **Concept 6** A full tertiary model governed by the FE sector

4. Current situation/proposal

4.1 The consultation paper on concepts for post-16 educational provision across the County has now been prepared and is attached as Appendix A. Included as appendices in the report are an initial Equalities Impact Assessment and a Well-being of Future Generations (Wales) Act Assessment. The six concepts are listed in paragraph 3.2 and of these Concepts 4 and 5 were the Cabinet's preferred options after the April 2018 Cabinet report.

4.2 **Preferred concepts:** Concepts 4 and 5 provide a bridge between Concepts 1 and 2 and are currently the Cabinet's preferred options from among the six concepts being considered. The rationale for this stated preference is as follows:

- When the Post-16 Board ('the Board') ran a scoring analysis against the key ambitions, Concepts 4 and 5 were the two that the Board agreed were most likely to meet these; this was subsequently supported by Cabinet.
- It is understood that for a significant number of people the school based sixth form is an attractive option. However, as the consultation paper indicates there are challenges to be faced in trying to maintain sixth forms in all the Council's secondary schools. Concepts 4 and 5 provide options to keep at least some school-based sixth forms open whilst merging others into sixth-form centres either under Council control (Concept 4) or FE control (Concept 5).
- These two concepts respond to the "one size does not fit all" statement that has been voiced by local members, Welsh Government and the Cabinet Secretary for Education. There are a number of factors that will be taken into account when considering actual options and these include the geography of the County, travel and transport issues, the current and predicted capacity of secondary schools, the scale of the curriculum offer, capital financial resources and standards of achievement

4.3 The preferred concepts are intended to deliver on the ambitions established by learners and stakeholders in the first phase of the review of post-16 education. These are summarised thus:

- High-quality teaching and learning that enables them to secure strong performance and high standards of achievement in examinations
- A broad curriculum offer underpinned by excellent impartial careers advice and guidance
- Positive relationships with staff who are inspirational with students and experts in their work

- First-class support for learners whether in a personal capacity or through the facilities available to support their studies
 - A good range of extra-curricular activity and have access to work experience
- 4.4 At the heart of the review into post-16 education is the ambition to develop a skilled and well-educated workforce by providing outstanding 16-18 education – ‘Supporting a successful economy’. These young people will provide the skilled adults employers are seeking and will underpin the growth of employment opportunities, the economy and wealth in the local economy. The preferred changes are predicated on the efficient use of resources by creating economies of scale in the educational provision.
- 4.5 The consultation paper provides a range of contextual information relating to post-16 provision including:
- The numbers of learners in school sixth forms
 - The effect of size of sixth form on finances, curriculum breadth, learner choice and standards achieved
 - Projections on the future capacity of secondary schools in the County
 - Financial constraints arising from the Welsh Government post-16 planning and funding system
 - A description of the current provision across the County
 - Examples of post-16 arrangements from across Wales to illustrate the six concepts
 - An outline of each concept together with a list of suggested advantages and concerns
- 4.6 It is proposed that the public consultation will run from 26 November 2018 to 22 February 2019.
- 4.7 The intention is to provide a number of ways in which the public can engage with the consultation. These will include:
- Bilingual surveys available online in both adult and young person’s versions
 - Welsh and English paper surveys available upon request
 - Interactive workshops organised in schools for pupils and parents – the schedule will be published when the consultation goes live
- 4.8 A report on the outcomes of the consultation will be provided to Cabinet in April 2019.
- 5. Effect upon policy framework and procedure rules**
- 5.1 There is no effect upon the policy framework or procedure rules.
- 6. Equality Impact Assessment (EIA)**
- 6.1 An EIA impact screening assessment has been undertaken and is included as appendix J in the consultation paper which is Appendix A attached to this report.

6.2 A full EIA will be undertaken when the workstream moves to detailed consideration of options.

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

7.1 Now, and in the short and mid-term, the financial pressures in the education system are a challenge to the viability of small sixth forms and the range of subjects that are available to learners 16-18.

7.2 The Cabinet's preferred concepts for the future of post-16 provision in the County are aimed at providing choice in post-16 settings, maintaining the breadth of subject choice, improving facilities and enhancing the standards of performance.

7.3 Through these developments the Council is striving to meet the ambitions of learners and support them to become high skilled members of the workforce in Wales. This will enable them to access employment and thereby have incomes that allow them to lead fulfilling lives.

7.4 Through all stages of the review of post-16 provision there has been close engagement with a range of stakeholders including the young people in schools and college. This has meant that the voice of learners has been clearly articulated in the design of future provision. Learners will continue to be engaged in any future consultation activity.

7.5 Further detail can be found in the accompanying Wellbeing Impact Assessment as appendix K in the consultation paper which is Appendix A attached to this report.

8. Financial implications

8.1 Funding for sixth-form provision in BCBC is provided by Welsh Government as a single post-16 grant allocation each year. There is a core allocation based mainly on learner numbers, with additional allocations to take into account learner deprivation and Welsh-medium education. Total funding for 2018-19 is £5,829,430, of which over 97% is distributed to secondary schools. In the last three financial years the core grant has been reduced by £672,427 as a result of the combined effects of lower learner numbers and reductions by Welsh Government to the central post-16 grant for schools.

8.2 The consultation report references the financial pressures being faced by the Council, its secondary schools and Bridgend College. The need to use limited resources efficiently will be discussed along with providing good value for money. No detail on potential capital costs will be provided although the challenge of obtaining capital investment in times of austerity will be covered.

8.3 One area presented in the consultation paper is post-16 transport costs. The pressure on this discretionary expenditure by the Council will vary between the different concepts. In some concepts the efficiencies gained can be used to offset transport costs whereas in others this may not be possible thus there is a varying degree of risk in relation to this particular budget pressure.

8.4 Should Cabinet decide after April 2019 to prepare specific option appraisals on post-16 provision then detailed financial models will be incorporated into those option appraisals at the appropriate time.

9. Recommendation

9.1 The Cabinet is recommended to:

- To give approval to the consultation paper on six concepts for the future of post-16 education across Bridgend County Borough

Lindsay Harvey
Director of Education and Family Support Services

23 October 2018

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Background documents:

Appendix A - Consultation paper on 'The potential re-organisation of post-16 provision across Bridgend County Borough Council – consideration of concepts'

Cabinet paper on the review of post-16, 31 October 2017

Cabinet paper on the review of post-16 education provision, 24 April 2018

Scrutiny paper on the concepts for post-16 education included in the public consultation, 16 October 2018

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The potential re-organisation of post-16 provision across Bridgend County Borough Council – consideration of concepts

Consultation document

Date of issue: 26 November 2018

Action required: Responses by 22 February 2019

Tel: (01656) 643 664

Email: consultation@bridgend.gov.uk

Web: www.bridgend.gov.uk/consultation

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Overview

This consultation is to invite views on the concepts under consideration for the potential re-organisation of post-16 education across Bridgend County Borough.

How to respond

This consultation period will begin on the **03 December 2018** and close the **22 February 2019**.

You can respond or ask further questions in the following ways;

Tel: (01656) 643 643

Email: EDSU@bridgend.gov.uk

Online: visit

www.bridgend.gov.uk/consultation

Post: Education and Family Support Directorate, Bridgend County Borough Council, Angel Street, Bridgend, CF31 4WB.

Workshops: Interactive workshops in schools for learners and parents

Alternative formats are also available upon request.

Data protection

How we use the views and information you share with us.

All responses received by Bridgend County Borough Council will be seen in full by its staff members involved in the consultation process. The information may also be seen by other departments within the council or local service board members to help improve upon the services provided.

The council may also use the information gathered to publish subsequent documents both directly and indirectly linked to this consultation, however the Council will never disclose any personal information such as names or addresses that could identify an individual.

If you do not wish for your opinions to be publicised, please state so in your response.

Related documents

For more information on consultations in Bridgend County Borough or how to join our Citizens' panel.

Visit:

www.bridgend.gov.uk/CitizensPanel

Background and information

A case for change

1. In 2016, Bridgend County Borough Council ('the Council'), as part of a wider review of all its school estates, began a review of post-16 provision across Bridgend County Borough ('the County'). A post-16 Board was established to lead and report on this review. As an initial step, the Post-16 Board (the Board), the student councils in all our secondary schools and Bridgend College set out to define the ambitions that should underpin the provisions for post-16 education across the County. They all agreed that learners, wherever they are taught, should experience:
 - High-quality teaching and learning that enables them to secure strong performance and high standards of achievement in examinations
 - A broad curriculum offer underpinned by excellent impartial careers advice and guidance
 - Positive relationships with staff who are inspirational with learners and experts in their work
 - First-class support for learners whether in a personal capacity or through the facilities available to support their studies
 - A good range of extra-curricular activity and have access to work experience.

At the heart of the review into post-16 education is the ambition to develop a skilled and well-educated workforce by providing outstanding 16-18 education – 'Supporting a successful economy'. These young people will provide the skilled adults employers are seeking and will underpin the growth of employment opportunities, the economy and wealth in the local economy.

The combined list of ambitions generated by the Board and learners can be found at Appendix A.

2. The preferred changes are predicated on the efficient use of resources by creating economies of scale in the educational provision so that the range of subjects, support for learners and facilities can all be afforded and lead to higher and sustained standards of performance.

What is the current position for post-16 provision across the County?

3. The current education provision for 16-18 year olds in Bridgend is as follows:
 - Sixth forms present in each secondary school varying in size from 61 to 347 (January 2018 PLASC data) predominantly delivering A levels for 1572 learners
 - Sixth forms present in the two special schools with pathways for 102 learners
 - Bridgend College and Pencoed Comprehensive School working in partnership to develop Penybont Sixth Form College

- Bridgend College provides a range of vocational pathways for 1907 learners 16-18 (October 2017)
 - Options X and Y timetabled in common (two afternoons per week for each option) across all nine sixth forms and Bridgend College
 - Twilight provision at Bridgend College
 - Welsh-medium provision enhanced through extensive collaboration between YGG Llangynwyd in Bridgend and YGG Llanhari in RCT
 - Faith-based provision available in Archbishop McGrath Catholic High School
 - 5 work-based training organisations provide 60 to 70 places on Engagement, Level 1 and Traineeship programmes for Year 11 leavers
 - A handful of Year 11 learners will go on to Foundation Apprenticeships
 - In 2015 approx. 29 learners from Year 11 went into employment
4. From a variety of reports and professional dialogue amongst the local education community including secondary headteachers, college principal, the Education and Family Support Directorate and other stakeholders, there has been general agreement that the current provision does not best meet the stated ambitions for post-16 education across the County. Among the reasons for this are the size of sixth forms, post-16 funding, standards of achievement, the range of subjects offered, access to digital learning and staffing. Details on these issues are provided in later sections of this paper. There is a consensus that change is needed.

Table 1 Sixth form numbers via January PLASC data 2015-2018

Numbers in sixth forms – January PLASC data 2016 - 2018	Year			
	2015	2016	2017	2018
School Name				
Archbishop McGrath Catholic High School	150	164	156	148
Brynteg School	442	422	377	347
Bryntirion Comprehensive School	205	170	174	205
Coleg Cymunedol y Dderwen	165	157	148	160
Cynffig Comprehensive	100	88	76	61
Maesteg School	193	204	177	150
Penybont Sixth Form College	142	130	128	141
Porthcawl Comprehensive School	332	290	262	242
Ysgol Gyfun Gymraeg Llangynwyd	123	110	111	118
Mainstream total	1852	1735	1609	1572
Heronsbridge Special School	51	55	59	60
Ysgol Bryn Castell	42	39	41	42
Total in schools	1945	1814	1709	1674
Bridgend College 16-18	1903	1864	1906	2488 combined
Overall total of 16-18 (includes Y14 in schools)	3848	3678	3615	
Bridgend College 19 plus	587	601	573	
Bridgend College full-time enrolments	2490	2435	2509	2488

5. Bridgend County Borough Council ('the Council') wishes to seek the views of a wide range of stakeholders on the possible concepts that are under consideration for the re-organisation of post-16 provision across Bridgend County Borough ('the County').
6. These concepts include
 - **Concept 1** The retention of sixth forms in all schools - the current position (ie a distributed tertiary model based on collaboration, but with further development in order to improve the delivery of this concept)
 - **Concept 2** The closure of all sixth forms and the development of a local authority maintained sixth-form centre(s)
 - **Concept 3** The closure of all sixth forms and the development of a further education (FE) college governed sixth-form centre(s)
 - **Concept 4** A mix of school sixth forms with some mergers to create a new local authority maintained sixth-form centre(s)
 - **Concept 5** A mix of school sixth forms with some mergers to create a new FE college governed sixth-form centre(s)
 - **Concept 6** A full tertiary model governed by the FE sector

Background

7. This consultation arises out of a process that started in 2011 with the Welsh Government Transformation agenda. The result in Bridgend was a Strategic Outline Case that was approved by Welsh Government that set out a proposal for a Collaboration Model ('Distributed Tertiary Model') to deliver post-16 provision across the County whereby sixth forms were retained and worked in collaboration with each other and with Bridgend College.
8. A review of this post-16 provision was commissioned in 2013 and the report produced, although noting progress in areas of curriculum offer and collaboration, commented that overall progress was not sufficiently rapid to meet the changing environment of post-16 education and training.
9. The changing environment included tougher financial circumstances, smaller cohorts of 16-18 year olds, changes to and reductions in Welsh Government grants, the loss of subjects from the collaborative offer, fewer students taking up day time collaborative courses and a slowdown in the rate of improvement in examination performance.
10. A Post-16 Operational Board ('The Board'), with a wide range of stakeholders, was established in June 2016 to take forward the review of post-16 provision. In October 2017 and April 2018 the Board made recommendations to Cabinet on the possible concepts for 16-18 provision that could be considered for the County with preferred concepts identified. In April 2018, Cabinet gave approval for a public consultation on the six concepts described above.

11. Further details of the background circumstances are covered in Appendix B and in the sections that follow.

Examples of post-16 provision from across Wales

12. These are provided so that stakeholders can better understand the range of provision that is being considered via the public consultation.
13. The provisions range from sixth forms in schools through sixth-form centres often attached to FE colleges to full tertiary provision. The Board reviewed a number of these and links to some examples are provided below.

Sixth forms in schools

14. As an example of a sixth-form setting links are provided to Porthcawl Comprehensive School's Sixth Form information. This is the second largest sixth form in the County and can therefore provide a wide range of opportunities for students which may otherwise be more limited in the smaller sixth forms. With regard to facilities the schools vary with some having accommodation set aside for post-16 students and others not. The amount of dedicated facilities is not usually on the same scale as in a specialist sixth-form centre or FE setting.

<http://www.porthcawlschool.co.uk/pdf/porthcawl-prospectus.pdf>

<http://www.porthcawlschool.co.uk/pupils/sixth-form.asp>

<http://www.porthcawlschool.co.uk/pdf/sixth-form-prospectus-2017.pdf>

Sixth-form centres

15. These arise from the merger or closure of sixth forms. A centre could be developed by the County in partnership with its schools and the college. Alternatively the college might develop a sixth-form centre in partnership with the County and a number of secondary schools. Where there are full tertiary FE campuses some colleges still choose to have a sixth-form centre with its own identity. Here is one example from Flintshire:

Deeside College Sixth Form Centre: this centre was formed as a result of the merger of three sixth forms in Flintshire and the project was a joint venture between Flintshire CC, Coleg Cambria and Welsh Government. The secondary schools were re-designated as 11-16 schools. The centre has a student population of 700. In this example the governance lies with Coleg Cambria. Under the joint venture, there is a management committee with representatives from all the schools, the Flintshire CC and Coleg Cambria. The Head of Centre was appointed from one of the schools.

<https://www.cambria.ac.uk/deeside-sixth/>

<https://images.cambria.ac.uk/wp-content/uploads/2016/11/DEESIDE-6TH-ENG-44PP-FULL-ENG-LR.pdf>

16. This type of provision could also be delivered with joint governance by schools and the local council.

Tertiary FE centres

17. This concept can be found in a number of settings across Wales such as Merthyr Tydfil and Ebbw Vale with schools moving to 11-16 or 3-16 and the local FE colleges delivering all the post-16 provision. Some FE colleges offer the full range of vocational and academic provision within local authorities that still retain sixth forms, for example, Cardiff and Vale College and Coleg y Cymoedd in Rhondda Cynon Taff (RCT). RCT is also engaged in merging sixth forms within each of the valleys while the FE college, Coleg y Cymoedd, is expanding its facilities such as the new campuses at Nantgarw and Aberdare. The links below provide illustrations of a full tertiary approach in Merthyr Tydfil.

<http://www.merthyr.ac.uk/>

http://www.merthyr.ac.uk/sites/default/files/2017-2018_prospectus.pdf

Capital investment

18. There has been significant investment in new campuses in neighbouring counties and one of the ambitions shared by both the Council and Bridgend College is to be able to provide campus and educational facilities in Bridgend that matches the provisions that can be seen in surrounding local authority areas. However, in this period of austerity the sourcing of capital investment presents the Council with a significant challenge. While the Council holds to this ambition access to capital investment for post-16 facilities may not be available until Band C of the School Modernisation Programme around 2025. The Band C programme has yet to be established by Welsh Government.

The impact/effect of size on sixth forms

Table 2 Distribution of the size of sixth forms

Student numbers in sixth form	0 - 100	100 - 200	200 - 300	300+
Number of schools	1	5	2	1

19. A number of factors can be taken in to account to determine the viable size for a sixth form. Of relevance to this paper is the figure of 250 students which was used in the recent consultation paper on post-16 provision in RCT, a regional partner, and a figure which has been used consistently in this context in England and Wales for many years. Only two sixth forms across the secondary schools in Bridgend are close to or exceed this figure.

The range of subjects

20. Through the Learning and Skills Measure (Wales) 2014, Welsh Government regulates the number of subject choices that should be made available to learners 16-18 in mainstream secondary schools and FE colleges in Wales. Currently the regulation is for 30 level 3 subjects (A levels or A level equivalents such as BTECs) including at least 5 vocational subjects with a spread across the different subject areas. All sixth forms in Bridgend, regardless of size, rely to some extent on collaboration between sixth forms and the college to provide this range of choice to their learners.
21. The range of timetabled subjects available in individual sixth forms varies from 12 in the smallest sixth form to 25 in the largest (based on the October 2017 audit for Welsh Government). This limits the opportunity for study in the home school for those learners in the smallest sixth forms. In order to take advantage of the wider choice available through collaboration these learners will have to be prepared to travel during the day or in the evening to get the subjects they want or choose from a much more limited range in their home school. Only a few learners in the largest sixth forms are faced with making similar decisions.

The size of teaching groups

22. The proportion of small teaching groups (below 10 learners) increases as the size of a sixth form decreases from 3 out of 25 subjects (12%) in the largest sixth form to 8 out of 12 subjects (66.6%) in the smallest. In the October 2017 Learning audit 150 classes across Years 12 and 13 were identified with less than 10 students. This means there are many small duplicated subject groups in sixth forms.
23. Why does this matter? Welsh Government recently introduced a new funding system for sixth forms in Wales. Included in Welsh Government's calculations were costs based on the number of hours per year a subject is taught and an hourly rate per learner. This means that schools are funded on the basis of 4 hours teaching per week for each subject and an efficient class size of about 13 learners. Any sixth form with a high proportion of small classes (less than 10 learners) will be financially inefficient and will have to draw resources from key stage 3 and 4 into the sixth form in order to meet the costs of those small classes. This is therefore to the detriment of the provisions for Years 7 to 11.
24. The Welsh-medium sixth-form provision at YGG Llangynwyd has a particular set of circumstances that result in a number of small classes. The size of the year groups is determined by the flow of children in from the Welsh-medium primary sector and this currently restricts the overall size of the school and therefore the numbers in the sixth form. It is important that students in Welsh-medium provision have a curriculum offer that matches that received by their peers in English-medium sixth forms. That presents a challenge for a relatively small sixth form.
25. In order to support the Welsh-medium curriculum, Welsh Government provides additional post-16 funding for Welsh-medium sixth forms. For 2018-2019, the Council received a Welsh-medium uplift of £89,156 to its post-16

grant allocation. YGG Llangynwyd also has a very active collaboration partnership with YGG Llanhari in Rhondda Cynon Taff which the Council will continue to fully support. For the future, the Council fully supports the Welsh Government ambition to have 1 million Welsh speakers by 2050 and is committed to increasing the numbers of learners in Welsh-medium education which in turn will positively impact on the numbers of sixth-form students in YGG Llangynwyd.

The effect on standards

26. The size of both sixth forms and class groups has an effect on standards of performance and learner achievement. Research evidence indicates that higher standards are generally to be found in middle to large classes and again in larger sixth forms compared to smaller ones. Bridgend has seen this over a number of years in both the value-added data for A levels and overall performance of sixth forms. In this context it should be noted that the larger 16-18 settings will have larger departmental teams and thereby greater experience to draw upon than in smaller settings and this is a factor that needs to be taken into account in relation to size of provision and standards of performance. Smaller settings may only have one or two staff to draw upon compared to the greater pool of expertise in larger settings. The impact of staff illness or loss of staff is another factor to consider with regard to the size and resilience of a sixth form.
27. In recent years, the County has seen rising standards of performance at A level with the figures being generally close to the all Wales averages. In 2018, two indicators have dipped slightly and one has improved.

Table 3 Raw A level results for BCBC 2015 – 2018

Year	Percentage of cohort (%)					
	A*	A*- A	A*- B	A*- C	A*- E	3A*- A
2015	4.60	18.65	46.67	72.88	97.78	5.30
2016	5.39	20.81	46.66	74.38	98.18	6.10
2017	6.20	21.99	49.26	75.61	97.97	9.50
2018	4.42	20.00	46.27	74.20	98.30	9.30

Note: 2018 data is provisional

28. The position is not uniform across all the County's schools with the best performance being seen in our largest sixth forms and those which are part of Faith or Welsh-medium education. The tables that follow show the raw exam data for the years 2015-2018 with a comparison between size of sixth form, number of subjects studied (some will be through collaboration) and performance. The green colouration is for leading performance in the County and purple for weakest performance.
29. The sixth forms that regularly feature in leading performance are Archbishop McGrath, Brynteg, Porthcawl and YGG Llangynwyd with Bryntirion being less consistent.

Table 4 Comparison of A level performance in schools, range of subjects and size of sixth form 2015-2018 is available in Appendix C

School size and school effectiveness – Estyn

30. In 2013, Estyn undertook a review to understand the relationship between school size and school effectiveness. The main findings in respect of secondary schools can be found in Appendix D. Estyn found that large secondary schools when compared to medium or small schools demonstrated:
- better inspection outcomes
 - higher standards of examination results
 - improved wellbeing
 - an overall better standard in the quality of teaching
 - a curriculum with more breadth, better balance and more options
 - stronger leadership and succession planning
31. A number of these findings relate directly to issues in post-16 provision that are being covered in this consultation paper.

Post-16 finances

32. Financial considerations do have to be taken into account in any model of post-16 provision. Welsh Government expects FE colleges and local authorities to provide an efficient service with value for money and between them to avoid unnecessary duplication of courses within a local area.

Post-16 funding

33. In recent years there has been a decline in the amount of post-16 funding the Council and Bridgend College receive from Welsh Government. Part of this has been due to a fall in the size of the student population (a demographic effect) and part to actual cuts by the government to the post-16 grant. The effect of this has been pressure to reduce the number of small classes and review the viability of some of the subjects that only recruit small numbers of learners from across the whole of the County. New subjects have been placed in collaborative options in order to pool learners and over the past few years, ten subjects have been removed from the curriculum offer and there is pressure on the remaining minority subjects.
34. Across Wales, the average class size in the sixth-form sector is around 11 or 12 with, in some centres, a significant number of classes well below this. By contrast sixth-form centres and colleges will see average class sizes of 18 or more. When set against the Welsh Government funding mechanisms, it can be seen that smaller institutions cannot afford to offer a broad range of subjects without experiencing financial difficulties. The figures below demonstrate the point.

35. The cost of providing the staffing for an A level class is approximately £10,000.
36. Welsh Government for 2018-2019 provides funding for sixth forms based on the programme a learner follows:

Table 5: Funding values for A level programmes in Wales

Programme	Total hours	Programme value	Hourly rate/learner
2 A levels + WBQ	549	£2,624	£4.78
3 A levels + WBQ	711	£3,399	£4.78
4 A levels + WBQ	873	£4,173	£4.78

Notes: Total hours are made up from:

- Each A level has a delivery expectation of 162 hours
- The Welsh Baccalaureate Qualification ('WBQ') has a delivery expectation of 135 hours
- There is an allowance of 15 hours for induction
- There is an allowance of 75 hours for additional programme activities

There are 39 weeks in the teaching year and for a 162 hour course that equates to just over 4 hours delivery per week which is the average rate in sixth forms in Bridgend.

37. At £4.78 per learner per hour each learner will contribute £774 to a 162 hour course. To cover the £10k costs of delivery the course will need to recruit 13 learners. This number of students will only cover the cost of the teaching staff. There is no margin to cover overheads and other supporting costs for sixth forms such as IT, text books, equipment and teaching resources. The only way to do this is to make sure that average class sizes are 18 or more. With average class sizes of 11 in sixth forms in Wales the income per course is around £8,514 whereas in FE and sixth-form centres/colleges with class sizes of 18 or more the figure is £14,000 or better.
38. It should be noted that the funding levels for post-16 courses in Wales are significantly lower than some other regions of the UK (see Appendix E for further detail).
39. **14-19 grant and transport costs:** Another financial aspect of post-16 provision has been the changes to the Welsh Government 14-19 grant. For a number of years in Bridgend this grant provided a source of funds to pay for the transport costs incurred when learners travel to study subjects offered in collaboration between schools and/or the college. As a direct grant this funding was provided to a local authority 14-19 network and its expenditure was overseen by a 14-19 board of education stakeholders. The 14-19 grant has now been merged into the Education Improvement Grant ('EIG') and within the Central South Consortium the EIG is now delegated directly to schools. This is in contrast to areas like North Wales where the 14-19

element of the EIG is still overseen by the local 14-19 network. The key changes to the 14-19 grant have been:

- Welsh Government has reduced the size of the grant
- The grant was merged with several others into the EIG
- Central South Consortium took a decision to delegate the EIG, including the 14-19 element, to individual schools
- Schools no longer have a discrete 14-19 grant to draw upon
- All post-16 transport costs for partnership working in the day time have to be met from school budgets rather than a network budget
- Post-16 transport costs now compete for resources alongside the many other claims on each school's delegated budget
- In some instances schools have become increasingly reluctant to fund transport costs putting a constraint on learner choice; some have taken the decision to run a course internally with low numbers rather than paying the transport costs of collaboration thus duplicating provision

40. Transport costs will remain an issue because:

- If all sixth forms are retained there will be pressure to reduce the number of small classes which, if curriculum breadth is to be maintained, will increase the number of subjects offered in collaboration and this in turn could increase transport costs
- If any sixth forms are merged/closed and learners have to travel to a new centre for their provision then again transport costs could increase (provided the Council continues to support post-16 transport which is non-statutory)

41. All these financial factors contribute to the pressure on secondary school budgets in the County, increasing the likelihood of schools moving towards a deficit budget position and also increasing, in the smaller sixth forms, the risk that resources for Years 7 to 11 are being used to prop up sixth-form expenditure – cross-phase subsidisation.

42. One way of mitigating the effect of these financial pressures is to create sixth forms or sixth form centres with larger student populations so that they benefit from the economies of scale currently experienced by sixth form colleges and FE colleges with large general education provision.

43. Another avenue that will be explored is to make use of 'blended learning'. This is essentially resource-based learning via the internet and students are given study briefs and can work through the material in either dedicated school time or outside the school day. This approach complements teaching time and, once the online materials have been developed, can lead to a reduction in timetabled teacher time and a potential saving on costs

Curriculum

44. The County and its secondary schools consider that the school curriculum should be “broad and balanced” both at key stage 4 and post-16. However in recent years there have been a number of pressures that have reduced the range of choice for learners. In key stage 4, the development of school performance measures and the introduction of the Welsh Baccalaureate have resulted in a reduction in the number of options available to learners. Some subjects are seeing a reduction in the number of learners and this potentially impacts on the numbers wanting to progress the subject to A level. The Learning & Skills Measure 2014 (Wales) regulates for the curriculum offer at key stage 4 with a requirement for schools to offer 25 subjects at level 2 with at least 3 of these being vocational subjects.
45. At post-16, the Learning & Skills Measure 2014 (Wales) requires centres to provide an offer of 30 or more level 3 qualifications (A levels and BTECs) with at least 5 of these being vocational courses across a range of areas including Science and Technology. The ability to meet this requirement in the County’s sixth forms is dependent on a number of subjects being offered through collaboration. It is getting increasingly difficult for small sixth forms to meet this measure.
46. In recent times a number of subjects have been lost from the post-16 curriculum day time offer. These include Accounting, CACHE (Child Care at level 3), Design and Technology Textiles, Government and Politics, Spanish and Home Economics. Psychology and Sociology have been withdrawn from the twilight offer.
47. Low numbers or limited staff expertise are the basis for the following 20 subjects to be offered through collaboration: Applied Science, Computing, Criminology, Dance, Drama, Economics, Electronics, Engineering, Film Studies, French, Further Maths, German, Health & Social Care, Law, Music, Music Technology, Physics, Public Services, Tourism and Welsh 2nd language.
48. As indicated earlier the range of subjects actually timetabled in any given sixth form (as opposed to listed in the offer) ranges from 12 to 25. In all there are some 42 subjects offered in the joint prospectus but not all of these are available through collaboration to all learners.
49. Where low numbers exist for a particular subject schools may save on costs by reducing the number of contact hours or merging year 12 and 13 classes. Either of these approaches has the potential to constrain progress for these students compared to their peers in settings where these restrictions are not applied.
50. In some cases where only a few students wish to study a subject post-16 the subject has been cut on financial grounds, ie the school cannot afford to run it, despite the fact that the learners have been studying the subject for five years and may wish to study it to degree level. The breadth of the curriculum and

the capability to support minority subjects is more readily accomplished in the largest sixth forms or sixth-form centre/college settings. These also provide a greater equality of offer to their learners.

Standards of achievement

51. The current performance measures used by Welsh Government for sixth provision are the Level 3 Threshold and the Average GCE points score.
52. The Level 3 threshold measures the percentage of learners entered for two or more A levels that actually pass two or more A levels (or equivalent qualifications). The overall figure for Bridgend sixth forms is 98.6% (1% above the All Wales average) and, in 2018, six out of nine sixth forms scored 100%. This measure therefore provides little discrimination between the performance of different sixth forms.
53. The average GCE points score is a volatile measure and is influenced by learners on non-A level programmes, the volume of Welsh Bacc entries and the introduction of new A level specifications. This makes it a rather unreliable measure.
54. The measures described in paragraphs 52 and 53 are being discontinued by Welsh Government and replaced by a suite of new consistent performance measures for post-16. A summary, produced by Welsh Government, of these new measures is attached at Appendix F. This consultation paper is therefore focusing on achievement and value-added data. Currently the Destinations data measure is under development.
55. From the 2013 examination data onwards, the Council has been drawing on the Alps value-added system, as well as the raw A level results considered earlier, to judge the performance at A level of students, subjects, schools and the County as a whole. Alps compares the performance of students who have similar GCSE grades with their A level results. This means that the performance of students of similar ability can be compared both across the County and against the performance of similar students across England and Wales. Alps is also used to set aspirational targets for students. The target given is to challenge the student to be in the top quarter of performance at A level when compared to students who had similar GCSE grades.
56. The Alps system draws upon national data sets that cover 2,580 providers, 241,036 students and 685,377 A levels taken making it statistically very robust. Results are graded 1 to 9 with grades 1 to 3 in the top 25% (featured in red), grades 4 to 6 in the middle 50% (featured in grey) and grades 7 to 9 in the lowest 25% of performance (featured in blue)

Table 6: Classification of Alps grades

Matching top 25%+	RED	Alps grades 1-3
Matching middle 50%	BLACK	Alps grades 4-6
Matching bottom 25% -	BLUE	Alps grades 7-9

57. When this valued-added data is examined it can be seen that those schools with consistently strong performance in the red zone are Archbishop McGrath, Brynteg and Porthcawl and to a lesser extent YGG Llangynwyd. The results in the other schools show a greater degree of variation and more results in the blue zone of weaker performance.
58. For the past three years the County has been able to show good overall performance at grade 4 just outside the red zone.

Appendix G provides Table 7: Value-added examination data covering 2015 to 2018 and a description of each of the indicators used in the table.

59. Over the same period 2015-2017 students at Bridgend College have demonstrated high levels of achievement. In the latest set of verified data for 2016-2017 from Welsh Government, Bridgend College had the highest learner outcomes in the FE sector for all qualifications.

The overall secondary school estate

60. One consequence of removing sixth forms from schools would be to increase the number of surplus places in secondary schools. In the data tables in Appendix H, the current and projected numbers for each secondary school are shown in column J. The overall capacity of each school is shown in column P with projected balances of spare or surplus places indicated below. A negative number indicates a shortage of places. It is preferable for a school to be considered full when it is about 10% below its capacity. This is to allow a margin for effective use of rooms in the school timetable.
61. Whilst some secondary schools have spare capacity there are others where the indications are that they are likely to become full and unable to meet demand from within their catchments. This is because some parts of the Borough are experiencing an increase in the primary age pupil population and in due course this will transfer to the secondary sector. In addition, there are a number of housing schemes which will add to the overall pupil population in Bridgend.
62. In considering potential changes to post-16 provision, the Council, with limited capital resources at its disposal, will have to balance the implications for secondary schools of the demand for places, surplus places and bespoke sixth form accommodation. Should the Council proceed to consultation on detailed options for post-16 re-configuration these aspects will be fully explored and used to inform decisions for the future.

The proposal

The six concepts for consultation

63. In this section the advantages and concerns for each concept will be explored in order to provide some insight into the range of issues that need to be taken into account before decisions on the future of post-16 provision are made. The suggestions here represent views from a range of stakeholders as part of the on-going review into post-16 education in the County. These are not exhaustive lists and as part of the consultation exercise further recommendations to the tally of advantages and concerns would be welcomed.

What the proposal means in practice

64. **Concept 1** The retention of sixth forms in all schools – the ‘status quo’ but with further development in order to improve the effectiveness of the delivery of this concept
65. The current provision of education provision for 16-18 year olds in Bridgend:
- Sixth forms present in each secondary school varying in size from 61 to 347 (January 2018 PLASC) delivering predominantly A levels
 - Bridgend College and Pencoed Comprehensive working in partnership to develop Penybont Sixth Form College
 - Bridgend College provides a range of vocational pathways for 1,907 learners 16-18 (October 2017)
 - Options X and Y timetabled in common (two afternoons per week) across all nine sixth forms with around 17 collaborative subjects available – around 27 students participating
 - Twilight provision at Bridgend College to deliver Law, Film Studies and Criminology to about 100 learners
 - Welsh-medium provision enhanced through extensive collaboration between YGG Llangynwyd in Bridgend and YGG Llanhari in RCT
 - Some local arrangements between schools may occur
 - Transport costs are met by the schools for daytime partnership
 - Transport costs for twilight are met by Bridgend College which registers students as part-time learners
 - Five work-based training organisations provide 60 to 70 places on Engagement, Level 1 and Traineeship programmes
 - A handful of learners will go on to Foundation Apprenticeships
 - In 2015 approximately 29 learners went into employment
66. **Advantages:**
- The retention of sixth forms is seen as essential in some areas in response to community aspirations
 - Maintaining the link between sixth-form learners and the rest of the school, especially as aspirational role models and supporting younger pupils
 - Sixth forms add to the overall ethos of the school
 - Some schools believe they can have a viable sixth form under this approach
 - Faith and Welsh-medium schools see this as a highly desirable/only acceptable model
 - Given the current shortage of teachers, headteachers believe they can attract and recruit more qualified/experienced staff if the school has a sixth form
67. **Concerns:**
- Ability to maintain curriculum breadth; some traditional subjects are already being lost in schools

- Resources/budgets/funding all set to reduce and many regard this model as unsustainable
- Does not address the issue of surplus places
- Does not increase the range of choice of providers for learners and parents
- Does not provide value for money and in schools with small sixth forms is likely to lead to cross-stage subsidisation taking away resources from Years 7 to 11
- The transport costs of current collaborative arrangements are a drain on resources and will be difficult to maintain
- Where subjects are delivered in small groups this is not always conducive to high standards and a dynamic learning environment
- Limited opportunity to provide investment in 16-18 education facilities

68. **Concept 2** The closure of all sixth forms and the development of a local authority maintained sixth-form centre(s).

While this concept produces one or more sixth-form centres that will benefit from economies of scale it could create significant surplus places in some of the secondary schools. Creating the new centre(s) would require a significant capital investment which might prove problematic for the Council in times of austerity (see also paragraph 24). The governance, accountability and control of funding would remain with the Council.

69. **Advantages:**

- Produces effective economies of scale
- Currently the majority of sixth forms are unable to provide learners a level 2 (GCSE) offer; the larger scale of a sixth-form centre could offer learners this alternative
- Curriculum breadth is retained in the level 3 offer and minority subjects become more viable
- More efficient class sizes providing better value for money
- A greater equality of offer to learners
- Would deal effectively with issues such as class size, financial effectiveness and cross-phase subsidisation
- Teaching staff will specialise in post-16 delivery potentially producing higher standards of performance
- Creates an opportunity to invest in tailored facilities for 16-18 education provision

70. **Concerns:**

- Finding suitable locations and sourcing capital to develop one or more large sixth-form centres
- Bringing all post-16 learners into one or two centres would require an increase in travel arrangements and potentially higher discretionary post-16 transport costs for the Council although the cost may be offset by greater efficiency of delivery costs due to larger teaching groups
- Does not increase the range of choice of providers for learners and parents
- Potential for duplication and competition with Bridgend College and creation of a two tier system in the County

- Increased travel may be a more marked disadvantage for some learners
- A potential impact of merging learners from different communities although this does not manifest itself currently within Bridgend College
- If the staff in the new centre(s) also have teaching commitments in schools then timetable management and collaboration with split site complexities will present a significant challenge
- If the teaching staff are recruited directly to the new centre(s) there may be a detrimental effect on the teaching force deployed in the 11-16 schools and certainly an unsettling period of recruitment and appointment
- The identity of post-16 learners with new centres or their home school

71. **Concept 3** The closure of all sixth forms and the development of a further education (FE) college governed sixth-form centre(s)

In this concept the centre or centres will benefit from even greater economies of scale than Concept 2 brought about through the association with an FE college. The issue of surplus places remains as in Concept 2 as does the requirement to source capital. However in this latter instance the fiscal environment available to a FE college might be more flexible compared to a local authority. The governance, accountability and control of post-16 funding would pass to the FE college.

72. **Advantages:**

- Produces effective economies of scale
- Within a college setting a full range of level 2 and level 3 provisions can be offered with learners able to combine both vocational and academic courses into their programme of study
- Curriculum breadth is retained in the level 3 offer and minority subjects become more viable
- More efficient class sizes providing better value for money
- A greater equality of offer to learners
- Would deal effectively with issues such as class size and financial effectiveness
- There would be no possibility of cross-phase subsidisation in schools
- Teaching staff will specialise in post-16 delivery potentially producing higher standards of performance
- Creates an opportunity to invest in tailored facilities for 16-18 education provision
- Removes the likelihood of institutional interest influencing learner choice of progression routes

73. **Concerns:**

- Finding suitable locations and sourcing capital to develop one or more large sixth-form centres
- Bringing all post-16 learners into one or two centres would require an increase in travel arrangements and potentially higher discretionary post-16 transport costs for the Council

- If there are increased travel costs the Council will not be able to offset these against improved efficiency because the post-16 funding will pass from Welsh Government to the FE college and not to the Council
- Increased travel may be a more marked disadvantage for some learners
- If the teaching staff are recruited directly to the new centre(s) under FE management there may be a detrimental effect on the teaching force deployed in the 11-16 schools and certainly an unsettling period of recruitment and appointment
- Does not increase the range of choice of providers for learners and parents
- The loss of senior students from school settings and their ability to be aspirational role models

74. Preferred concepts 4 and 5

Concept 4 A mix of school sixth forms with some mergers to create a new local authority maintained sixth-form centre(s)

and

Concept 5 A mix of school sixth forms with some mergers to create a new FE college-governed sixth-form centre(s)

Concepts 4 and 5 provide a bridge between Concepts 1 and 2 and are currently the Cabinet's preferred options from among the range of concepts being considered. The rationale for this stated preference is based upon the following issues:

- When the Board ran a scoring analysis against key criteria extracted from the ambitions listed in Appendix C, Concepts 4 and 5 were the two that the Board agreed were most likely to meet these ambitions and this was subsequently supported by Cabinet.
- It is understood that for a significant number of people the school based sixth form is an attractive option. However, as this paper indicates, there are challenges to be faced in trying to maintain sixth forms in all the County's secondary schools. Concepts 4 and 5 provide options to keep at least some school-based sixth forms open whilst merging others into sixth-form centres either under Council control (Concept 4) or FE control (Concept 5).
- These two concepts respond to the "one size does not fit all" statement that has been voiced by local members, Welsh Government and the Cabinet Secretary for Education. There are a number of factors that will be taken into account when considering actual options and these include the geography of the County, travel and transport issues, the current and predicted capacity of secondary schools, the scale of the curriculum offer, recurrent and capital financial resources and standards of achievement.

75. **Concept 4** A mix of school sixth forms with some mergers to create a new local authority maintained sixth-form centre(s).

76. **Advantages:**

- The retention of sixth forms is seen as essential in some areas in response to community aspirations
- Maintaining the link between sixth-form learners and the rest of the school, especially as aspirational role models and supporting younger pupils
- Sixth forms add to the overall ethos of the school
- Faith and Welsh-medium schools see the retention of their sixth forms as a highly desirable/only acceptable model
- Given the current shortage of teachers headteachers believe they can attract and recruit more qualified/experienced staff if the school has a sixth form
- Provides more choice for learners and parents between school-based sixth forms, sixth-form centres and FE
- Will benefit from some improvement in economies of scale
- Currently the majority of sixth forms are unable to provide learners a level 2 (GCSE) offer; the larger scale of a sixth-form centre could offer learners this alternative
- Curriculum breadth is retained in the level 3 offer and minority subjects become more viable
- More efficient class sizes providing better value for money
- A greater equality of offer to learners
- Would deal effectively with issues such as class size, financial effectiveness and cross-phase subsidisation
- Teaching staff in the centres may specialise in post-16 delivery potentially producing higher standards of performance
- Subject specialists across centres, through collaborative activity, would develop new approaches to 'blended learning' and support learners to have the skills and resources to use this methodology successfully in preparation for experiencing its wide use in further and higher education
- Creates an opportunity to invest in tailored facilities for 16-18 education provision

77. **Concerns:**

- Potential impact on schools that may not host a sixth form in terms of surplus capacity, demand for places and recruitment and retention of staff
- Leakage of 'more able' pupils to school with a sixth form centre
- Depending on where the new centres are located it may or may not address the issue of surplus places
- Finding suitable locations and sourcing capital to develop one or more large sixth-form centres
- Bringing all post-16 learners into one or two centres would require an increase in travel arrangements and potentially higher discretionary post-16 transport costs for the Council although the cost may be offset by greater efficiency of delivery costs due to larger teaching groups

- Potential for duplication and competition with Bridgend College and creation of a two tier system in the County
- Increased travel may be a more marked disadvantage for some learners
- A potential impact of merging learners from different communities although this does not manifest itself currently within Bridgend College
- If the staff in the new centre(s) also have teaching commitments in schools then timetable management and collaboration with split site complexities will present a significant challenge
- If the teaching staff are recruited directly to the new centre(s) there may be a detrimental effect on the teaching force deployed in the 11-16 schools and certainly an unsettling period of recruitment and appointment
- The identity of post-16 learners with new centres or their home school
- There will be a need for good timetable collaboration between remaining school sixth forms and the new centres

78. **Concept 5** A mix of school sixth forms with some mergers to create a new FE college-governed sixth-form centre(s).

79. **Advantages:**

- Provides more choice for learners and parents between school-based sixth forms, FE sixth-form centres and traditional FE setting
- The retention of sixth forms is seen as essential in some areas in response to community aspirations
- Produces effective economies of scale
- Within a college setting a full range of level 2 and level 3 provisions can be offered with learners able to combine both vocational and academic courses into their programme of study
- Curriculum breadth is retained in the level 3 offer and minority subjects become more viable
- More efficient class sizes providing better value for money
- A greater equality of offer to learners
- Would deal effectively with issues such as class size and financial effectiveness
- There would be no possibility of cross-phase subsidisation in schools
- Teaching staff will specialise in post-16 delivery potentially producing higher standards of performance
- Creates an opportunity to invest in tailored facilities for 16-18 education provision
- Maintaining the link between sixth-form learners and the rest of the school, especially as aspirational role models and supporting younger pupils
- Sixth forms add to the overall ethos of the schools that retain them
- Faith and Welsh-medium schools see the retention of their sixth forms as a highly desirable/only acceptable model
- Removes the likelihood of institutional interest influencing learner choice of progression routes

80. **Concerns:**

- Potential impact on schools that do not host a sixth form in terms of surplus capacity, demand for places and recruitment and retention of staff

- Leakage of “more able” pupils to school or college setting with a sixth form centre
- There will be a need for good timetable collaboration between remaining school sixth forms and the college
- Does not address the issue of surplus places but will significantly increase the proportion of these
- Finding suitable locations and sourcing capital to develop one or more large sixth-form centres
- Bringing all post-16 learners into one or two centres would require an increase in travel arrangements and potentially higher discretionary post-16 transport costs for the Council
- If there are increased travel costs the Council will not be able to offset these against improved efficiency because the post-16 funding will pass from Welsh Government to the FE college and not to the Council
- Increased travel may be a more marked disadvantage for some learners
- If the teaching staff are recruited directly to the new centre(s) under FE management there may be a detrimental effect on the teaching force deployed in the 11-16 schools and certainly an unsettling period of recruitment and appointment
- The loss of senior students from school settings and their ability to be aspirational role models

81. **Concept 6** A full tertiary model governed by the FE sector

This concept would see the closure of all sixth forms and require the development of a new large campus within the FE sector capable of providing for an influx of around 1,600 students from the school sixth-form sector which would require significant capital investment in facilities.

82. **Advantages:**

- Significant economies of scale – the majority of post-16 education delivered by the one provider
- Ability to maintain curriculum breadth; some traditional subjects are already being lost in schools
- Greater resilience to cope with funding cuts
- Should provide good value for money
- Subjects delivered through larger teaching groups which are more conducive to high standards and a dynamic learning environment
- Equality of offer to all learners
- A significant opportunity to provide capital investment in 16-18 education facilities
- Could have a positive effect on Year 11 as they become the senior pupils in schools and greater maturity is expected from them
- Allows schools to focus more comprehensively on the outcomes at the end of key stage 4

83. **Concerns:**

- Does not address the issue of surplus places but will significantly increase the proportion of these
- Reduces the choice of providers for learners and parents
- Sourcing the capital costs of a new campus in times of austerity and shrinking budgets
- Increased travel may be a more marked disadvantage for some learners
- There is the potential for increased travel costs and the Council will not be able to offset these against improved efficiency because the post-16 funding will pass from Welsh Government to the FE college and not to the Council
- Surplus teachers and redundancy
- If the teaching staff from schools are recruited to the new centre under FE management there may be a detrimental effect on the teaching force deployed in the 11-16 schools and certainly an unsettling period of recruitment and appointment
- The loss of senior students from school settings and their ability to be role models
- Given the current difficulties schools are experiencing in recruiting more qualified/experienced staff the change of status to an 11-16 school could potentially heighten this issue

Other considerations in post-16 provision

Welsh-medium provision and learners with additional learning needs

84. These two specific areas were included in the first set of concept assessments undertaken by the Board. However, due to certain inherent features within these areas they were consistently lowering values across the whole range of assessment scores. The Board recognised that specific solutions would need to be developed for these two areas and they were therefore removed from consideration and the concepts were subject to a second round of assessment.

Welsh-medium provision

85. The Council is fully committed to supporting the expansion of Welsh-medium provisions across the County from early years through primary and on into secondary education. Through increasing the range of provision the Council will be supporting the ambition of the Welsh Government to realise one million Welsh speakers by 2050.
86. During the review of post-16 provision careful consideration has been given to the position of Welsh-medium post-16 provision and how this might be affected by the different concept proposals. It was apparent to the Board that any merged sixth-form provision or FE based post-16 provision which included Welsh-medium provisions would place the Welsh-medium school, YGG Llangynwyd, in a potentially very difficult position with regard to staffing. There are already significant challenges in meeting the demand for Welsh-medium teachers and to create a situation where the 11-16 Welsh-medium

provision is separate from sixth-form provision would only exacerbate the situation.

87. There are also issues of the ethos of Welsh-medium schools and immersion in the language and culture of Wales. These matters are highly valued by the Welsh-medium sector and any dilution of these aspects for post-16 would be seen as a retrograde step.
88. In consideration of these issues the Board supports the continued collaboration of YGG Llangynwyd with YGG Llanhari in RCT. These arrangements are well developed with a good integrated curriculum offer. However, as with other collaborations, there are additional costs to be borne, for example around transport. Therefore whatever progress is made with improving sixth-form provision in the English-medium sector, the Board is clear that the Welsh-medium sector should not be disadvantaged either financially or in any other aspect compared to English-medium provision.

Learners with additional learning needs

89. Bridgend County Borough Council is fully committed to supporting the needs of young people with additional learning needs and ensuring that an appropriate range of progression pathways is available to these potentially vulnerable groups of learners. The Council recognises its responsibilities under the new ALN Reform Act for securing these pathways for young people from age 3 to 25. In order to meet these responsibilities, especially for post-16 learning, the Council will need to work closely with its special schools, Bridgend College and other local partners to strengthen existing pathways and create new ones where gaps are identified.
90. The Board has recognised both the complexity and diversity of need in post-16 provision for learners with additional learning needs. As a result a specific review of current post-16 ALN provision has been undertaken and the findings will be presented in a separate report prepared by LA officers in order to inform the Board and Cabinet on ALN progression and provision. Any future developments that arise from this will be taken forward in parallel with the review of mainstream post-16 provision.

Faith education (schools of a religious character)

91. Christian ethos and values are fundamental to the approach to education within Archbishop McGrath Catholic High School and this is no less true for sixth-form provision as in Years 7 to 11. Both the school and the Archdiocese are committed to maintaining these by retaining sixth-form provision at the school rather than risking dilution through FE or merged sixth-form arrangements. The Board understands and supports this viewpoint but also recognises that there is value in Archbishop McGrath working in collaboration with the post-16 providers that emerge after this consultation. Archbishop McGrath already collaborates with other local sixth forms and Bridgend College and it is anticipated that this close working and partnership will continue to be developed in the future.

Impact of the proposals

92. **Quality and standards in education; Outcomes (standards and wellbeing); Provision (learning experiences, teaching, staffing, care support and guidance, and learning environment); Leadership and management (leadership, improving quality, partnership working and resource management); Quality and standards in education; Travel arrangements and accessibility impact; Land and buildings**
93. The list of areas in paragraph 92, although often referred to in the previous sections of this paper, will all be addressed should Cabinet proceed to detailed options in relation to the six concepts that are the subject of this consultation. A thorough analysis of these areas would be provided in support of further public consultation on specific and detailed options should these be requested by Cabinet.

Impact Assessments

Equality Impact Assessment

94. An EIA impact screening assessment has been undertaken and is attached at Appendix J. A full EIA will be undertaken when the workstream moves to detailed consideration of options.

Well-being of Future Generations (Wales) Act 2015 implications

95. Now, and in the short and mid-term, the financial pressures in the education system are a challenge to the viability of small sixth forms and the range of subjects that are available to learners 16-18.
96. The Cabinet's preferred concepts for the future of post-16 provision in the County are aimed at providing choice in post-16 settings, maintaining the breadth of subject choice, improving facilities and enhancing the standards of performance.
97. Through these developments the Council is striving to meet the ambitions of learners and support them to become high skilled members of the workforce in Wales. This will enable them to access employment and thereby have incomes that allow them to lead fulfilling lives.
98. Through all stages of the review of post-16 provision there has been close engagement with a range of stakeholders including the young people in schools and college. This has meant that the voice of learners has been clearly articulated in the design of future provision. Learners will continue to be engaged in any future consultation activity.
99. Further detail can be found in the accompanying Wellbeing Impact Assessment in Appendix K.

Risks

100. Detailed analysis of risks will be covered in any future consultation on specific option proposals. In this paper the key areas of risk that have been identified are financial, the breadth of the curriculum offer, transport costs, equality of access and opportunity, standards of achievement and staffing.

Alternatives

101. Only one option was discounted during the post-16 review. This was the formation of an independent sixth form college. Although there are many examples of this in England, within Wales there is only one – St. David's Catholic Sixth Form College in Cardiff. During the period of the post-16 review in Bridgend, St. David's College was undertaking a consultation to rejoin the local authority in Cardiff as a voluntary controlled sixth form college in the maintained sector. The Post-16 Board reviewed the evidence presented by the college in the consultation and took the view that such a concept would be inappropriate for Bridgend.

Details of the affected school(s)

102. As this consultation is only concerned with concepts details are not provided. These would be forthcoming if the Cabinet proposes specific options in the light of this consultation.

Finance

103. Likewise financial details can only be provided if specific option proposals are put forward in the future. This paper has recognised the reduction in funding from Welsh Government, the decline in grant due to demographics, the potential implications for the cost of transport and the efficiencies gained through economies of scale in larger post-16 settings.

The consultation process

104. The consultation process will be completed by 22 February 2019 and the outcomes will be reported to Cabinet in April 2019.
105. If the decision is to go ahead with specific option proposals then further detailed work will be undertaken, reported back to Cabinet and this would be followed by further public consultation before any decisions are reached.

Next steps

Activity	Date
Consultation period where we welcome your views on the proposal*.	03 December 2018 to 22 February 2019
Consultation report to Cabinet on the outcomes of the consultation.	16 April 2019
Consultation report published available at; www.bridgend.gov.uk/consultation	24 April 2019

*Please note that responses to consultation will not be counted as objections to the proposals. Objections can only be registered during the public notice period.

What do you now have to consider?

106. You are invited to consider the concepts for post-16 provision across the County and submit your views.

How to make your views known?

107. There will be consultation events held in all mainstream maintained secondary schools as detailed below for the different interested parties. You are invited to attend the relevant meetings where you can engage in discussions on the concepts, put questions and express any views or concerns you may have. You can make your views known by completing the response form attached to this consultation paper or completing the on-line survey at: www.bridgend.gov.uk/post16education

Venue: Secondary Schools		Date	Time
Archbishop McGrath	School Council	10 January 2019	9.00am
Catholic High School	Staff and parents	10 January 2019	5.00pm
	Governing body	tbc	
Brynteg School :	School Council	20 February 2019	9.00am
	Staff and parents	20 February 2019	5.00pm
	Governing body	tbc	
Bryntirion Comprehensive :	School Council	11 February 2019	9.00am
	Staff and parents	11 February 2019	5.00pm
	Governing body	tbc	
Coleg Communedol Y Dderwen:	School Council	19 February 2019	9.00am
	Staff and parents	19 February 2019	5.00pm
	Governing body	tbc	
Cynffig Comprehensive :	School Council	29 January 2019	9.00am
	Staff and parents	29 January 2019	5.00pm
	Governing body	tbc	
Maesteg School :	School Council	14 February 2019	9.00am
	Staff and parents	14 February 2019	5.00pm
	Governing body	tbc	
Pencoed Comprehensive :	School Council	21 January 2019	9.00am
	Staff and parents	21 January 2019	5.00pm
	Governing body	tbc	
Porthcawl Comprehensive :	School Council	21 February 2019	9.00am
	Staff and parents	21 February 2019	5.00pm
	Governing body	tbc	
YGG Llangynwyd :	School Council	12 February 2019	9.00am
	Staff and parents	12 February 2019	5.00pm
	Governing body	tbc	

Appendices

Appendix A: Post 16 Operational Board - Statements of ambition

Learner support

1. Learner wellbeing is supported by excellent pastoral systems
2. Regular access to 1:1 tutoring
3. There are excellent social /extra-curricular and peer support networks
4. Excellent impartial and aspirational advice delivered in partnership with external stakeholders and supported by a strong communication strategy. This results in seamless transitions and high retention on courses as a result of excellent decision making by learners. Academic, vocational and apprenticeship pathways are all clearly represented in this area of work.
5. Excellent additional support for learners is available as and when needed. The provision is person centred, timely and matched to need. It is delivered by experts (such as counsellors, therapists, psychologists) and is clearly signposted and well-coordinated.
6. 24 hour helpline available as well as support for learners online through email.
7. Strong emphasis on developing Life Skills including personal financial management and work experience

Progression

1. Post-16 learners have a strong awareness of and access to a complete range of progression opportunities that lead to high levels of achievement producing high skilled learners.
2. The curriculum offer and outcomes reflect labour market needs and generate learners with comprehensive sets of skills allowing them to compete locally, nationally and globally. National and regional Learning and Skills Partnership plans are taken into account when planning the curriculum
3. The curriculum offers equal opportunities for all with regard to choice, breadth and access.
4. The curriculum recognises and is responsive to diverse needs including ALN, preferred language of delivery and faith.
5. Curriculum provision is matched to the ability and needs of learners.
6. Learners' destinations post-16 and post-18 are accurately mapped. This data is used to assess the effectiveness of the curriculum offer and to provide insights into potential progression routes for subsequent generations of learners.

Student Outcomes

1. Resilient learners who are ready for work and/or able to participate meaningfully in their chosen communities and society.
2. Excellent provision with equal access for all learners and delivered to high standards through the medium of English or Welsh.
3. Learners have comprehensive skills sets drawn from experiences of the Welsh Baccalaureate, Essential Skills Wales, and Employer Compacts. They have the ability to understand their own learning needs and be self-directed, independent learners.

4. Learners have appropriate connections to employment (sandwich courses/work trial element) and greater awareness of their place within local/global economy. Employers benefit from a potential workforce that is very well prepared for employment.
5. Many constructive opportunities for work experience
6. Excellent grades to fulfil learners' academic ambitions
7. Improved academic transition from GCSE to AS in support of high standards

Teaching and Learning

1. All learners have access to excellent specialist and inspirational staff for a wide variety of courses. These are delivered at an appropriate level through the medium of either English or Welsh.
2. Excellence in the leadership of teaching and learning exists at all levels within organisations
3. The teaching and learning experience exposes learners to innovation in learning and the concepts of enterprise and entrepreneurship.
4. Teaching and learning is underpinned by a culture of quality assurance at an appropriate level and accountability for outcomes.
5. Variety in pedagogy/methods – focus groups, seminars, working at own pace, mix more in groups, learners able to select learning method
6. Knowledgeable and interesting staff. Lessons made fun. Variety of learning techniques. More practical learning. Different ways of assessing.
7. Teaching should be consistent and clear, with regular learner assessments/feedback to help improve learner experience.
8. Positive relationships with teachers – approachable staff who know you well
9. Teaching to meet the needs of the individuals: learning should be personalised for different needs
10. New technologies (including updated software) to learn from & communicate with teachers; resources on digital platforms, iPads/laptops/own devices, designated computer room, Wi-Fi (free) – increased access to learning via these routes

Curriculum

1. The curriculum offer delivers the Welsh Government's Youth Guarantee
2. The curriculum offer :
 - Is broad (lots of choice including Welsh and Games), flexible and accessible
 - Is balanced between vocational and academic subjects both in choice and esteem
 - Is available through the medium of Welsh and English
 - Provides for all types of learners
 - Aims to provide learners with their first preference in choice of subjects
 - Delivers on skills as well as qualifications
 - Is enhanced through innovation
3. Increased collaboration and a reduction in unnecessary duplication in the delivery of the curriculum in order to make it cost effective and good value for money.

4. Outward looking curricular contexts linked to industry and commerce with extra-curricular enrichments.

Built Environment

1. Capital investment is targeted to provide excellent learning environments for all learners including facilities for independent learning.
2. A future-proofed IT infrastructure
3. Planned accommodation is matched to current and projected demand for 16-19 provision avoiding over capacity and ensuring value for money.
4. Appropriate rationalisation of transport arrangements
5. For all pathways learners have access to excellent teaching and learning facilities, resources and IT infrastructure for both class and independent study.
6. Quality/modernised environment to encourage respect in learning environment
7. State of the art facilities for 21st century learning to include Specialist facilities and others including health (gym), leisure (common room games), restaurant, access to designated sixth-form space/computer room/library and up-to-date technology for research and car parking

Standards

1. Challenging and successful education for all that delivers great value added enabling all learners to reach their full potential.
2. To have a high ambition for the standard of outcomes for 16-19 year olds and to ensure that standards are maintained or improved through a period of change.
3. High aspiration and support from pastoral staff
4. Every learner should have the opportunity to reach their full potential and leave post-16 education fully qualified and prepared for the future

Inclusion

1. Inclusive curriculum offer that delivers on the Welsh Government's Youth Guarantee
2. Courses and progression routes for all learners
3. No barriers to progression which should be seamless
4. Inclusive to allow learners to study their passions and to discover a different way of learning
5. No racism, sexism, homophobia. Zero tolerance. Welcoming everyone no matter what. Respect all learners and tutors/staff
6. No matter what needs and abilities, everyone in the sixth-form centre should be included and not left out of lessons and activities
7. Make sure any racial bullying is banned and people with disabilities or additional needs are included
8. Every learner to be involved in some way in the schools/college council system

Values

1. A sense of purpose and community.
2. Safe and happy, learner wellbeing is a high priority.

3. Aim to give learners the best chance for successful progression post-18, retaining the learners' interests at heart.
4. The values and morals that are taught within faith schools are essential to their learning and growth as people and they want to be able to express their faith in a school community.
5. Caring, Community focus, Ambitious, Capable , Entrepreneurial , Ethical , Serious, Challenging , Focused

Appendix B: Post-16 public consultation – Background information (detail)

1. This consultation arises out of a process that started in 2011. At that time Welsh Government had instituted a 'Transformation review of post-16 education and training' across all local authorities in Wales. In Bridgend the Council, working in partnership with its secondary schools and Bridgend College, produced a Strategic Outline Case that was approved by Welsh Government. This set out a proposal for a Collaboration Model (Distributed Tertiary Model) to deliver post-16 provision across the County whereby sixth forms were retained and worked in collaboration with each other and with Bridgend College.
2. Two and a half years later, at the request of Welsh Government, the Council commissioned Tribal to undertake a review of these arrangements and a report was published in December 2013. The report found that there was a strong curriculum offer that met the requirements of the Learning & Skills Measure to provide 30 or more level 3 A level and vocational courses, an increase in learners taking up collaborative courses and a steady increase in standards. However some of the rationalisation needed to meet a tighter financial climate had not materialised. A weakness in careers advice and guidance was also noted. Overall the report felt that progress was not sufficiently rapid to meet the changing environment of post-16 education and training.
3. In more recent years there have been significant reductions in the core post-16 funding from Welsh Government. At the same time the 14-19 grant was reduced and merged with the Education Improvement Grant which is delegated directly to schools. As a result transport costs to support post-16 collaboration are now funded from schools' budgets and have to compete against other demands in a time of increasing budget pressures. A number of subjects have been lost from the curriculum offer and fewer learners are now taking up day time collaborative courses. The improvement in standards has slowed and is just behind All Wales averages.
4. In 2014 the Council established a Schools Task Group which was asked to consider the way forward for all schools within the County and to ensure plans continue to be developed to provide a high quality education system for all young people. One of the work-streams for this group was focused on post-16 education.

5. The Schools Task Group was charged with determining options for post-16 provision for the future to enable consultation under the statutory code. The objectives were:
 - To co-design post-16 education provision with stakeholders
 - To evaluate the impact of post-16 plans for education
 - To identify any opportunities for advantageous service reconfiguration
 - to ensure that any new model of post-16 delivery can demonstrate efficiencies and value for money
6. A Post-16 Operational Board (The Board) was established in June 2016 to take forward the post-16 work-stream. The Board, representing a wide spectrum of stakeholders, started its work by establishing the key ambitions that would be served by any configuration of post-16 provision across the County. In order to ensure the voice of learners was being heard the Board invited all school councils to run workshops within their respective schools to elicit the ambitions of learners. The combined list of ambitions generated by the Board and learners are listed in Appendix A.
7. A large scale survey of staff and learners engaged in 16-18 education in schools and colleges was undertaken to ascertain their views on how the current post-16 provision was delivering against these ambitions. Over 2000 responses were received and analysed and the Board was able to acknowledge the strengths and weaknesses of the present situation as perceived by those engaged with current post-16 provision across the County.
8. The Board examined a substantial amount of data, information and research on post-16 education and considered all seven concepts of post-16 provision that exist in Wales. Following this piece of work it was agreed to discount one concept which would have involved the establishment of an independent sixth form college in Bridgend. The only provider of this type in Wales is St. David's Catholic Sixth Form College in Cardiff. St. David's, as a specialist sixth form college, has reviewed its position as a college within the FE sector and is currently undertaking a process to return to the local authority. Having read the consultation paper released by St. David's, the Post-16 Board determined that it would not be sensible to consider introducing this concept into Bridgend.
9. All other concepts were taken forward into a series of assessment exercises where they were compared for their potential effectiveness to deliver on the Board's sixteen most critical ambitions. Preferred concepts were identified and the findings were reported to Cabinet in October 2017 and in more detail again in April 2018. Cabinet approval was then given to take the six concepts out to public consultation and gain feedback from as wide a range of stakeholders as possible before giving consideration to specific options for the future delivery of post-16 education across the County.

Appendix C: Table 4 Comparison of A level performance in schools, range of subjects and size of sixth form 2015-2018

BCBC	Grades										Percentage of cohort					Subjects reported			Cohort size
	2016	A*	A	B	C	D	E	U	Total	A*	A*-A	A*-B	A*-C	A*-E	3A*-A	A levels	BTECs	Total	
Archbishop McGrath	8	29	39	41	21	6	2	146	5.48	25.34	52.05	80.14	98.63		21	3	24	164	
Brynteg	39	75	126	116	82	17	2	457	8.53	24.95	52.52	77.90	99.56		30	8	38	422	
Bryntirion	5	18	45	50	24	10	1	153	3.27	15.03	44.44	77.12	99.35		21	4	25	170	
CCVD	5	11	36	33	27	19	8	139	3.60	11.51	37.41	61.15	94.24		19	6	25	157	
Cynffig	0	7	17	25	22	6	1	78	0.00	8.97	30.77	62.82	98.72		16	2	18	88	
Maesteg	3	16	28	40	28	11	2	128	2.34	14.84	36.72	67.97	98.44		14	8	22	204	
Pencoed	4	10	26	41	33	18	10	142	2.82	9.86	28.17	57.04	92.96		21	1	22	130	
Porthcawl	19	78	85	88	38	15	5	328	5.79	29.57	55.49	82.32	98.48		28	1	29	290	
YGG Llanygnwyd	9	19	39	39	22	7	0	135	6.67	20.74	49.63	78.52	100.00		22	2	24	110	
Bridgend	92	263	441	473	297	109	31	1706	5.39	20.81	46.66	74.38	98.18					1735	

BCBC schools	Year	Grades										Percentage of cohort					Subjects reported			Cohort size
		2015	A*	A	B	C	D	E	U	Total	A*	A*-A	A*-B	A*-C	A*-E	3A*-A	A levels	BTECs	Total	
Archbishop McGrath	11	25	18	16	21	5	2	98	11.22	36.73	55.10	71.43	97.96		22	5	27	150		
Brynteg	14	58	138	105	78	26	10	429	3.26	16.78	48.95	73.43	97.67		31	7	38	442		
Bryntirion	11	31	61	66	36	12	3	220	5.00	19.09	46.82	76.82	98.64		21	3	24	205		
CCVD	0	14	34	39	23	9	4	123	0.00	11.38	39.02	70.73	96.75		20	4	24	165		
Cynffig	1	2	9	18	21	8	3	62	1.61	4.84	19.35	48.39	95.16		13	3	16	100		
Maesteg	3	9	26	37	49	14	2	140	2.14	8.57	27.14	53.57	98.57		19	9	28	193		
Pencoed	4	5	35	50	25	17	7	143	2.80	6.29	30.77	65.73	95.10		21	4	25	142		
Porthcawl	31	83	136	90	43	25	6	414	7.49	27.54	60.39	82.13	98.55		30	1	31	332		
YGG Llanygnwyd	6	20	36	40	22	4	2	130	4.62	20.00	47.69	78.46	98.46		22	3	25	123		
Bridgend	81	247	493	461	318	120	39	1759	4.60	18.65	46.67	72.88	97.78					1852		

BCBC	Grade										Percentage of cohort					Subjects reported			Cohort size
	2017	A*	A	B	C	D	E	U	Total	A*	A*-A	A*-B	A*-C	A*-E	3A*-A	A levels	BTECs	Total	
Archbishop McGrath	6	41	44	47	47	19	5	1	163	3.68	28.83	55.83	84.66	99.39		20	2	22	156
Brynteg	38	65	107	97	97	45	31	7	390	9.74	26.41	53.85	78.72	98.21		26	2	28	377
Bryntirion	12	20	40	40	40	14	12	3	141	8.51	22.70	51.06	79.43	97.87		18	4	22	174
CCVD	1	4	22	33	33	42	14	5	121	0.83	4.13	22.31	49.59	95.87		18	3	21	148
Cynffig	3	8	11	19	19	11	6	1	59	5.08	18.64	37.29	69.49	98.31		11	1	12	76
Maeesteg	7	32	52	61	61	37	17	9	215	3.26	18.14	42.33	70.70	95.81		21	5	26	177
Pencoed	8	11	30	37	37	25	9	2	122	6.56	15.57	40.16	70.49	98.36		20	0	20	128
Porticawll	24	66	109	66	66	35	19	3	322	7.45	27.95	61.80	82.30	99.07		27	2	29	262
YGG Llanywlyd	2	10	29	29	29	12	11	2	95	2.11	12.63	43.16	73.68	97.89		22	2	24	111
Bridgend	101	257	444	429	429	240	124	33	1628	6.20	21.99	49.26	75.61	97.97					1609

BCBC	Grade	2018	Percentage of cohort										Subjects reported			Cohort size				
			A*	A	B	C	D	E	U	Total	A*	A*-A	A*-B	A*-C	A*-E		3A*-A	A levels	BTECs	Total
Archbishop McGrath		9	30	34	47	47	23	4	3	150	6.00	26.00	48.67	80.00	98.00		21	1	22	148
Brynteg		18	68	133	114	114	57	17	4	411	4.38	20.92	53.28	81.02	99.03		27	3	30	347
Bryntirion		8	28	38	45	45	27	17	3	166	4.82	21.69	44.58	71.69	98.19		17	4	21	205
CCVD		6	13	41	34	34	29	12	2	137	4.38	13.87	43.80	68.61	98.54		21	5	26	160
Cynffig		0	5	12	17	17	5	14	5	58	0.00	8.62	29.31	58.62	91.38		12	2	14	61
Maeesteg		1	9	25	41	41	31	18	7	132	0.76	7.58	26.52	57.58	94.70		13	4	17	150
Pencoed		3	16	33	31	31	38	12	2	135	2.22	14.07	38.52	61.48	98.52		21	2	23	141
Porticawll		24	65	79	69	69	39	16	1	293	8.19	30.38	57.34	80.89	99.66		27	1	28	242
YGG Llanywlyd		2	15	29	36	36	21	18	5	126	1.59	13.49	36.51	65.08	96.03		16	3	19	118
Bridgend		71	249	424	434	434	270	128	32	1608	4.42	19.90	46.27	73.26	98.01					1572

Appendix D

School size and educational effectiveness Estyn, December 2013 – an extract

Main findings

Secondary schools

1. Large secondary schools need less follow-up activity after inspection than small and medium-sized secondary schools. About 4% of large secondary schools need significant improvement or special measures, compared to around 20% of small and medium-sized schools.
2. Examination results for large secondary schools are better than those for small and medium-sized secondary schools for nearly all measures.
3. Wellbeing is excellent in 33% of large secondary schools compared with 14% of medium-sized and 4% of small secondary schools. Attendance is similar for small and medium-sized secondary schools, but better in large secondary schools. Large secondary schools tend to have more comprehensive procedures for monitoring attendance and for tackling persistent absences.
4. The quality of teaching in small and medium-sized secondary schools is broadly similar. It is stronger in large secondary schools. Large schools tend to have better arrangements for professional development and quality assurance, while these systems are less well developed in small and medium-sized schools. Teachers in small schools are less likely only to teach their specialist subject.
5. In general, curriculum provision is broader and better balanced in large secondary schools. Nearly all large secondary schools provide good or better learning experiences for their pupils, while learning experiences are good or better in the majority of small schools and many medium-sized schools. Large secondary schools are able to offer a wider range of options due to economies of scale. Small and medium-sized schools are more dependent on 14-19 partnerships to provide a suitable range of courses.
6. Leadership is good or better in nearly all the large secondary schools inspected. Leadership is good or better in the majority of medium-sized schools and in many small schools. In all schools where performance is strong, leadership is good or better. In small and medium-sized secondary schools, succession planning may be weak and, when key members of staff leave the school, there can be too long a delay before their skill-set is replaced.

Appendix E: Comparative financial pressures in post-16

1. Another feature of the post-16 financial landscape is the comparative rate of funding for courses in England and Wales. The major cost of delivery is the salaries of teachers and these are the same in both countries but a comparison of the funding levels shows a significant difference with Wales being at a disadvantage. This lower level of funding places the delivery of sixth-form provision under greater pressure in Wales.
2. In Bridgend sixth forms all learners follow the revised advanced Welsh Baccalaureate which is equivalent to an A level and is awarded the same points ratings by UCAS and accepted as such by all UK universities with a few exceptions. The table below shows the programmes studied by Welsh learners, the numbers of hours in the programme and the funding provided by Welsh Government.

Table 8: Funding values for A level programmes in Wales

Welsh post-16 funded programmes			
Programme	Hours per year	Welsh funding	English funding
2 A levels & WBQ	549	£2,624	£4,000
3 A levels & WBQ	711	£3,399	£4,400
4 A levels & WBQ	873	£4,173	£4,800

WBQ = Welsh Baccalaureate (qualification = Advanced Skills Challenge Certificate)

3. In England the base rate of £4,000 is applied to all programmes with 540 or more hours of delivery. There are uplifts of 10% and 20% for learners following high volume programmes of 4 or 5 A levels. There is also an additional £480 per subject to support learners who have yet to achieve a grade C or better in English and Maths.
4. As an illustration, if a sixth form of 150 had 25 learners on a 2 A level plus WBQ programme, 25 on a 4 A level plus WBQ programme and 100 learners on the standard 3 A level plus WBQ programme then the differential in funding would be approximately £150,000 to the detriment of the Welsh school sixth form. Extrapolated across the County this would amount to a £1.573m funding gap in the provision of resources for learners who are being prepared to compete with their peers across the UK for places in employment, higher apprenticeships and universities.

Post-16 consistent performance measures



Llywodraeth Cymru
Welsh Government

Performance measures for sixth forms and colleges are changing.

In 2014/15, we introduced a new planning and funding framework for post-16 learning, based on learning programmes. We made a commitment to develop new performance measures that would enable us to measure learner outcomes on a programme basis too, and to do so consistently across sixth forms and colleges for the first time.

The new performance measures will replace the separate measures which have been used for sixth forms (the Level 3 threshold and points scores, based on learners who take exams) and for colleges (learning activity success rates, based on learners enrolled and their outcomes within a single year of study). They are intended to be used together to give a rounded picture of sixth forms' and colleges' outcomes, with no one measure being more important than the others. The three measures are:

Achievement

Value added

Destinations

The measures will be used:

- By schools and colleges, to evaluate of their own performance and plan for improvement;
- By Estyn through discussions with schools and colleges, from 2018/19;
- By Welsh Government to analyse the outcomes of post-16 learning and track improvements; and
- To help learners, parents and employers make informed choices about post-16 learning.

Developing the measures

We started the development of the new measures in 2014, following the [Review of Qualifications for 14-19 year olds](#).

We undertook a formal consultation in January - May 2017. The consultation paper and summary of responses are available [here](#).

We continue to work closely with Estyn, schools, colleges, local authorities and consortia to develop and refine the new measures.

Definitions of some key terms

Learning programme: a package of learning with a purpose and outcome for progression to employment or to further or higher education. A programme is made up of a number of qualifications and other learning activities such as A levels, BTEC Diplomas, essential skills and work experience.

Equivalent: qualifications which are of comparable size and value to A2 levels, and which are counted towards the general education achievement measure; for example, BTEC Subsidiary Diplomas and the Advanced Welsh Baccalaureate Skills Challenge Certificate.

Completion: a learner has reached the end of their programme of study by completing the associated learning activities, regardless of whether or not they go on to attain their qualification aims.

Attainment: a learner has passed an examination or other assessment in order to achieve a qualification.

September 2018

For more information contact: post16quality@gov.wales

The measures

Achievement

A measure of the completion and attainment of learners undertaking A level, vocational and Welsh Bacallaureate learning programmes.

The measure is calculated at learning programme level, and comprises three sub-measures:

- **General education** (learners studying A level and mixed A level/vocational programmes): the proportion of learners who, over two years of study, achieve three A levels and/or equivalent qualifications at grades A*-A, A*-C or A*-E.
- **Vocational** (learners studying 'pure' vocational programmes in a specific sector/subject area): the proportion of main qualifications that were attained on learning programmes at each level.
- **Welsh Bacallaureate**: the proportion of learners enrolled on Welsh Bacallaureate programmes who complete and achieve the overall Welsh Bacallaureate qualification; grades achieved for the Skills Challenge Certificate.

All of the measures are based on the cohort of learners enrolled eight weeks after their programme start date, which allows for a degree of early drop-out and transfers.

Data sources

Schools: Data on learning programmes from the Post-16 Collection, matched to attainment data from the Welsh Examinations Database (WED).

Colleges: Data from the Lifelong Learning Wales Record (LLWR).

Value added

A measure of the progress made by learners, over and above what would normally be expected based on their prior attainment and gender.

In 2016, following procurement, we appointed FFT Education Ltd as our contractor to develop the value added measure and produce reports for schools and colleges. The measure comprises three sub-measures:

- **Average grade per entry**: the average grades attained for the qualifications entered by learners
- **Total volume of entries**: a measure of the average number of qualifications entered per learner
- **Total points per learner**: a measure of the average total number of qualification points attained by each learner.

Learners who are aged 16-19 and studying Level 3 qualifications are currently within the scope of the value added model, with proposals to extend the age range to include older learners in future.

Data sources

Data on learner characteristics from the Pupil Level Annual Schools Census (PLASC), matched to WED data on prior and post-16 attainment.

Data on English pupil attainment from the National Pupil Database.

Data on FE learners' campus from the LLWR.

Destinations

A measure of the proportion of learners who progress into further learning (including higher education) and/or employment.

The destinations measure is being developed using matched education and employment records, through participation in the UK Government's Longitudinal Education Outcomes (LEO) study.

The proposed measure is based on learners who have progressed to employment or to further learning at the same or a higher level, sustained over the autumn and spring terms of the academic year following the end of their learning programme. It includes learners who are in both employment and further learning, such as Apprenticeships.

Data sources

Matched education data from PLASC, LLWR, WED and Higher Education Statistics Authority (HESA).

Matched employment and benefits records held by the Department for Work and Pensions and HM Revenue & Customs.

September 2018

For more information contact: post16quality@gov.wales

Appendix G: descriptions of the Alps value-added indicators

3 year average Alps grade: This is the average of the grades for quality, RED teaching and BLUE teaching but averaged across a three year period.

Overall quality grade: This indicator shows overall performance by measuring all learner outcomes across their programmes and comparing this to their prior attainment at GCSE.

Proportion of RED teaching: This grade represents the percentage of learners taught in classes that experienced excellent teaching and learning. A subject is classed as providing excellent teaching and learning when it gains a grade 1, 2 or 3 for its Alps subject performance placing it in the top quarter of performance.

Proportion of BLUE teaching: This grade represents the percentage of learners taught in classes that experienced relatively poor teaching and learning. A subject is classed as providing relatively poor teaching and learning when it gains a grade 7, 8 or 9 for its Alps subject performance placing it in the bottom quarter of performance.

% Grades on target: In relation to A levels this grade is calculated as the percentage of A levels on target by taking the number of A levels on target divided by the total number of A levels in a school report.

Table 7: Value-added examination data covering 2015 to 2018

Alps grades 2015-2018	3 year average Alps grade 2016 - 2018	Overall quality grade				Proportion of RED teaching				Proportion of BLUE teaching				% Grades on target			
		15	16	17	18	15	16	17	18	15	16	17	18	15	16	17	18
School v	Year >																
Archbishop McGrath	2	2	2	1	1	4	3	2	3	6	5	3	4	3	2	2	2
Brynteg	4	3	3	3	3	4	4	4	4	5	5	5	4	3	3	3	3
Porthcawl	4	2	3	4	5	2	3	5	5	4	4	4	3	2	4	4	5
Maesteg	5	4	2	5	6	7	8	3	4	7	5	4	6	5	3	4	6
Llangynwyd	5	2	1	4	6	7	4	5	7	5	4	5	7	3	2	3	5
CCYD	5	6	7	5	2	7	6	4	2	7	7	7	4	6	7	5	2
Pencoed	6	6	6	5	5	7	6	4	6	8	7	5	6	6	5	6	5
Cynffig	6	5	2	7	5	5	5	6	6	7	7	6	7	4	4	5	6
Bryntirion	6	3	4	7	6	7	8	5	7	6	6	5	6	4	5	7	7
BCBC overall	4	3	3	4	4	4	5	4	5	6	5	5	5	---	---	---	---
Bridgend College (twilight provision)	4	1	3	4		8	3	3		1	7	7		2	4	6	

Appendix H - Projections of school capacity

Ysgol Gyfun Brynteg / Brynteg Comprehensive School															
Amcanestyniadau Ionawr 2018-2026 / Projections Jan 2018-2026															
Blwyddyn / Year	7	101%	87%	101%	99%	79%	73%	Total sixth form	Cyfanswm / Total	Cyfanswm Adeiladau Newydd	Cyfanswm Disgyblion Newydd 11 - 16	Cyfanswm Disgyblion Newydd Post 16	Cyfanswm Diwygiedig	Cyfanswm Disgyblion Newydd Post 16	Aros am Gymeradwyaeth Cynllunio
Oed / Age	11-12	12-13	13-14	14-15	15-16	16-17	17-18			Total New Build	Total New Pupils 11 - 16	Total New Pupils 16-18	Revised Total 11-18	Total New Pupils 16-18	Waiting for Planning Approval
2012	275	295	307	336	294	198	180	378	1885						
2013	263	259	291	306	330	216	154	370	1819						
2014	208	263	257	285	305	241	171	412	1730						
2015	210	207	259	256	289	249	189	438	1659						
2016	227	214	207	262	252	233	189	422	1584						
2017	222	228	218	209	259	213	164	377	1513						
2018	193	225	231	216	200	191	156	347	1412	10	2	0	1412+2=1414	0 Houses	707+
2019	240	194	196	232	214	158	139	297	1373	30	5	1	1176+2+6=1184		937+
2020	249	241	169	197	230	169	115	284	1370	33	6	1	1172+2+6+7=1187	Yield	934+
2021	228	251	210	170	195	182	123	305	1359	30	5	1	1163+2+6+7+6=1184	0 - pupils 11 - 16	937+
2022	269	229	218	211	168	154	133	287	1382	40	7	1	1227+2+6+7+6+8=1256	0 - Pupils post 16	865+
2023	256	271	200	219	209	133	112	245	1400	0	0	0	1291+2+6+7+6+8=1320	Total: 0 pupils	801+
2024	272	258	235	201	217	165	97	262	1445	80	14	3	1449+2+6+7+6+8+17=1495		626+
2025	255	274	224	237	199	171	121	292	1481	0	0	0	1484+6+7+6+8+17=1528		593+
2026	247	257	238	225	234	157	125	282	1483	0	0	0	1486+7+6+8+17=1524		597+

Ysgol Uwchradd Gatholig yr Archesgob McGrath / Archbishop McGrath R.C. Comprehensive School															
Amcanestyniadau Ionawr 2018-2026 / Projections Jan 2018-2026															
Blwyddyn / Year	7	102%	100%	102%	95%	74%	69%	Total sixth form	Cyfanswm / Total	Cyfanswm Adeiladau Newydd	Cyfanswm Disgyblion Newydd	Cyfanswm Disgyblion Newydd Post 16	Cyfanswm Diwygiedig	Aros am Gymeradwyaeth Cynllunio	Capasiti Gwag Tai a gymhwyswyd
Oed / Age	11-12	12-13	13-14	14-15	15-16	16-17	17-18			Total New Build	Total New Pupils	Total New Pupils 16-18	Revised Total 11-18	Waiting for Planning Approval	Surplus Capacity Housing Applied
2012	104	120	124	129	116	91	43	134	727						
2013	124	117	125	124	125	96	52	148	763						
2014	136	123	122	123	125	92	76	168	797						
2015	116	132	125	122	123	103	47	150	768						
2016	137	136	125	132	123	88	68	156	809						
2017	137	136	125	132	123	88	68	156	809						
2018	128	140	133	128	123	86	62	148	800	361	6	1	800+7=807	0 Houses	29+
2019	159	131	140	136	122	91	59	150	838	768	12	3	838+7+15=860		-24
2020	145	162	131	143	129	90	63	153	863	946	15	3	863+7+15+18=903	Yield	-67
2021	153	148	162	133	136	95	62	157	889	807	13	3	889+7+15+18+16=945	0 - pupils 11 - 16	-109
2022	126	156	148	165	127	100	66	166	888	676	11	2	888+7+15+18+16+13=957	0 - Pupils post 16	-121
2023	143	129	156	151	157	94	69	163	899	0	0	0	899+7+15+18+16+13=968	Total: 0 pupils	-132
2024	155	146	129	159	143	116	65	181	913	1627	26	5	13+7+15+18+16+13+31=1013		-177
2025	140	158	146	131	151	106	80	186	912	0	0	0	912+15+18+16+13+31=1005		-169
2026	141	143	158	149	125	112	73	185	901	0	0	0	901+18+16+13+31=979		-143

* Housing yield is based on the fact that on average Archbishop take 9% of the county's overall population.



Ysgol Gyfun Bryntirion / Bryntirion Comprehensive School															
Amcanestyniadau Ionawr 2018-2026 / Projections Jan 2018-2026															
Blwyddyn /Year / Oed / Age	7	90%	105%	102%	96%	62%	78%	Total sixth form	Cyfanswm /Total	Cyfanswm Adeiladau Newydd	Cyfanswm Disgyblion Newydd	Cyfanswm Disgyblion Newydd Post 16	Cyfanswm Disgyblion Newydd Post 16	Aros am Gymeradwyaeth Cynllunio	Capasiti Gwag Tai a gymhwyswyd
	11-12	8	9	10	11	12	13			Total New Build	Total New Pupils 11 - 16	Total New Pupils 16-18	Total New Pupils 16-18		
2012	160	198	186	177	177	89	90	179	1077						
2013	193	158	206	184	179	92	63	155	1075						
2014	172	195	161	210	184	128	74	202	1124						
2015	181	167	194	158	203	106	87	193	1096						
2016	169	160	170	189	163	91	80	171	1022						
2017	240	172	164	176	191	107	67	174	1104						
2018	211	240	174	170	170	127	78	205	1170	50	9	2	1170+11=1181	38 Houses	27+
2019	190	190	252	177	163	105	99	204	1176	198	36	7	1176+11+43=1230		-22
2020	171	171	199	257	170	101	82	183	1151	155	28	6	1151+11+43+34=1239	Yield	-31
2021	180	154	180	203	247	106	79	185	1149	100	18	4	1149+11+43+34+22=1259	7 - pupils 11 - 16	-51
2022	190	162	162	183	195	153	82	235	1127	30	5	1	1127+11+43+34+22+6=1243	1 - Pupils post 16	-35
2023	181	171	170	165	176	121	119	240	1103	0	0	0	1103+11+43+34+22+6=1219	Total: 8 pupils	-11
2024	192	163	180	174	158	109	94	203	1070	4	1	0	1070+11+43+34+22+6+1=1187		21+
2025	158	173	171	183	167	98	85	183	1035	0	0	0	1035+43+34+22+6+1=1141		67+
2026	180	142	181	174	176	103	77	180	1033	0	0	0	1033+34+22+6+1=1096		112+

Coleg Cymunedol Y Dderwen															
Amcanestyniadau Ionawr 2017-2025 / Projections Jan 2017-2025															
Blwyddyn /Year / Oed / Age	7	98%	97%	98%	96%	38%	76%	Total sixth form	Cyfanswm /Total	Cyfanswm Adeiladau Newydd	Cyfanswm Disgyblion Newydd	Cyfanswm Disgyblion Newydd Post 16	Cyfanswm Disgyblion Newydd Post 16	Aros am Gymeradwyaeth Cynllunio	Capasiti Gwag Tai a gymhwyswyd
	11-12	8	9	10	11	12	13			Total New Build with Planning	Total New Pupils 11 - 16	Total New Pupils 16-18	Total New Pupils 16-18		
2012	235	234	244	257	222	130	70	200	1392						
2013	255	234	232	246	260	130	89	219	1446						
2014	212	254	235	223	237	113	94	207	1368						
2015	229	212	249	237	217	101	64	165	1309						
2016	206	216	207	238	226	83	74	157	1250						
2017	226	205	208	202	230	86	62	148	1219						
2018	232	226	199	211	191	89	66	155	1214	87	16	3	1214+19=1233	28 Houses	340+
2019	261	227	219	195	203	73	68	140	1246	154	28	6	1246+19+34=1299		274+
2020	233	256	221	215	187	77	55	132	1244	214	39	8	1244+19+34+47=1344	Yield	229+
2021	266	228	248	216	206	71	58	130	1293	191	34	7	1293+19+34+47+41=1434	5 - pupils 11 - 16	139+
2022	244	261	221	243	207	78	54	132	1308	197	35	7	1308+19+34+47+41+42=1491	1 - Pupils post 16	82+
2023	270	239	253	217	233	79	60	138	1351	0	0	0	1351+19+34+47+41+42=1534	Total: 6 pupils	39+
2024	257	265	232	248	208	89	60	149	1359	316	57	11	1359+19+34+47+41+42+68=1610		37-
2025	242	252	257	227	238	79	67	147	1362	0	0	0	1362+34+47+41+42+68=1594		21-
2026	253	237	244	252	218	90	60	151	1354	0	0	0	1354+47+41+42+68=1552		21+



Ysgol Gyfun Cynffig / Cynffig Comprehensive School									Amcanestyniadau Ionawr 2018-2026 / Projections Jan 2018-2026						
Blwyddyn /Year Oed / Age	7	96%	98%	100%	97%	40%	62%	Total sixth form	Cyfanswm /Total	Cyfanswm Adeiladau Newydd Total New Build	Cyfanswm Disgyblion Newydd Total New Pupils 11 - 16	Cyfanswm Disgyblion Newydd Post 16 Total New Pupils 16-16	Cyfanswm Disgyblion Newydd Post 16 Total New Pupils 16-16	Aros am Gymeradwyaeth Cynllunio Waiting for Planning Approval	Capasiti Gwag Tai a gymhwyswyd Surplus Capacity Housing Applied
	11-12	12-13	13-14	14-15	15-16	16-17	17-18								
2012	113	100	121	123	113	69	41	110	680						Current Capacity : 1013
2013	100	111	96	121	122	56	35	91	641						
2014	107	107	116	108	128	75	35	110	676						
2015	126	110	108	115	101	57	43	100	660						
2016	119	117	105	107	114	51	37	88	650						
2017	139	120	116	107	106	47	29	76	664						
2018	167	133	121	112	100	31	30	61	694	12	2	0	694+2=696	0 Houses	317+
2019	128	160	130	121	109	40	19	59	707	54	10	2	707+2+12=721		292+
2020	132	123	157	130	118	44	25	68	729	15	3	1	729+2+12+4=747	Yield	266+
2021	127	127	120	157	127	47	27	74	732	7	1	0	732+2+12+4+1=751	0 - pupils 11 - 16	262+
2022	138	122	124	120	153	51	29	80	737	0	0	0	737+2+12+4+1=756	0 - Pupils post 16	257+
2023	156	132	119	124	117	61	31	93	740	0	0	0	740+2+12+4+1=759	Total: 0 pupils	254+
2024	139	150	130	119	121	47	38	85	744	0	0	0	744+2+12+4+1=763		250+
2025	141	133	147	130	116	48	29	77	744	0	0	0	744+12+4+1=761		252+
2026	131	135	131	147	126	46	30	76	746	0	0	0	746+4+1=751		262+

Ysgol Gyfun Maesteg / Maesteg Comprehensive School									Amcanestyniadau Ionawr 2018-2026 / Projections Jan 2018-2026						
Blwyddyn /Year Oed / Age	7	99%	100%	99%	98%	53%	77%	Total sixth form	Cyfanswm /Total	Cyfanswm Adeiladau Newydd Total New Build	Cyfanswm Disgyblion Newydd Total New Pupils 11 - 16	Cyfanswm Disgyblion Newydd Post 16 Total New Pupils 16-16	Cyfanswm Disgyblion Newydd Post 16 Total New Pupils 16-16	Aros am Gymeradwyaeth Cynllunio Waiting for Planning Approval	Capasiti Gwag Tai a gymhwyswyd Surplus Capacity Housing Applied
	11-12	12-13	13-14	14-15	15-16	16-17	17-18								
2012	160	198	186	177	177	89	90	179	1077						Current Capacity : 1333
2013	193	158	206	184	179	92	63	155	1075						
2014	172	195	161	210	184	128	74	202	1124						
2015	181	167	194	158	203	106	87	193	1096						
2016	204	184	170	194	157	125	79	204	1113						
2017	186	203	184	164	190	80	97	177	1104						
2018	165	178	198	184	149	88	62	150	1024	45	8	2	1024+10=1034	2 Houses	299+
2019	161	164	178	196	180	79	68	147	1026	80	14	3	1026+10+17=1053		283+
2020	196	160	164	176	192	96	61	156	1045	72	13	3	1045+10+17+16=1088	Yield	245+
2021	193	195	160	162	173	102	74	175	1059	100	18	4	1059+10+17+16+22=1124	0 - pupils 11 - 16	209+
2022	197	192	195	158	159	92	78	170	1071	109	20	4	1071+10+17+16+22+24=1160	0 - Pupils post 16	173+
2023	196	196	192	193	155	84	70	155	1086	0	0	0	1086+10+17+16+22+24=1175	Total: 0 pupils	158+
2024	164	195	196	190	189	82	65	147	1081	287	52	10	1081+10+17+16+22+24+62=1232		101+
2025	192	163	195	194	186	100	63	164	1093	0	0	0	1093+17+16+22+24+62=1275		58+
2026	187	191	163	193	190	99	77	176	1100	0	0	0	1100+16+22+24+62=1265		68+

Ysgol Gyfun Pencoed / Pencoed Comprehensive School									Amcanestyniadau Ionawr 2018-2026 / Projections Jan 2018-2026						
Blwyddyn /Year Oed / Age	7	103%	101%	103%	95%	50%	81%	Total sixth form	Cyfanswm /Total	Cyfanswm Disgyblion Newydd Total New Build with planning	Cyfanswm Disgyblion Newydd Total New Pupils 11 - 16	Cyfanswm Disgyblion Newydd Post 16 Total New Pupils 16-18	Cyfanswm Disgyblion Newydd Post 16 Total New Pupils 16-18	Aros am Gymeradwyaeth Cynllunio Waiting for Planning Approval	Capasiti Gwag Tai a gymhwyswyd Surplus Capacity Housing Applied
	11-12	12-13	13-14	14-15	15-16	16-17	17-18								
2012	136	152	160	185	157	86	67	153	943						
2013	138	130	147	153	174	83	54	137	879						
2014	125	151	139	155	151	86	61	147	868						
2015	157	129	149	146	157	81	61	142	880						
2016	142	167	133	157	134	70	60	130	863						
2017	156	140	171	138	151	70	58	128	884						Current Capacity : 1137
2018	157	160	136	170	135	80	61	141	899	155	28	6	899+34=933	100 houses	204+
2019	150	163	162	140	162	68	65	133	910	219	39	8	910+34+47=991		146+
2020	155	155	165	167	133	81	55	136	911	311	56	11	911+34+47+67=1059	Yield	78+
2021	151	160	157	170	159	67	66	132	930	170	31	6	930+34+47+67+32=1110	18 - pupils 11 - 16	27+
2022	168	156	162	162	162	80	54	134	944	150	27	5	944+34+47+67+32+32=1156	4 - Pupils post 16	-19
2023	164	173	158	167	154	81	64	146	962	0	0	0	962+34+47+67+32+32=1174	Total: 22 pupils	-37
2024	161	169	175	163	159	77	66	143	970	207	37	7	970+34+47+67+32+32+44=1226		-89
2025	166	166	171	180	155	80	62	142	980	0	0	0	980+47+67+32+32+44=1202		-65
2026	165	171	168	176	171	78	65	143	997	0	0	0	997+67+32+32+44=1172		-35

Ysgol Gyfun Porthcawl / Porthcawl Comprehensive School									Amcanestyniadau Ionawr 2018-2026 / Projections Jan 2018-2026						
Blwyddyn /Year Oed / Age	7	101%	100%	99%	98%	64%	81%	Total sixth form	Cyfanswm /Total	Cyfanswm Adeiladau Newydd Total New Build with planning	Cyfanswm Disgyblion Newydd Total New Pupils	Cyfanswm Disgyblion Newydd Post 16 Total New Pupils 16-18	Cyfanswm Disgyblion Newydd Post 16 Total New Pupils 16-18	Aros am Gymeradwyaeth Cynllunio Waiting for Planning Approval	Capasiti Gwag Tai a gymhwyswyd Surplus Capacity Housing Applied
	11-12	12-13	13-14	14-15	15-16	16-17	17-18								
2012	200	245	217	237	231	164	125	289	1419						
2013	203	211	252	221	237	158	152	310	1434						
2014	234	205	212	253	229	195	145	340	1473						
2015	189	242	211	209	255	162	170	332	1438						
2016	186	187	248	213	209	158	142	300	1343						
2017	195	193	184	242	209	133	123	256	1279						
2018	180	195	191	179	235	140	102	242	1222	2	0	0	1222	13 Houses	329+
2019	228	182	195	189	175	150	113	264	1232	4	1	0	1232+1=1233		318+
2020	217	230	182	193	185	112	122	234	1241	106	19	4	1241+1+23=1265	Yield	286+
2021	187	219	230	180	189	119	91	210	1215	203	37	7	1215+1+23+34=1273	2 - pupils 11 - 16	278+
2022	210	189	219	228	176	121	96	217	1239	150	27	5	1239+1+23+34+32=1329	0 - Pupils post 16	222+
2023	207	212	189	217	224	113	98	211	1260	0	0	0	1260+1+23+34+32=1350	Total: 2 pupils	201+
2024	210	209	212	187	213	143	91	235	1265	733	132	26	1265+1+23+34+32+158=1513		38+
2025	204	212	209	210	183	136	116	252	1270	0	0	0	1265+23+34+32+158=1512		39+
2026	211	206	212	207	206	117	110	228	1269	0	0	0	1265+34+32+158=1489		62+



YGG Llangynwyd															
Amcanestyniadau Ionawr 2018-2026 / Projections Jan 2017-2025															
* Housing yield is based on the fact that on average YGG take 7% of the county's overall population.															
Blwyddyn /Year	7	98%	98%	98%	99%	66%	80%	Total sixth form	Cyfanswm /Total	Cyfanswm Adeiladau Newydd	Cyfanswm Disgyblion Newydd	Cyfanswm Disgyblion Newydd Post 16	Cyfanswm Disgyblion Newydd Post 16	Aros am Gymeradwyaeth Cynllunio	Capasiti Gwag Tai a gymhwyswyd
		8	9	10	11	12	13			Total New Build	Total New Pupils 11 - 16	Total New Pupils 16-16	Total New Pupils 16-16	Waiting for Planning Approval	Surplus Capacity Housing Applied
Oed / Age	11-12	12-13	13-14	14-15	15-16	16-17	17-18								
2012	107	102	100	121	0	0	0	0	430						
2013	121	105	89	97	120	0	0	0	532						
2014	84	113	103	83	97	76	0	76	556						
2015	114	80	108	98	84	65	58	123	607						
2016	108	114	77	109	99	55	55	110	617						
2017	110	106	110	75	105	69	42	111	617						
2018	114	107	106	104	75	65	53	118	624	361	5	1	624+6=630	153 Houses	232+
2019	103	111	105	104	103	50	52	102	628	768	10	2	628+6+12=646		216+
2020	130	101	109	103	103	68	40	108	654	946	12	2	654+6+12+14=686	Yield	174+
2021	111	127	99	107	102	68	54	122	668	807	10	2	668+6+12+14+12=712	2 - pupils 11 - 16	150+
2022	128	109	125	97	106	67	54	121	686	676	9	2	686+6+12+14+12+11=741	0 - Pupils post 16	121+
2023	152	125	106	122	96	70	54	123	725	0	0	0	725+6+12+14+12+11=780	Total: 2 pupils	82+
2024	140	149	123	104	121	63	56	119	756	1627	21	4	756+6+12+14+12+11+25=836		26+
2025	121	137	146	120	103	80	50	130	757	0	0	0	757+12+14+12+11+25=831		31+
2026	136	118	146	143	119	68	64	132	794	0	0	0	794+14+12+11+25=856		6+



Appendix J - Equality impact assessment (EIA) screening form

Department	Completed by (lead)	Date of initial assessment	Revision date(s)
Education and Family Support	John Fabes	1 st March 2018	
Name of policy being screened:	Post-16 Education		
Who is responsible for delivery of the policy?	Lindsay Harvey		
Is this an existing or new function/ policy, practice, procedure or decision?	The post-16 education project is looking to change the existing post-16 education model.		
Brief description and aim of policy:	<p>The Post-16 Education phase two project aims to develop proposals for the strategy for post-16 education which is signed off by all stakeholders and which will inform future planning.</p> <p>The strategy for post-16 education in Bridgend will be underpinned by robust models, which will deliver the right education in the right place and with the best outcomes for learners.</p>		
Does this policy relate to any other policies (please state)	<p>The following legislation, principles, and policies which will assist in the development of the policy and to be considered are:</p> <ul style="list-style-type: none"> • United Nations Convention on the Rights of the Child • The Well-being of Future Generations (Wales) Act 2015 • 2050, A Million Welsh Speakers • Action Plan, Cymraeg 2050 • One Wales: One planet, a new sustainable development scheme for Wales May 2009 or any successor strategy • Child Poverty Strategy for Wales (issued February 2011 information document number 95/2011) or any successor strategy • Faith in Education • Local plans for economic or housing development • Welsh in Education Strategic Plans (made under Part 4 of the School Standards and Organisation (Wales) Act 2013 • Children and young Peoples Plans (or successor plans) 		

	<ul style="list-style-type: none"> • 21st Century Schools – Capital Investment Programme and the relevant wave of investment • Learner Travel Statutory Provision and Operational Guidance 2014 • Measuring the capacity of schools in Wales, Circular No: 021/2011
Who is affected by this policy (e.g. Staff, residents, disabled people, women only?)	Staff, schools, learners, parents/carers/guardians
What evidence has been used to inform the assessment and policy? (please list only)	Informal consultation completed Options appraisal on concepts completed Formal consultation and engagement due to be held November 2018 to February 2019
If this is a review or amendment of an existing policy, has an EIA been carried out? Please include date of completion:	No previous EIA in place
If an EIA exists, what new data has been collected on equality groups since its completion?	N/A

	Yes	No	Unknown
Is this policy an important or large scale function	✓		
Is it likely the policy will impact upon a large number of staff, residents and/or contractors?	✓		

Is it possible that any aspect of the policy will impact on people from different groups in different ways?					
Characteristic	High (H)	Med (M)	Low (L)	None	Explanation of impact
Age	✓				This policy directly impacts on post-16 education learners.
Disability	✓				The policy will be considering post-16 education for learners with additional learning needs
Gender Reassignment				X	

Race				X	
Religion/ Belief	✓				The policy will be considering post-16 education for learners in schools of a religious character.
Pregnancy and maternity				X	
Sexual Orientation				X	
Sex				X	
Civil Partnerships and Marriage				X	
Welsh Language	✓				The policy will be considering post-16 education for Welsh-medium learners.
What is the risk that any aspect of the policy could in fact lead to discrimination or adverse effects against any group of people? (see guidance notes for list of protected characteristics?)					
The risk is minimal because the policy is aiming to provide all learners with an access to the right post-16 education.					
What action has been taken to mitigate this risk?					
As part of the post-16 education review a children's rights impact assessment and a Welsh impact assessment will be completed. Full consultation is scheduled. The school organisation code is being consulted. The appropriate religious bodies and the Archdioceses will be consulted before the consultation document is published.					

Could any aspect of the policy help BCBC to meet the main public sector duties? Bear in mind that the duty covers nine protected characteristics.

Duty	Yes	No	Unknown
Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Act	✓		
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it	✓		
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it	✓		
Please set out fully your reasoning for the answers given above including an awareness of how your decisions are justified.			

The project is aiming to provide all post-16 learners with access to the right education. The proposals will ensure equality of opportunity for learners regardless of geographical location.

Could any aspect of this “policy” assist Bridgend County Borough Council with its compliance with the Welsh Language Standards and the Welsh Language (Wales) Measure 2011

	Yes	No	Unknown
The policy would impact on people’s opportunity to a) use the Welsh language in a positive or negative way and b) treat both languages equally	✓		
The policy could be changed to have a positive effect or increase the positive effect on a) people’s opportunity to use the Welsh language and b) treating both languages equally	✓		
The policy could be changed to minimise or remove any adverse effects on a) people’s opportunity to use the Welsh language and b) treating both languages equally	✓		

Is this policy likely to impact on community cohesion?

This policy may impact positively on the education community as greater links would be made between institutions.

However, this policy may negatively impact on the residential community as sixth forms may be removed from local comprehensive schools or located outside of the local community.

	Yes	No	Unknown
Procurement: Are there any procurement implications to the activity, proposal or service. (Please take the findings of this assessment to your procurement plan).		✓	
Human Resource: Are there any HR resource implications to the activity, proposal or service	✓		

What level of EIA priority would you give to this policy?			
High full EIA within 6 months, or before approval of policy	Medium Full EIA within one year of screening	Low Full EIA within three years of screening	Screen out No further EIA required at this time
✓			

Please consider if timescale for EIA will be affected by any other influence e.g. Committee deadline, external deadline, part of a wider review process?



Please explain fully the reasons for this judgement, where “screened out” here you must include information how your decisions are justifiable and evidence based.

This policy is an important and large scale function. It will be impacting on a wide range of people and will impact on protected characteristic groups. The policy will enhance equality of opportunity for learners and could positively impact on the ability to use the Welsh Language.

A full consultation and engagement exercise is being arranged to take place between November 2018 and February 2019. Following consultation a full equalities impact assessment will be completed.

Who will carry out the full EIA?	Specialist Officer: Post-16 Education and Training
Full EIA to be completed by (Date):	April 2019
Date EIA screening completed:	
Approved by (Head of Service):	

When complete, this form must be retained by the service area. The EIA screening should be recorded as complete on share point (your business manager has access to share point). The EIA screening should be referenced and summarised in the relevant cabinet report for this policy. Where a full EIA is needed this should be included as an appendix with the cabinet report and therefore available publically on the website.

If you have queries in relation to the use of this toolkit please contact the Equalities Team on 01656 643664 or equalities@bridgend.gov.

APPENDIX K - WELLBEING OF FUTURE GENERATIONS (WALES) ACT 2015 ASSESSMENT

Project Description (key aims):	
Section 1 Complete the table below to assess how well you have applied the 5 ways of working.	
Long-term (The importance of balancing short term needs with the need to safeguard the ability to also meet long term needs)	1. How does your project / activity balance short-term need with the long-term and planning for the future? In the short term BCBC and its secondary schools are faced with financial pressures. With reduced funding it is becoming difficult to maintain financially viable sixth forms in all our schools. The review of post-16 provision and the public consultation addresses this issue but also sets out to protect the long term interest of learners 16-18 by ensuring curriculum breadth, high standards, value for money and enhanced facilities.
Prevention (How acting to prevent problems occurring or getting worse may help public bodies meet their objectives)	2. How does your project / activity put resources into preventing problems occurring or getting worse? The Council's preferred option on post-16 provision is to retain a few sixth forms and merge others into larger centres. This will allow for economies of scale, ensure no more subjects are lost and re-instate others, provide value for money and a boost to standards. This in turn will support two of the Council's key corporate objectives – 'Supporting a successful economy' and 'Smarter use of resources'.
Integration (Considering how the public body's well-being objectives may impact upon each of the wellbeing goals, on their objectives, or on the objectives of	3. How does your project / activity deliver economic, social, environmental & cultural outcomes together? It engages, educates and upskills young people to create a well qualified workforce for the future benefiting both the nation and the individual. The preferred concepts will strengthen the social ties within the larger sixth-form settings and through the larger units will have environmental benefits. The opportunities for a wider range of cultural activities and exchanges will also be exploited.

other public bodies)	
Collaboration	4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?
(Acting in collaboration with any other person (or different parts of the body itself) that could help the body meet its well-being objectives)	As part of this change programme BCBC has already engaged with over 2000 learners and staff in schools and college to inform the ambitions of the project. We anticipate working with a further 3000 young people in the consultation phase as well as a range of educational stakeholders and parents in order to shape the future provision of post-16 education in ways that will be of maximum benefit to young people and thereby their wellbeing.
Involvement	5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?
(The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves)	As indicated in 4. the project has already engaged every secondary school council in workshops to determine the principles for 16-18 education. In turn they ran workshops with pupils in their own schools. Over 1500 learners 16-18 and 500 staff in school and college responded to a survey on the current state of 16-18 provision which informed the process of considering concepts for the future. Moving forward through the public consultation on post-16 provision the Council will engage with 3000 learners via school councils and a wider audience through the online survey and direct contact. Open workshops with parents and other stakeholders will be held across the County. All the input from these activities will be fed into the future deliberations on how post-16 provision will be delivered in the years ahead.

Section 2		
Assess how well your project / activity will result in multiple benefits for our communities and contribute to the national well-being goals (use Appendix 1 to help you).		
Description of the Well-being goals	How will your project / activity deliver benefits to our communities under the national well-being goals?	Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?
<p>A prosperous Wales An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The project is at the heart of developing a skilled and well-educated workforce by providing outstanding 16-18 education. These young people will provide the skilled adults employers are seeking and will underpin the growth of employment opportunities, the economy and wealth in the local economy. The preferred changes are predicated on the efficient use of resources by creating economies of scale in the educational provision.</p>	<p>The Council's preferred options set out to maximise the benefits to the young people in our communities by increasing choice of subjects to study and raising standards of achievement. Facilities will be enhanced and extra-curricular opportunities will be expanded.</p>
<p>A resilient Wales A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The project will rationalise the transport infrastructure that supports post-16 education in the County thereby making efficient use of resources, reducing the carbon footprint and thereby contributing to a healthier natural environment.</p>	<p>The preferred concepts in the project would seek to maximise access to a wide range of high quality education with rationalised transport and good value for money.</p>
<p>A healthier Wales A society in which people's physical and mental well-being is maximised and in</p>	<p>The preferred concepts will create larger 16-18 settings with viable teaching groups. Research has shown that the dynamic and</p>	<p>Creating larger settings for post-16 will enable those learning communities to provide more physical and cultural</p>

which choices and behaviours that benefit future health are understood.	interactions that occur in the larger units have a positive effect on the learning experience resulting in higher standards and better wellbeing. There is the potential for increasing the amount of participation in physical activities which in turn will have positive effects on wellbeing.	activities in the working week to balance the academic demands and therefore improve learner wellbeing.
A more equal Wales A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).	This is a critical factor in the review – producing a result where all young people 16-18, regardless of background, circumstance or geography can enjoy access to the same wide range of high quality educational opportunities.	The project is seeking to maximise the opportunity for young people from some of our more disadvantaged backgrounds to access the full range of progression routes post-16 thus providing every learner with a possible and realisable route into their future.
A Wales of cohesive communities Attractive, viable, safe and well-connected communities.	The current post-16 community is fragmented and the project aims to bring together learners from a range of settings into well-designed learning provision alongside peers from across the County thus expanding their social interactions and increasing the connectedness of young people from different communities across the County.	The project aims to maximise opportunities for high quality learning in settings which are financially viable, safe, with excellent facilities and where strong relationships exist between staff and learners.
A Wales of vibrant culture and thriving Welsh language A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.	The extra-curricular dimension and expanded engagement of learners 16-18 in the arts and sport will be built into any developmental plans. The lack of sport in the current post-16 curriculum was identified as a weakness by learners and will be addressed through the preferred concepts.	The project will proactively support a thriving Welsh-medium post-16 provision in partnership with schools in RCT with long term plans to expand the numbers in this sector.
A globally responsible Wales	The Advanced Skills Challenge Certificate	Maximise impact by universal adoption of

A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	element of the revised Welsh Baccalaureate is followed by all learners 16-18 across Bridgend and this will continue with the development of the preferred concepts. As a consequence all students will take part in the Global Challenge, one of four challenges built into the qualification.	the Welsh Baccalaureate and the Advanced Skills Challenge Certificate.
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Section 3			
Will your project / activity affect people or groups of people with protected characteristics? Explain what will be done to maximise any positive impacts or minimise any negative impacts			
Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
Age:	Yes through enhancing and improving educational opportunities for 16-18 year olds	No	Through the implementation of the Council's preferred concepts for post-16 provision across the Borough.
Gender reassignment:	Neutral	Neutral	
Marriage or civil partnership:	Neutral	Neutral	
Pregnancy or maternity:	Neutral	Neutral	
Race:	Neutral	Neutral	
Religion or Belief:	Yes	No	Retention of Faith-based post-16 provision
Race:	Neutral	Neutral	
Sex:	Neutral	Neutral	
Welsh Language:	Yes	No	Full support for partnership and collaboration that enriches and expands the opportunities within Welsh-medium post-16 provision

Section 4	Identify decision meeting for Project/activity e.g. Cabinet, Council or delegated decision taken by Executive Members and/or Chief Officers
Compiling Officers Name:	John Fabes
Compiling Officers Job Title:	Specialist Officer: Post-16 Education and Training
Date completed:	02 October 2018

Consultation Survey Questions – on-line:

The ambitions for post-16 education in Bridgend County Borough

Q1 Do you agree with the statements of ambition that were produced by the Post-16 Board and students in secondary schools summarised on page 5 of the report and repeated below:

- High-quality teaching and learning that enables them to secure strong performance and high standards of achievement in examinations
- A broad curriculum offer underpinned by excellent impartial careers advice and guidance
- Positive relationships with staff who are inspirational with learners and experts in their work
- First-class support for learners whether in a personal capacity or through the facilities available to support their studies
- A good range of extra-curricular activity and have access to work experience.

(The full list of ambitions agreed by the Board can be found in Appendix A of the consultation report)

Strongly agree Agree Neutral Disagree Strongly disagree

Q2 Is there anything you would like to add to the list?

Curriculum offer

Q3 Please consider the statements below and select a response for each one:

All learners should have access to a wide range of subjects wherever they are studying

If learners have studied a subject to the end of key stage 4 they should also be able to study that subject in the sixth form

Every subject should have an equal amount of teacher delivery time for both smaller and larger teaching groups

Strongly agree Agree Neutral Disagree Strongly disagree

Q4 Do you have any further comments?

Q5 Blended Learning is a method of learning where on-line resources are prepared by teachers and made available to students along with guidance and instructions on the work to be completed. This learning may take place during dedicated time in the school day or outside school hours. It may also involve on-line contact with the teacher and tele-conferencing. It places an emphasis on independent learning on the part of the student. There is significant use of this approach in further and higher education.

Among other benefits it could help make some small subject groups viable, while reducing the need for students to be transported to different locations.

It would require some investment in physical resources, and professional development for teachers new to this methodology.

Do you agree that blended learning could be a useful part of teaching programmes?

Strongly agree Agree Neutral Disagree Strongly disagree

Q6 Do you have any further comments?

Collaboration

Q7 At this time we have day time collaboration for two option blocks across four afternoons a week. We also provide collaborative courses in twilight sessions at Bridgend College. It is expected that in concepts 1, 4 and 5 there will still be collaboration. Please indicate your preferred model for collaboration and indicate the reasons for your choice.

Day time collaboration Twilight collaboration

Reasons for your choice

Transport

Bridgend College's two campuses at Pencoed and on Cowbridge Road provide the centres for specialist post-16 vocational education for the County. The majority of our learners who choose vocational progression routes or do not meet the entry requirements to sixth form travel to these centres for their education.

Q8 If the Council were to develop sixth form centres as part of the Cabinets preferred option would it be reasonable to expect A level students to also travel to specialist centres for their education?

Strongly agree Agree Neutral Disagree Strongly disagree

If you choose strongly disagree or disagree we would be keen to know your reasons – please respond in the text box below.

Where school sixth forms/sixth-form centres/Bridgend College collaborate around a common timetable there may be an expectation that learners would travel for some of their courses during their lunchbreak. If the lunchbreak is timetabled for one hour the travel time would be kept to a maximum of 20 minutes. It is expected that this travel would occur on just two days of the week per subject studied through collaboration.

Q9 Would you consider this travel arrangement acceptable within the context of learner wellbeing?

Strongly agree Agree Neutral Disagree Strongly disagree

Standards of achievement and Finance

Q10 From the evidence presented in the consultation report, especially in relation to standards of achievement and finance, would you consider it appropriate that the council looks to maintain large sixth forms and/or establish sixth-form centres?

Strongly agree Agree Neutral Disagree Strongly disagree

If you choose strongly disagree or disagree we would be keen to know your reasons – please respond in the text box below.

Concepts for consideration

There are six concepts that are being considered as a model for post-16 education. Full details of each concept can be found in the consultation report.

Concept 1: The retention of sixth forms in all schools - the current position (ie a distributed tertiary model based on collaboration, but with further development in order to improve the delivery of this concept).

Please choose what you consider to be the three most important advantages and three most important concerns by placing them in the rating box on the right.

Q11	3 most important advantages
Q12	3 most important concerns

Are there any other advantages or concerns you would like to add?

Overall what do you think of this concept?

Concept 2: The closure of all sixth forms and the development of a local authority maintained sixth-form centre(s).

Please choose what you consider to be the three most important advantages and three most important concerns by placing them in the rating box on the right.

Concept 3: The closure of all sixth forms and the development of a further education (FE) college governed sixth-form centre(s).

Please choose what you consider to be the three most important advantages and three most important concerns by placing them in the rating box on the right.

Concept 4: A mix of school sixth forms with some mergers to create a new local authority maintained sixth-form centre(s).

Please choose what you consider to be the three most important advantages and three most important concerns by placing them in the rating box on the right.

Concept 5: A mix of school sixth forms with some mergers to create a new FE college-governed sixth-form centre(s).

Please choose what you consider to be the three most important advantages and three most important concerns by placing them in the rating box on the right.

Concept 6: A full tertiary model governed by the FE sector.

Please choose what you consider to be the three most important advantages and three most important concerns by placing them in the rating box on the right.

Q23	<p>The Council's preferred concepts are Concept 4 and Concept 5. If either of these were to be adopted by the council which would you prefer?</p> <p><input type="radio"/> Concept 4</p> <p><input type="radio"/> Concept 5</p>
	<p>Reason for your choice:</p> <p><input type="text"/></p>
Q24	<p>Do you agree with the Council's choice of preferred concepts?</p> <p><input type="radio"/> Yes</p> <p><input type="radio"/> No</p>
	<p>If no – please provide your reasons why not.</p> <p><input type="text"/></p>
Q25	<p>Please rank each concept in order of preference where 1 is your most preferred and 6 is your least preferred <i>by placing them in the rating box on the right.</i></p>

Do you have any other suggestions for post-16 education provision across Bridgend County Borough?

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By virtue of paragraph(s) 14 of Part 4 of Schedule 12A of the Local Government Act 1972.

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